FARA Foundation Safeguarding Children, Young People and Adults Policy

Policy Statement

FARA Foundation recognises that the welfare of all children, young people and adults at risk, is of paramount importance and that *all* have equal rights of protection. FARA has a legal duty of care to safeguard everyone who comes into contact with the Foundation for any reason and will do everything it can to provide a safe and caring environment at all times. When there are concerns about the welfare of any, child, young person or adult at risk, all FARA personnel (Trustees and staff) are expected to share those concerns, without delay, with the Lead for Safeguarding (or the Deputy, if the Lead is unavailable).

The Named Trustee for Safeguarding is:			
Name:	Paul Gunaratnam (interim) – safeguardingtrustee@faracharity.org		
The Lead for Safeguarding is:		**The Deputy for Safeguarding is:**	
Name:	Libby Gordon	Name:	Raphe Phelan
Job Role	CEO	Job Role:	COO

The above people can be contacted by calling the main office number 020 8973 0910

Definitions

A child is any person under the age of 18 years.
An adult at risk is defined as:

- having needs for care and support, ***and***;
- is experiencing, or is at risk of, abuse and neglect ***and***;
- as a result of those care needs, is unable to protect themselves from either the risk of, or the experience or abuse or neglect.

What Might be of Concern?

- Abuse related to faith or belief
- Alcohol and Substance misuse
- Breast Ironing
- Bullying
- Carrying offensive weapons
- Child criminal and sexual exploitation including County Lines
- Child on child abuse, including sexual violence and upskirting
- Concealed pregnancy
- Criminal exploitation
- Discriminatory
- Domestic violence, including "honour" based abuse
- Emotional
- Exploitive use of technology
- Female Genital Mutilation (FGM)
- Financial or material abuse
- Gambling
- Hate and "mate" crime
- Forced marriage
- Gangs
- Hazing and initiation rites
- Hoarding
- Modern slavery
- Neglect and acts of omission
- Online safety
- Organisational or institutional
- Psychological
- Physical
- Radicalisation
- Self-neglect
- Sexual
- Trafficking

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Code of Conduct: All Personnel

The Foundation aims to provide a safe environment free from discrimination, upholding and promoting equality, diversity and inclusion. It expects all personnel to:

- ✓ attend safeguarding training as relevant to their job roles and keep up to date with their legal safeguarding duties
- ✓ treat everyone with respect and dignity
- ✓ ensure that that the welfare and safety of everyone is of paramount importance at all times
- ✓ maintain professional boundaries with partners and the public at all times including when using social media
- ✓ always act in a professional way and not accept bullying, swearing or other disruptive behaviour
- ✓ report all gifts to the relevant line manager in line with the Foundation's Anti-bribery policy;
- ✓ report any belief or suspicion of terrorist financing offences directly to the police
- ✓ speak with their line manager if they consider their work may cause a conflict of interest or put them into a position that might lead to an allegation of professional misconduct;
- ✓ where possible, ensure that there is always one other colleague contactable when doing any one-to-one or lone working
- ✓ always listen to individuals and take into account their wishes and feelings;
- ✓ treat and handle safeguarding information securely at all times, including when storing, sharing and accessing. Any access to, and sharing of, safeguarding information must be on a strict need to know basis in line with the Foundation's Data Protection policy
- ✓ listen to, and act upon, any safeguarding disclosures, allegations, or concerns of abuse in line with this policy;
- ✓ exercise their right to whistleblow externally if they are concerned safeguarding issues are being mismanaged or ignored within the Foundation
- ✓ maintain confidentiality regarding safeguarding issues at all times, including with family and friends.

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Responding to Concerns

Safeguarding Referral Flowchart in the UK

FARA expects and emphasises the importance that everyone involved with the Foundation understands and knows how to share any concerns immediately with the Lead or Deputy for Safeguarding. Everyone, including the Lead, Deputy and Trustee for Safeguarding, will deal with concerns using the following:

Step One:

If you are worried a child, young person or adult at risk has been abused because:

- you have seen something
- someone says they have been abused
- somebody else has told you they are concerned
- there has been an allegation against a colleague
- there has been an anonymous allegation
- an adult has disclosed that they were abused as a child
- a child, young person or adult say they are abusing someone else.

Step Two:

Check the safeguarding policy for guidance. Talk to the Lead or Deputy for Safeguarding without delay. If they are both implicated, then talk to the Trustee for Safeguarding

Step Three:

The Lead, Deputy or Trustee for Safeguarding should refer the concern to the relevant adult's or children's social care service and/or the Police and follow up the referral in writing within 24 hours.

For England and Wales, in cases of allegations against a "person of trust" with a "duty of care" towards a child, the Local Authority Designated Officer (LADO) will co-ordinate the next procedural steps.

Under "whistle blowing", anyone can refer directly to the Police, social care services, LADO, the Charity Commission, Protect or the NSPCC (child concerns only) when they are concerned the Foundation is not managing safeguarding concerns appropriately.

CONSULT, MONITOR AND RECORD
Sign/Date/Time
Include name and job role

When the concern is about the welfare of a child or adult at risk from a school, college, health provider, GP practice, prison or social care setting, you should refer to that organisation's Lead for Safeguarding in the first instance. Inform the FARA Lead or Deputy that you have referred a concern.

Any consultations should not delay a referral.

In an emergency do not delay: dial 999

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