

Safeguarding Adults & Children Policy



forRefugees
Charity No 1168435

1. SCOPE

At forRefugees we are committed to safeguarding our team, and those we come into contact with. No one should experience abuse. Specifically:

- Adults who have needs for care and support who may be unable to protect themselves against exploitation, abuse, neglect, or the risk of it.
- Children (those under the age of 18).

This policy applies to all forRefugees trustees, contractors, volunteers and any vulnerable person we might come into contact with. Safeguarding is everyone's responsibility.

ForRefugees is a small administrative charity with no paid employees (at time of writing). We work predominantly with other small charities mostly online or by phone. We do not have direct contact with vulnerable adults or children within our day-to-day role.

If anyone in our team chooses to self-fund a volunteering trip they adhere to the safeguarding, and other, requirements of the organisation they volunteer with.

2. POLICY STATEMENTS

1. ForRefugees is committed to safeguarding vulnerable adults and all children because we understand that everyone has the right to live safely, free from abuse, violation of human rights and neglect.
2. ForRefugees has zero tolerance for abuse within our organisation, notably (but not exclusively) the misuse of power and control of one person over another.
3. This policy is based on the following key safeguarding principles. That everyone has the right to:
 - a. be safe and to feel safe.
 - b. speak freely and voice their values and beliefs.
 - c. be supported to meet their emotional and social needs.
 - d. be protected from harm.
 - e. should have access to support which matches their individual needs.

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4. ForRefugees includes safeguarding principles within its recruitment processes at every level, inductions and throughout a person's time working or volunteering with forRefugees.
 5. ForRefugees provides an open process for reporting safeguarding so that the person reporting the issue - whether as the victim or a witness - can raise their concern with whomever they trust and feel comfortable talking to (from the trustee board), rather than one individual defined by the organisation.
 6. Failing to report a safeguarding concern may be regarded as a disciplinary issue.
 7. As and when a safeguarding issue is raised a minimum of three trustees will form a safeguarding panel in order to support the victim, and take any further action necessary on a case-by-case basis to see it through to a satisfactory conclusion.

3. MONITORING AND REVIEW

This policy will be reviewed as and when necessary to ensure it remains relevant and fit-for-purpose.

We will work hard on prevention to do our best to avoid safeguarding issues from happening in the first place.

4. GOVERNANCE

<i>Effective from:</i>	<i>01/07/2016</i>
<i>Expires:</i>	<i>Ongoing</i>
<i>Policy author:</i>	<i>CEO</i>
<i>Policy owner:</i>	<i>Chair of Trustees</i>
<i>Approved by:</i>	<i>Board of Trustees</i>