Raspberry Pi Foundation Safeguarding Policy

Approved by: Philip Colligan (RPF Chief Executive)
Date: February 2025
Date of next review: March 2026

1. This policy sets out the Raspberry Pi Foundation's approach to safeguarding. The policy is reviewed periodically and approved by the Chief Executive.

2. Safeguarding is defined[1] as the action that is taken to promote the welfare of children and protect them from harm. Safeguarding means:

   a. protecting children from abuse and maltreatment
   b. preventing harm to children's health or development
   c. ensuring children grow up with safe and effective care, within their family where possible
   d. taking action to enable all children and young people to have the best outcomes.

3. Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This includes child protection procedures which detail how to respond to concerns about a child.

4. The Raspberry Pi Foundation believes that no child, young person, or vulnerable adult should ever experience abuse of any kind. We recognise our responsibility to promote the welfare of all children, young people, and vulnerable adults, and to keep them safe. We are committed to follow practices that protect them.

5. This policy applies to all staff, trustees, volunteers and sessional workers, agency staff, and anyone working on behalf of the Raspberry Pi Foundation (RPF), such as clubs, or partner organisations.

6. It covers all RPF programmes and activities, including but not limited to Code Club, Coolest Projects, training, and other events that we lead directly. We also participate in events at venues that have their own safeguarding policies and, in these instances, this policy should be seen as a supplement to the venue's policy.

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[1] Definition from the UK's National Society for the Prevention of Cruelty to Children (NSPCC)

7. The purpose of this policy is:

   a. To protect children, young people, and vulnerable adults who take part in RPF activities.
   b. To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

8. This policy has been drawn up on the basis of law and guidance that seeks to protect children, including: UK Children Act 1989, United Convention of the Rights of the Child 1991, UK Data Protection Act 1998 and 2018, UK Human Rights Act 1998, UK Sexual Offences Act 2003, UK Children Act 2004, UK Safeguarding Vulnerable Groups Act 2006, UK Protection of Freedoms Act 2012, UK Children and Families Act 2014, Ireland's Children First 2015, UK guidance Working Together to Safeguard Children 2018.

9. This policy should be read alongside our [privacy policy](), which also details information about data subject rights and our data retention policy. Other relevant policies include:

   a. [Code of behaviour]().
   b. [Guidelines for social media and communications]().
   c. [Guidance document on recognising abuse and handling disclosures]().
   d. [Guidelines for running online sessions safely]().
   e. [Guide for adults to support children attending online sessions]().
   f. [Code of behaviour for children attending online sessions]().

10. We recognise that:

   a. The welfare of children, young people, and vulnerable adults is paramount.
   b. All children and vulnerable adults, regardless of age, disability, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation or identity, have the right to equal protection from all types of harm and abuse.
   c. Working in partnership with children, young people, vulnerable adults, parents/guardians, carers, and their agencies is essential for promoting welfare.

11. In order to safeguard children, young people, and vulnerable adults, we will:

   a. Value, respect and listen to all children, young people, and vulnerable adults.

   b. Appoint and train an overall designated Safeguarding Lead for the Raspberry Pi Foundation, a lead for each major area of activity, and a lead Board Member responsible for safeguarding.

c. Implement safeguarding guidelines through the promotion of clear procedures, [a code of behaviour,](#) and [guidance for social media and communications](#) for staff and volunteers.

d. Recruit staff and volunteers safely**,** ensuring that all necessary checks are made in compliance with local laws and good practice. All Raspberry Pi Foundation staff undertake a criminal records check every three years. In line with local legislation, all Irish employees are also required to comply with a [child safeguarding statement](#) displayed in our Ireland offices.

e. Provide effective safeguarding training for all staff, trustees, and volunteers, including [a free online training module,](#) and the designated safeguarding team attends regular in-depth safeguarding training.

f. Respond swiftly to any changes in the context in which we operate by reviewing our systems and developing additional guidance, training, and resources as and when required.

g. Ensure that all Raspberry Pi Foundation partner agreements include safeguarding obligations to comply with this safeguarding policy and all relevant local legislation and customs, and to complete a safeguarding self-assessment as part of partnership reviews.

h. Provide additional guidance to all our international partners to ensure they are able to effectively implement all Raspberry Pi Foundation safeguarding policies and guidelines.

i. Follow clear procedures to manage any allegations against staff and volunteers appropriately.

j. Share information about concerns with appropriate agencies, and involve parents, children and vulnerable adults appropriately.

k. Ensure that safeguarding incidents and concerns are consistently reported to the overall Raspberry Pi Foundation Safeguarding Lead immediately; and to the Chief Executive and Safeguarding Lead Trustee within 24 hours of receipt, with significant concerns escalated to the full Board.

l. Provide an online [safeguarding concern report form,](#) and a 24-hour telephone support service for urgent safeguarding concerns: +44 (0) 800 1337 112 (UK only) or +44 (0) 203 6377 112, and make all staff and volunteers aware of this service.

m. Create and maintain an anti-bullying environment and ensure that we have a policy and procedure to help us deal effectively with any bullying that does arise.

n. Ensure that we have effective complaints and whistleblowing measures in place.

o. Require a safe physical environment for our children, young people, vulnerable adults, staff, and volunteers by applying health and safety measures in accordance with the law and regulatory guidance.

p. Commission a third-party audit of the Raspberry Pi Foundation safeguarding policy, practices, and culture every three years, and conduct an internal audit annually, including the update of this policy.

q. Share a review of Raspberry Pi Foundation safeguarding performance, policies, and procedures with the Board once a year.

12. Designated Safeguarding Team:

Trustee Safeguarding Lead: Charles Leadbeater
Designated Safeguarding Lead: Zoë Kinstone, zoe.kinstone@raspberrypi.org
Designated Safeguarding Officers:
   a. Code Club / Youth Programmes: Tamasin Greenough Graham, tamasin.g.graham@raspberrypi.org
   b. Code Club, UK & Ireland: John McAtominey, john.mcatominey@raspberrypi.org
   c. Global Partnerships: Sonja Bienert, sonja@raspberrypi.org
   d. Events: Helen Drury, helen.drury@raspberrypi.org
   e. Learning Team: Marc Scott, marc@raspberrypi.org
   f. Operations: Rebecca Howling, rebecca.howling@raspberrypi.org
   g. People and Culture: Darren Cross, darren.cross@raspberrypi.org
   h. India: Mamta Manaktala, mamta.manaktala@raspberrypi.org
   i. Digital Products: Laura Kirsop, laura.kirsop@raspberrypi.org

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