

APPENDIX 3
Safeguarding statement for schools

Diversity Role Models
St Anne's Church
55 Dean Street
London
W1D 6AF

Diversity Role Models is a registered charity (Registered charity number: 1142548) that seeks to embed empathy in the next generation and create a truly inclusive education system where every young person can be themselves and thrive.

We are committed to safeguarding the children and young people with whom we work. Our safeguarding policy, which is available on our website, has been prepared with due regard to relevant legislation and guidance that seeks to protect children, including but not limited to:

- Children Act 1989
- United Nations Convention on the Rights of the Child
- General Data Protection Regulation (GDPR)
- Human Rights Act 1998
- Data Protection Act 2018
- Sexual Offences Act 2003
- Children Act 2004, as amended by the Children and Social Work Act 2017
- Protection of Freedoms Act 2012
- Charity Commission guidance: Safeguarding and protecting people for charities and Directors
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2023
- Relationships Education, Relationships and Sex Education and Health Education 2019
- Revised Prevent Duty Guidance for England and Wales 10 April 2019
- FGM Act 2003 Mandatory Reporting Guidance 2016
- The Anti-social Behaviour, Crime and Policing Act 2014
- Marriage and Civil Partnership (Minimum Age) Act 2022

When carrying out delivery in a school, DRM is committed to adhering to that school's safeguarding and child protection policy as communicated to us, in addition to our own, in order to protect children from harm.

DBS checks for Staff, Facilitators and Role Models: all Staff, Facilitators and Role Models will be required to present to DRM an Enhanced DBS with barred list check issued within the past three years, or to complete one if they do not have a valid certificate. No-one will be permitted to participate in workshops as either a Facilitator or a Role Model until they have obtained this. All Facilitators will be asked to provide a reference and will be issued with an ID lanyard, containing details of their DBS check, to be returned to DRM when they cease being a Facilitator. Any DRM representative attending a session in school will be asked to bring photo ID and a copy of their DBS with them. Any information disclosed on a DBS certificate will be considered in line with the procedure outlined in our policy.

Role Model training and induction: all Role Models will be trained and assessed for their eligibility and suitability for working with children in schools at an assessment and training session. This training will incorporate relevant and appropriate safeguarding information. DRM will provide to Role Models their 'Safeguarding Guidelines and Code of Conduct' (appendix two of our policy) by which they will be required to abide. They will additionally be provided with a copy of the policy and will be required to indicate that they have read it and agree to abide by it. This assurance will be re-sought whenever the policy is updated.

Facilitator training and induction: all Facilitators will be given relevant and appropriate safeguarding training. They will additionally be provided with a copy of the policy and will be required to indicate that they have read it and agree to abide by it. This assurance will be re-sought whenever the policy is updated.

What we ask of schools: as part of the terms and conditions of our booking we require a member of school staff to accompany our representatives at all times within the school. We expect school staff to follow the school's own policy and processes and our Volunteers will do the same. We require any incidents, allegations or concerns about our representatives to be reported to our Safeguarding Lead or a member of our safeguarding team immediately by calling our office on 020 3795 9201.

Should you wish to discuss any matters relating to how DRM safeguards young people please contact our Safeguarding Lead via safeguarding@diversityrolemodels.org or our Chief Executive Officer via CEO@diversityrolemodels.org.