

Safeguarding Children, Young People and Vulnerable Adults Policy

Policy Statement

FOM is committed to a duty of care to prevent harm, and to promote the health and wellbeing of children, young people and vulnerable adults especially the beneficiaries of, and those involved with the project.

FOM is committed to protect children, young people and vulnerable adults from harm or risk of harm as a result of misconduct by our personnel, trustees, office holders, partners, volunteers, and consultants and has a zero tolerance for sexually abusive or exploitative acts being perpetrated by any person representing FOM

FOM promotes a culture of openness to enable issues and concerns about Safeguarding to be raised and discussed and a sense of accountability among those who work with and engage with us so that potentially abusive behaviour can and will be challenged. This includes the obligation for all personnel to report a concern, allegation or disclosure, and awareness of the mechanisms in place to do so.

FOM will take positive action to prevent anyone who might be a risk to children, young people and vulnerable adults from becoming involved with the charity and will take stringent measures against any representatives and partners who perpetrate an act of violence against a child, young person or vulnerable adult.

Objective of this policy

This policy applies to all FOM personnel, trustees, office holders, partners, volunteers, consultants and anyone representing FOM.

The policy complements and expands on the principles set out in the Code of Conduct.

It also provides guidance as regards to the protection of children, young people and vulnerable adults from exploitation and abuse of all kinds in the delivery of our projects and operations.

This policy outlines our process for identifying and responding to concerns regarding the safeguarding and protection of children, young people and vulnerable adults and aims to ensure compliance with the key legislation covering this area and which is listed at the end of this policy document as Note 1.

Definitions

This policy is designed to ensure that all who work with and engage with FOM understand and are supported in meeting safeguarding roles and responsibilities.

The following definitions are designed to help in this awareness

“Children and Young People” are defined as a girl, boy, young woman, young man, and children of other gender identities under the age of 18 years

“Young Person” / “People” or “Youth” in line with United Nations definitions, include individuals, young women, young men, and young persons of other gender identities aged 15 years to 24 years old. This group spans the categories of ‘children’, ‘adolescents’ and ‘adults’ but regards young people as having particular safeguarding needs and requiring distinct consideration aside from younger children and older adults.

“Vulnerable Adults” are identified as women and men over the age of 24 years who are considered as vulnerable with safeguarding needs

“Abuse” means including, but not limited to, physical, sexual, emotional, neglect, bullying, or forced labour.

“Emotional Abuse” means subjecting or exposing another person to behaviour that may result in physical or psychological trauma, including anxiety, chronic depression, or post-traumatic stress disorder.

“Harm” means any detrimental effect on a child’s or young person’s physical, psychological, or emotional wellbeing. Harm may be caused by abuse or exploitation whether intended or unintended.

“Physical Abuse” means where a person deliberately injures or threatens to injure, including slapping, punching, shaking, kicking, burning, or grabbing.

“Safeguarding” is broader than “child protection” and means the responsibilities, preventative, responsive and referral measures undertaken to protect children, young people and vulnerable adults, ensuring that no child, young person or vulnerable adult is subject to any form of abuse or harm as a result of their association with FOM.

“Sexual abuse” means sexual assault or acts to which a person did not, or could not, consent.

“Sex Tourism” means the sexual exploitation of individuals, including children, by people who travel, usually from a developed country to a less developed country, to engage in sexual acts.

“Representative” or “Personnel” means a trustee, office holder, volunteer, consultant, partner, employee or any person who has an independent individual relationship with FOM whether as a contractor, consultant or agent of the charity.

“Working with Children, Young People and Vulnerable Adults” means being engaged in an activity with a child, young person or vulnerable adult where the contact would reasonably be expected as a normal part of the activity and the contact is not incidental to the activity.

Commitment

This policy is underpinned by the following set of commitments that guide its implementation:

The well-being and welfare of children, young people and vulnerable adults are paramount. All children and young people aged under 18 years have equal rights to protection from all forms of abuse regardless of gender, ethnicity, disability, sexuality or beliefs as declared in the United Nations Convention on the Rights of the Child

All children, young people and vulnerable adults are to be empowered and encouraged to fulfil their potential.

