



Royal Association for Deaf people

Our safeguarding standards

1. Safe leadership and governance [**Click here for BSL**](#)

Our executive team have a duty to ensure RAD takes all reasonable steps to protect all individuals associated with the organisation from harm. RAD will identify at least one designated trustee for safeguarding who will support the work of executives and the management team, the safeguarding lead and other key colleagues. They must also be satisfied that, when appropriate, our partners have adequate safeguarding measures in place.

To enable our board of trustees to fulfil this duty, the designated safeguarding lead (DSL) will provide the executive team with a regular update on the implementation of activity and associated plans and provide timely reports of safeguarding incidents which will be shared with the designated trustee each quarter. [See the Safeguarding Quality Assurance Framework for more detail about how we will do this.](#)

Led by the executive team, the managers and DSL will actively promote an awareness of and commitment to safeguarding by enabling access to guidance, training, and appropriate support and by modelling best practice within their own areas of operation.

Representatives from the executive team and operational managers will act as the organisation's designated deputy safeguard leads, working to support the DSL with direct and strategic oversight of safeguarding issues and the implementation of the safeguarding action plan in collaboration with the operational safeguarding team who provide a network of safeguarding support for our clients and colleagues.

Representatives from the operational safeguarding team meet monthly and support the DSL to ensure that strategic safeguarding issues are managed effectively and that proactive measures are in place to prevent harm across all areas of operation.

All colleagues have a responsibility to challenge poor practice and to act if there is a cause for concern about a person at risk, or the behaviour of anyone towards people at risk, but it is not their responsibility to determine if abuse has occurred or what action is required to protect the people at risk. Responsibility for deciding whether to escalate a concern to the appropriate authority lies with RAD's operational safeguarding team.

2. Influence and empowerment [**Click here for BSL**](#)

Colleagues will be given the support and opportunity to be fully engaged in and to inform RAD safeguarding policies, guidance, and activities.

RAD's network of engaged colleagues and their external relationships with professionals help us develop best practice, a proactive safeguarding culture, policy and procedures. Equally, understanding lived experiences will help us to create safeguarding practices which are relevant.

We build effective and professional relationships with the individuals who work with or volunteer for RAD, so that they feel welcome and safe within the organisation.

3. Equality and inclusion [**Click here for BSL**](#)

Our colleagues are mindful of individuals' diverse circumstances and recognise the support needs of those who are potentially at greater risk. RAD has specific policies in place that promote equality and respect diversity. We are aware of and are sensitive to the needs of individuals' protected characteristics. All colleagues champion and model attitudes and behaviours that respect the rights of all and are inclusive, well informed, and responsive to diverse needs. They reflect on how discrimination and exclusion, whether intentional or unintentional, might work against the development of a safe and inclusive culture and develop proactive strategies to address this.

RAD is committed to ensuring that the policies, procedures, and guidance are in place and accessible for all. Materials produced must be in accessible language and formats that promote inclusion, including for non-specialists, volunteers, and deaf clients. All involved in our services must be informed of the support and complaints processes available to them.

4. Working safely [**Click here for BSL**](#)

Safeguarding is integrated throughout the recruitment process. Building a culture of safeguarding depends on our ability to demonstrate our commitment to safeguarding amongst all those who join the organisation as employees or volunteers. This means:

- Ensuring all recruiting managers and members of interview panels have received appropriate training on safer recruitment
- Including a statement about our commitment to safeguarding in all job adverts
- Including specific safeguarding questions in interviews
- Completing background/ID checks on all potential new starters and volunteers
- Ensuring all new starters read and sign their commitment to [the safeguarding framework](#) and code of conduct on or before their start date
- Incorporating compliance with safeguarding and the code of conduct in all employment contracts
- Safeguarding is a compulsory part of the induction process for new starters, including our volunteers. It is the responsibility of the recruiting manager to ensure new starters complete this training.
- Colleagues receive safeguarding training tailored to their individual roles and responsibilities, with specialist training provided to staff with designated responsibilities for safeguarding. All colleagues are trained and supported to effectively implement RAD's safeguarding policies, recognise indicators of abuse, respond effectively to safeguarding concerns, create safe environments for deaf people, support colleagues and peers, and to safeguard themselves. [See the Safeguarding Training Strategy for more information](#)

The specialist training needs of the operational safeguarding team will be determined on an individual basis through appraisal by the safeguarding lead. [A budget for training is incorporated into the annual safeguarding budget.](#)

Line managers are responsible for maintaining an accurate, up-to-date record of all colleague training via our HR system, including expiry dates where appropriate. All elements of supervision and line management include reference to safeguarding including reflection on safeguarding knowledge, understanding, and training in 1:1 meetings, team meetings, target-setting and performance development reviews.

5. Safe spaces [Click here for BSL**](#)**

RAD considers ways to reduce siloed work practices and foster close relationships across teams and management levels, promoting safety and wellbeing. By harnessing technology and adopting a hybrid approach, this allows for a variety of working styles and promotes collaborative work.

RAD policies promote the use of safe online environments, including websites, social media and bespoke ways for individuals to communicate and seek support.

Colleagues are proactive in identifying and mitigating online risks. The online environment is used in accordance with RAD's code of conduct and related policies.

