

Safeguarding Policy

CASK Research Foundation is dedicated to ensuring the safety and well-being of all individuals, including children, who are involved in our activities. This safeguarding policy outlines our approach to protecting children during our annual family meet-ups and any other events or activities organized by the charity that involves young people.

This policy applies to all volunteers and employees of CASK Research Foundation who may come into contact with children during the course of their duties. It also applies to any contractors or third-party service providers engaged by the charity.

For the purposes of this policy:

- "Child" refers to any person under the age of 18 years.
- "Parent" includes legal guardians or caregivers responsible for the child's welfare.
- "CASK disorder" refers to any condition within the CASK gene spectrum.

1. CASK Research Foundation shall appoint a designated Safeguarding Officer responsible for overseeing the implementation of this policy and ensuring compliance with relevant legislation and
2. guidelines.

2. All volunteers and employees that work with or volunteer with children or young people must receive appropriate training on safeguarding procedures and their responsibilities under this policy.

3. Any concerns or suspicions regarding the welfare of a child shall be reported immediately to the designated Safeguarding Officer, who will take appropriate action in accordance with legal requirements and best practices.

Activities Involving Children

- CASK Research Foundation organizes annual family meet-ups where children with CASK disorders, along with their parents or caregivers, are present. Volunteers and employees may interact with children during these events.
- Volunteers and employees shall not be alone with children at any time and shall not have sole responsibility for children. Parents or caregivers must be present and responsible for their children's supervision and well-being.

Code of Conduct at public events

- Volunteers and employees shall conduct themselves in a professional and appropriate manner when interacting with children, ensuring their actions and language are respectful and considerate of the child's age and understanding.
- Physical contact with children shall be limited to what is necessary for their safety and well-being. Any physical contact must be non-intrusive and conducted with the child's consent and in the presence of their parent or caregiver.

Recruitment and Selection

Volunteers and employees who may come into contact with children shall undergo appropriate background checks, including Disclosure and Barring Service (DBS) checks, if required by law or deemed necessary by CASK Research Foundation.

Currently, our activities do not require volunteers to undergo DBS checks. However, if our activities were to change in the future, this policy would be updated accordingly, and DBS checks may become necessary.

Confidentiality

Information about children and their families obtained in the course of volunteering or employment with CASK Research Foundation shall be treated with strict confidentiality. This information shall only be shared on a need-to-know basis and in accordance with data protection legislation.

Review and Monitoring

This safeguarding policy shall be reviewed annually by the designated Safeguarding Officer and updated as necessary to reflect changes in legislation, best practices, or the activities of CASK Research Foundation.

Compliance with this policy shall be monitored regularly, and any breaches or concerns shall be addressed promptly and appropriately.

Adoption and Communication

- This safeguarding policy shall be adopted by the Board of Trustees of CASK Research Foundation and communicated to all volunteers, employees, and relevant stakeholders.
- A copy of this policy shall be made available to all volunteers, employees, and other individuals involved in the activities of CASK Research Foundation.

Conclusion

CASK Research Foundation is dedicated to creating a safe and supportive environment for all individuals, including children, involved in our activities. This safeguarding policy reflects our commitment to protecting children from harm and promoting their well-being. We encourage all

volunteers, employees, and stakeholders to familiarize themselves with this policy and uphold its principles in their interactions with children.