

TEMPEST

PHOTOGRAPHY

Nationwide Portrait and Group Photographers

Safeguarding Children Policy and Letter of Assurance

The board of H Tempest Ltd acknowledges and accepts, as one of its key responsibilities, the wellbeing and safety of those children and young persons who form part of its photographic activities. It does so in the belief that placing their welfare at the centre of its concerns provides a solid foundation for good Safeguarding Children practice.

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 (2025), to make safer recruitment decisions by identifying candidates who may be unsuitable for certain work, especially that which involves children or vulnerable adults, H Tempest Ltd ensures that all staff directly involved in working with children and young persons are only employed after enhanced clearance from the Disclosure & Barring Service and other appropriate recruitment/vetting procedures are undertaken, including Right to Work in the UK. Two references are also provided.

H Tempest Ltd work with uCheck Ltd (Company Number: 07879166, VAT Registration No.1308551) to undertake all Disclosures. Original identity documents are verified by Tempest. uCheck validate the Disclosure to cover the requirements of the Child Workforce which includes the Police National Computer Search, DBS Children's Barred list and records held by local Police. Upon completion of these the Disclosure Certificate is issued.

Diversity Training and Safeguarding Training and Awareness are provided at the time of initial training and updated at regular times during the photographers employment with us. H Tempest Ltd and its employees are committed to working in concert with its customers and their safeguarding policy guidelines. When visiting educational establishments, H Tempest employees have their Tempest photographic identity badge and their Disclosure Certificate.

Our ability to meet the goals set out in this policy statement will be reviewed annually and/or updated as necessary as a result of any complaints, legislative/regulatory requirements or significant changes to company policy or working practices.

Rob Tempest
The Board of H Tempest Ltd
1 September 2025



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