

TEMPEST

PHOTOGRAPHY

Nationwide Portrait and Group Photographers

ANNUAL SAFEGUARDING ASSURANCE STATEMENT 2026/2027

For the provision of photographic services to schools and educational establishments

H Tempest Ltd recognises its responsibility to safeguard and promote the welfare of children and young people who may come into contact with our employees during the provision of photographic services.

In accordance with the requirements of the DE Disqualification under the Childcare Act 2006, the Childcare (Disqualification) Regulations 2009 and Keeping Children Safe in Education (2026) we are committed to working in partnership with schools and educational establishments and to complying with their safeguarding and child protection requirements.

H Tempest Ltd confirms that the following safeguarding arrangements are in place:

SAFER RECRUITMENT & VETTING

- H Tempest Ltd operates safer recruitment procedures appropriate to the roles undertaken by its employees.
- Appropriate pre-employment checks are completed before employees undertake relevant duties, including identity verification, right to work checks and employment references.
- Appropriate Disclosure and Barring Service (DBS) checks are undertaken in accordance with the role and the nature of the work.
- Enhanced clearance from the Disclosure & Barring Service, including the DBS Children's Barred List is obtained for anyone working within educational establishments.
- DBS applications are processed through our approved DBS provider, uCheck Ltd.
- DBS information is handled confidentially and in accordance with applicable data protection requirements.

SAFEGUARDING TRAINING & AWARENESS

- Employees receive diversity training and safeguarding and child protection training as part of their induction.
- Safeguarding awareness is refreshed periodically and updated when required to reflect changes in legislation, statutory guidance, company procedures or identified training needs.
- Employees are made aware of their responsibility to recognise and report safeguarding concerns.
- Employees receive guidance regarding appropriate professional boundaries and conduct when working with children and young people.



H Tempest Limited · St Ives · Cornwall · TR26 3HU · Tel: 01736 752411

Directors: B.H.Dodge (Chairman) R.Tempest (Managing) T.Tempest B.R.J.Tempest B.Buck F.C.A (Finance) J.Maros J.Temby
Registered in England No. 374510 Registered Office: The Colour Laboratory, St Ives, Cornwall, TR26 3HU · VAT No. I31710513.

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PROFESSIONAL CONDUCT

- H Tempest Ltd employees are required to maintain appropriate professional boundaries at all times.
- Employees must comply with H Tempest Ltd safeguarding procedures and the reasonable safeguarding requirements of the school or educational establishment they are visiting.
- Employees must follow school instructions concerning pupil supervision, movement around the site, access to areas and reporting of concerns.
- Employees must not undertake activities outside the agreed photographic service without appropriate authorisation.

REPORTING SAFEGUARDING CONCERNS

- Any safeguarding concern relating to a child or young person must be reported immediately to the school's Designated Safeguarding Lead (DSL) or the appropriate member of school staff.
- Any safeguarding allegation or concern relating to a H Tempest Ltd employee will be managed in accordance with H Tempest Ltd safeguarding procedures and relevant statutory guidance.
- H Tempest Ltd will cooperate fully with schools, safeguarding partners and relevant authorities where a safeguarding concern or allegation is raised.

PHOTOGRAPHY & DATA PROTECTION

- Photography is undertaken only for the agreed purpose and in accordance with the arrangements agreed with the school.
- H Tempest Ltd maintains procedures for the secure handling, storage and processing of photographic images and associated personal data.
- Employees must comply with H Tempest Ltd data protection procedures and the school's reasonable requirements concerning photography and pupil information.
- Images obtained through our work must not be used or shared for unauthorised purposes.

IDENTIFICATION & SCHOOL REQUIREMENTS

- H Tempest Ltd photographers carry photographic company identification when attending educational establishments.
- Schools are responsible for determining and communicating their site-specific safeguarding requirements.
- H Tempest Ltd employees are expected to comply with reasonable school or Multi-Academy Trust safeguarding procedures and instructions.
- Where a school or Multi-Academy Trust requires additional safeguarding information or completion of its own contractor documentation, H Tempest Ltd will provide the relevant information and cooperate with reasonable requests.



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ANNUAL REVIEW

This statement is reviewed annually and updated where necessary to reflect changes in legislation, statutory guidance, safeguarding requirements, company policies, working practices, complaints, incidents or other relevant matters.

This statement should be read alongside the **H Tempest Ltd Safeguarding Policy** and other relevant company policies and procedures.

This policy has been reviewed against Keeping Children Safe in Education 2026, published in July 2026 and coming into force on 1 September 2026.

Statement applicable from: 1 September 2026

Review date: 31 August 2027

For and on behalf of H Tempest Ltd

Rob Tempest

Managing Director

1 September 2026



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