

Revolve Collective – Safeguarding Policy

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1. Statement of Commitment

At Revolve Collective, safeguarding is not simply a policy. It is a reflection of our core belief that every individual, particularly children and young people, deserves to be treated with respect, dignity, and compassion.

We recognise children and young people as agents of their own lives, possessing unique experiences, ideas, and voices. We are committed to protecting and nurturing their wellbeing while honouring their rights as set out in the United Nations Convention on the Rights of the Child.

Our work, whether through recruitment or direct support, centres around building environments where children and young people can thrive, free from harm, neglect, or abuse. We treat every individual fairly and respectfully, irrespective of race, gender, identity, faith, disability, or background.

Safeguarding at Revolve Collective exists not only to protect young people but also to provide clear, safe boundaries and accountability for our staff, candidates, and

volunteers. In doing so, we aim to reduce the risk of false allegations, and where such allegations do arise, ensure that the individual is protected through fair, transparent, and robust processes.

2. Understanding Abuse and Prevention

2.1 Defining Abuse

Abuse is any form of maltreatment that causes harm or potential harm to another individual. This includes physical, emotional, sexual abuse, neglect, exploitation, and online abuse.

2.2 Safeguarding Responsibilities

All staff and candidates, whether directly employed or placed in a setting, have a duty to:

- Remain vigilant
- Report any safeguarding concerns to the Designated Safeguarding Lead (DSL)
- Follow our reporting procedures without delay

2.3 Training and Awareness

All Revolve Collective employees and candidates must complete safeguarding training at induction. Additional and role-specific training will be made available throughout their time with us. CPD opportunities are offered for those wishing to deepen their safeguarding practice.

2.4 Safer Recruitment

We are committed to thorough and fair recruitment processes, including:

- Enhanced DBS checks
- ID verification and right to work checks
- References
- Interview questions related to safeguarding and conduct

2.5 Candidates with Criminal Records

Revolve Collective recognises that some individuals have a history that reflects not their future, but a journey of restoration. We believe in fairness and rehabilitation.

Where an applicant has a blemished DBS record, this will be assessed on a case-by-case basis, considering:

- The nature and date of the offence
- Evidence of rehabilitation

- The relevance to the role being applied for

We particularly acknowledge that lived experience can provide powerful, credible witness to young people facing challenges. However, in line with legislation, no individual who appears on the Barred List or is known to have harmed children will be permitted to work or volunteer in any capacity.

3. Leading with a Strong and Caring Culture

Our safeguarding culture is not a tick-box exercise. It is an inherent expression of our values.

We believe in nurturing environments where children and young people feel seen, heard, and safe. Our safeguarding approach is designed not just for protection but for holistic support.

3.1 Our Ethos

- Every child has the right to be safe, supported, and treated fairly.
- Every staff member deserves to feel confident, protected, and equipped.
- Every candidate should know where they stand and be given appropriate responsibility.

3.2 Training and CPD

We are committed to providing training and development that grows with the individual. As responsibilities evolve, so too will the level of safeguarding knowledge required.

3.3 Vetting and Checks

Revolve Collective works with reputable partners, such as Atlantic Data, to carry out DBS checks and verify overseas police records where needed. No corners will be cut. All those working with children must have:

- The right to work in the UK
 - A valid Enhanced DBS
 - Overseas checks if applicable
-

4. Protection

Our safeguarding processes protect not just the children and young people we serve, but also our team and those placed by us.

4.1 Supporting Children and Young People

If a child discloses abuse, the staff member or candidate must:

- Listen and take the disclosure seriously
- Record factually using our reporting template
- Pass the information to the DSL without delay

Any young person involved will be offered continued support, and we will ensure information is shared appropriately with the placing school, local authority, or other agency as necessary.

4.2 Supporting Staff and Candidates

Safeguarding situations can be distressing or complex. Revolve Collective will:

- Provide clear reporting routes
- Offer internal or external support (e.g. counselling) if needed
- Ensure all safeguarding concerns and allegations are investigated fairly and with due process

5. Digital Considerations

5.1 Revolve Employees

- May contact young people to coordinate sessions, but only through approved organisational platforms (e.g. work email, secure messaging systems)
- Must never use personal phone numbers or personal social media/messaging platforms for contact
- Must record and document all digital interactions appropriately
- Must report all safeguarding concerns related to digital communication via the standard safeguarding process to the Revolve DSL

5.2 Revolve Candidates

- Must not have any private, personal, or digital communication with young people outside the placement setting
- Must never use personal phones, email, or social media for communication with students or pupils
- Must report all safeguarding concerns observed in placement settings to the host setting DSL and to Revolve's DSL as part of their dual reporting obligation

6. Further Reading

This policy should be read in conjunction with the following documents:

- Behaviour and Wellbeing Framework
- Code of Conduct
- Complaints and Whistleblowing Policy
- Data Protection and Retention Policy
- Equal Opportunities Policy
- Lone Working Procedure
- Recruitment and Onboarding Policy

(Alphabetised for ease of reference)

Contact Details

We take concerns seriously. If you're worried - whether as a young person, family member, school, or team member - please speak to us or reach out to a safeguarding authority.

Revolve DSL: safeguarding@revolvecollective.org

NSPCC Helpline (for adults/professionals): 0808 800 5000

Childline (for young people): 0800 1111

Local Authority Designated Officer (LADO): Contact via your local council

End of Document

Last updated: June 2025

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This policy is part of our wider commitment to handling data with integrity, safeguarding individuals, and promoting trust in how we operate.