6. Safe processes [Click here for BSL**](#)**

RAD's principles and operations relating to safeguarding are clearly defined in a range of documents. Policies, procedures, and guidance notes are regularly reviewed and updated, ensuring that they adhere to relevant legislation and national guidance, aspire to best practice, and reflect the needs and strategy of the organisation. RAD's safeguarding policies are accessible in BSL and publicly available on our website.

Clear procedures exist for reporting and escalating safeguarding concerns and for complaints and whistleblowing. These are understood across the organisation. Colleagues are well-informed about their roles, responsibilities, reporting procedures and privacy obligations.

Our colleagues:

- Feel empowered and supported to draw attention to breaches of the code of conduct within the organisation and to challenge these behaviours
- Have good knowledge of the different ways deaf people may express concerns or distress and disclose harm
- Have a supportive and safe environment for any individual who discloses information linked to harm, abuse or adults at risk
- Know who to talk to if they are feeling unsafe and know that they will be informed and included in any decisions around further support
- Know that failure to report safeguarding concerns will be considered a serious breach of RAD's safeguarding procedures and may result in disciplinary action

When a concern is raised, clear and appropriate action will be taken. Everyone in the organisation is confident that concerns are responded to actively, and effectively. The key responsibility of anyone involved in safeguarding is to act upon their concerns. Recording and reporting alone do not comprise a sufficient duty of care. The colleague who reports and/or refers a concern has a responsibility to follow-up on their action with their point of contact, this may be their line manager, a member of the operational safeguarding team and/or the external professionals dealing with the case. We endeavour to seek timely feedback to ensure this is provided to individuals, families, and our colleagues who raise concerns or complaints.

The implementation and impact of safeguarding measures will be assessed through an annual assessment which will inform an annual review of RAD's safeguarding framework, undertaken by our operational safeguarding team. It is important that our safeguarding measures are reviewed at least annually and updated so that they respond to changes within our work and reflect learning from lived practice. Complaints, concerns, and incidents are analysed to identify causes and systematic failures to inform continuous improvement, internally and externally. The guidance and procedures referred to in this framework will be updated regularly to ensure that any gaps and weaknesses are addressed without delay.

The results of the assessment, the safeguarding action plan and any revisions to policies/procedures and guidance will be shared with the designated trustee.

Safeguarding practice is actively monitored throughout our partnerships and engagement work. RAD will monitor compliance through:

- Including specific questions on safeguarding in reviews and on the agendas of joint meetings, where relevant
- Where relevant, creating meaningful links between RAD, partners and their safeguarding leads, including opportunities to share best practice and expertise
- Where specific safeguarding concerns have arisen, RAD will review and address these concerns
- We will always act on concerns which arise, using the most appropriate channel, whether that is RAD's processes or those of the partner organisation
- RAD colleagues have a duty to report any concerns relating to our activity with partners

7. Care and collaboration [Click here for BSL**](#)**

RAD aims to embed a culture of care within our organisation. In practice, this means that each colleague has a duty of care towards the individuals they have contact with in the course of their work. This may include:

- Colleagues including volunteers

- Individuals (people who may engage with RAD in a variety of ways, from accessing our services, to one-off communication via RAD' social media channels, or live chat)
- Family members and next of kin who may engage with us
- Professionals (for example project partners and local authorities)

Colleagues also have a duty of care towards themselves; to keep themselves safe and well in order to effectively perform their duties. All colleagues must adhere to processes that ensure the safety of themselves and others. RAD specifies a variety of processes and expectations designed to help individuals to safeguard effectively by:

- Creating and maintaining professional relationships
- Recognising and adhering to professional boundaries
- Working within their competence
- Using appropriate channels to de-brief, offer or ask for support
- Understand the support in place which can be accessed i.e.; wellbeing groups, one to one sessions with our safeguarding and wellbeing officer

RAD is committed to providing a work environment which supports the wellbeing of all colleagues and enables them to carry out their duties effectively. We aim to continue to develop an open culture in which physical, mental, and emotional wellbeing is taken seriously, and colleagues feel empowered to seek the help and support they need. RAD's executive team and managers take responsibility for creating and leading a wellbeing culture which is shared by all. All colleagues are encouraged to contribute ideas and skills which may benefit their peers and the organisation. We also encourage individuals to accept responsibility for their own wellbeing.

RAD actively seeks to improve the quality and standards of our approach to safeguarding. The DSL works to ensure RAD continuously develops new relationships and networks which will provide high quality and innovative learning opportunities to inspire our safeguarding practices. Operational managers offer tailored support to their teams to encourage a learning culture and colleagues are expected to take individual responsibility for professional development, including embracing positive change.

RAD will proactively engage with other charities, statutory bodies, and other agencies to ensure that we are aware of and contribute to best practice in safeguarding across the sector.

Suite of Safeguarding Policies and Review Schedule

[Click here for BSL**](#)**

RAD reviews its policies in line with the expectations of the charity regulators, operating using version control and updating every two years as a minimum. RAD will also review policies following a serious incident or near miss within the charity.

Policies marked with key are made available to the public through the RAD website.

Our safeguarding strategy 2022 – 2025

1. Improve clarity around accountability and responsibility
2. Introduce a set of organisational safeguarding standards
3. Appoint a designated Safeguarding Officer
4. Make our children and adults safeguarding policies available online
5. Implement a new and improved reporting system
6. Review of safe practice and safer ways of working

For more information, please see our Safeguarding Adults and Safeguarding Children policies