

DAVID OLUWALE MEMORIAL ASSOCIATION
(Remember Oluwale)

SAFEGUARDING POLICY

Purpose

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with the charity.

This includes harm arising from:

- The conduct of staff or personnel associated with the charity
- The design and implementation of the charity's programmes and activities

The policy lays out the commitments made by the charity, and informs personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under the charity's Anti Bullying and Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by the charity or associated personnel

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our staff or programmes.

Scope

- All staff contracted by the charity
- Associated personnel whilst engaged with work or visits related to the charity, including but not limited to the following: consultants; volunteers; contractors; programme visitors including journalists, celebrities and politicians.

Policy Statement

The charity believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. The charity will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them.

The charity commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

The charity will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with the charity. This includes the way in which information about individuals in our programmes is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
- Ensure staff receive training on safeguarding at a level commensurate with their role in the organization
- Follow up on reports of safeguarding concerns promptly and according to due process

Child safeguarding

Charity staff and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

Charity staff and associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at risk adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse

Charity staff and associated personnel must not:

- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics

Additionally, charity staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations.

Enabling reports

The charity will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by the charity's Whistleblowing Policy.

The charity will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Any individual who has a complaint or concern relating to safeguarding under this policy should report it immediately to Peter Hindle-Marsh [DOMA Board Member]. If the individual does not feel comfortable reporting to Peter Hindle-Marsh (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to Emma Bimpson [DOMA Board Member]. Both are DBS approved. Any investigation will be supervised by Duncan Milwain [Solicitor and DOMA Board member].

Response

The charity will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

The charity will apply appropriate disciplinary measures to staff found in breach of policy.

The charity will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation).

Decisions regarding support will be led by the survivor.

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

[Policy adopted via Email among DOMA Board Members, January 2019]