



DBFHUK Policy Pack

Deaf Black Friendly Hub UK (DBFHUK) Version 1.0 – June 2026 Review Date: June 2027

1. Safeguarding Policy

DBFHUK is committed to providing a safe, welcoming and inclusive environment for all participants, including children, young people and vulnerable adults. Designated Safeguarding Lead: Dolapo Akande (Chair) Email: info@dbfhuk.co.uk DBFHUK will:

- Promote the welfare of children and vulnerable adults.
- Take safeguarding concerns seriously.
- Provide accessible communication including BSL where possible.
- Record and report safeguarding concerns appropriately.

All volunteers, directors and staff must treat everyone with dignity and respect.

2. Health and Safety Policy

DBFHUK aims to provide a safe environment at all activities and events. We will:

- Carry out risk assessments.
- Ensure venues are safe and accessible.
- Provide clear emergency procedures.
- Record accidents and incidents.
- Ensure food hygiene and safe event management.

3. Equality, Diversity and Inclusion Policy

DBFHUK welcomes everyone regardless of disability, race, ethnicity, religion, age, gender, sexual orientation or background. We will:

- Promote equality of opportunity.
- Challenge discrimination.
- Support Deaf-led and BSL-accessible activities.
- Create an inclusive environment for all participants.

4. Complaints Policy

Anyone may make a complaint about DBFHUK services, events or volunteers. Procedure:

1. Submit complaint in writing to info@dbfhuk.co.uk.
2. Acknowledge within 7 working days.
3. Investigate fairly.
4. Provide a written response.
5. Escalate to the Board if required.

5. Volunteer Code of Conduct

Volunteers and directors must:

- Act professionally.
- Respect confidentiality.
- Treat participants fairly.
- Follow safeguarding procedures.
- Avoid discrimination, bullying or harassment.

6. Photography and Media Consent

Photos and videos may only be taken with consent. For children, parental or guardian consent must be obtained before publication on websites, social media or promotional materials.