Decisions made about children, young people and vulnerable adults will be made as far as possible with their participation and in their best interest, giving full consideration to how such decisions will affect them

Inequality, exclusion, and discrimination will be challenged and will not be tolerated

All children and adults (and indeed all our beneficiaries) will be treated fairly and with respect and integrity

The privacy and confidentiality of children, young people and vulnerable adults associated with our work are respected

We will seek informed consent as appropriate from parents, children, young people and vulnerable adults whenever engaging with them in person or by other means of communication e.g. social media, or before taking photographs

Supervision and support will be given to FOM personnel by adopting clear processes and signposting

Safeguarding Risk assessments (Annex 1) will be completed as appropriate

Guidance and communication about this policy and issues surrounding safeguarding children, young people and vulnerable adults will be disseminated to all FOM representatives and personnel

The monitoring and compliance of this Safeguarding Children, Young People and Vulnerable Adults Policy will be carried out at least annually and after any report of a breach whichever is sooner

Due Diligence

Risks Assessments and Considerations

(Reference to be made to Annex 1 – Safeguarding Activity Risk Assessment)

Risk evaluations consider how safeguarding children, young people and vulnerable adult risks might occur in relation to FOM

FOM recognises that there are potential risks to children, young people and vulnerable adults in some areas of its work and will manage these risks across its projects and operations

FOM will consider how partner relationships and structures may contribute to the risks

FOM will consider specific mitigation measures to manage any identified risks.

FOM promotes practices that minimise the risk of engaging representatives who may pose a risk to Children, Young People and Vulnerable Adults

? FOM will implement Disclosure and Barring Checks for anyone working with children, young people and vulnerable adults as appropriate?

FOM fosters an open and transparent safeguarding culture and provide guidance in response to incidents, allegations and concerns regarding the safeguarding of children, young people and adults both in the UK.

Safeguarding Reporting Procedure

(Reference to be made to Annex 2 which provides guidelines for all FOM personnel, trustees, office holders, partners, volunteers and consultants and representatives visiting India.

Also to Annex 3 which provides FOM Safeguarding Children, Young People and Vulnerable Adult Reporting Form.)

FOM personnel, trustees, office holders, partners, volunteers consultants representatives and beneficiaries whether in the UK or visiting in India are expected to report any concerns, allegations and incidents of safeguarding regarding young Children, Young People and Vulnerable Adults.

The FOM Trustees are the first point of contact for FOM personnel or representatives who want to raise a concern, allegation or incident about the welfare of a child, young person or vulnerable adult.

Response to Concerns Raised

Upon receipt of a Report that a child, young person or vulnerable adult for whom we have duty of care may have been harmed the FOM Trustees will take the report seriously and confidentially and will refer the matter for investigation without delay to the relevant authority.

FOM will co-operate fully and work with the relevant statutory agencies and not carry out their own investigations?

Those raising concerns will be regularly informed of the progress of the investigation, unless the report is raised anonymously or the person raising the concern does not wish to be kept informed.

All safeguarding children, young people and vulnerable adult matters will be dealt with confidentially; however, FOM cannot guarantee confidentiality as there may be legal requirements to disclose information relating to a matter raised.

Training and Support

FOM will provide details of this Safeguarding Children, Young People and Vulnerable Adults Policy guidelines to anyone representing FOM

Monitoring and Compliance

FOM will monitor and track compliance with this policy by:

Ensuring that this policy and other complementary policies are made available to all relevant people.

Maintaining and reviewing records at least annually relating to the safeguarding children, young people and vulnerable adult policy and processes outlined above

This Policy was agreed at the FOM Trustee Meeting held on 201

Signed:..... Position:.....

Date Policy to be Reviewed

Attached to this document are Annex 1, 2, and 3

Note 1

Safeguarding Key Legislation as at 2018

The Children Act 2004; the Protection of Children (Scotland) Act 2003,

The Social Services Wellbeing (Wales) Act 2014,

Female Genital Mutilation Act, 2003 as amended by the Serious Crime Act 2015,

Her Majesty's Government Working Together to Safeguard Children Guidance.

The United Nations Convention on the Rights of the Child 1989.

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