



Safeguarding Policy

Purpose

The purpose of this policy is to protect people, particularly children, vulnerable adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with Baraka Community Partnerships. This includes harm arising from:

- The conduct of staff or personnel associated with Baraka Community Partnerships
- The design and implementation of Baraka Community Partnerships' programmes and activities.

The policy lays out the commitments made by Baraka Community Partnerships and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Safeguarding concerns in the wider community not perpetrated by Baraka Community Partnerships or associated personnel.

Scope

Staff and associated personnel.

For the purposes of this document associated personnel covers: contractors, volunteers, partners, members of the board of trustees for Baraka Community Partnerships and its' related charities and anyone else carrying out the work of Baraka Community Partnerships.

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 vulnerable adults, from harm that arises from coming into contact with our staff or programmes.

Scope

- All staff contracted by Baraka Community Partnerships



- Associated personnel whilst engaged with work or visits related to Baraka Community Partnerships, including but not limited to the following: consultants; volunteers; contractors; programme visitors including journalists, celebrities and politicians.

Policy statement

Baraka Community Partnerships 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. Baraka Community Partnerships 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.

We will seek to safeguard vulnerable people by:

- valuing them, listening to and respecting them
- Ensuring all staff and associated personnel have access to, are familiar with, and know their responsibilities within this policy.
- Designing and undertaking all our programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Baraka Community Partnerships. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Recruiting and managing staff and associated personnel safely, ensuring all necessary checks are made.
- sharing information about safeguarding with partners, parents, volunteers and beneficiaries.
- sharing information about concerns with agencies who need to know, and involving parents and children appropriately.
- providing effective management through supervision, support and training.
- Ensuring staff and associated personnel receive training on safeguarding.
- Following up on reports of safeguarding concerns promptly and according to due process.

Staff and associated personnel's responsibilities

Child safeguarding

Baraka Community Partnerships 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, psychological abuse, or neglect.
- Engage in any commercially exploitative activities with children including child labour or trafficking.

Adult safeguarding

Baraka Community Partnerships staff and associated personnel must not:

- Sexually abuse or exploit vulnerable adults
- Subject a vulnerable adult to physical, emotional, psychological abuse, or neglect

Protection from sexual exploitation and abuse

Baraka Community Partnerships 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 Baraka Community Partnerships 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 by a staff member or associated personnel to the appropriate staff member.

Responding to disclosures

Baraka Community Partnerships will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff, associated personnel and the communities we work with.

It is not the responsibility of Baraka Community Partnerships volunteers, trustees or contractors to decide whether or not abuse has taken place. However there is a responsibility to act on any concerns by reporting these to the Baraka Community Partnerships Director of



Operations as soon as is reasonably practicable. Should this not be appropriate then a report must be made to the Chair of Baraka Community Partnerships trustees as soon as is reasonably practicable. Contact details available at the end of this document.

Baraka Community Partnerships will also accept complaints from external sources such as members of the public, partners and official bodies.

Baraka Community Partnerships will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. More information to be found in 'Responding to safeguarding reports' policy.

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.

Associated policies

Code of conduct

Whistleblowing policy

Responding to safeguarding reports

Protection from Sexual Exploitation and Abuse policy

Disciplinary procedure

Complaints and Grievance policy

Confidentiality policy

Communications policy

Contact details:

Director of Operations:

Andy McKee

Andym.baraka@gmail.com

Chair of the board of trustees:



Peter Skinner

Perterskinner138@gmail.com

Glossary

Associated personnel-Contractors, volunteers, partners and anyone else carrying out the work of Baraka Community Partnerships.

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 vulnerable adults, from harm that arises from coming into contact with our staff or programmes.

Vulnerable adults-A vulnerable adult is someone over the age of 18 who:

- Has needs for care and support-whether they are having those needs met or not
- Is experiencing, or at risk of, abuse or neglect
- As a result of care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Children-Anyone who has not yet reached their 18th birthday.

Safeguarding Lead-The person in an organisation responsible for coordinating and leading safeguarding policy development, implementation and investigation into any safeguarding issues.

Beneficiaries-A person or group of people eligible to benefit from a charity's work.

Reviewed: July 2019