

<b>Document Name</b>	<b>Safeguarding Policy</b>
<b>Purpose</b>	Internal guidance and compliance
<b>Date</b>	Updated 24 February 2018
<b>Target audience</b>	Trustees, staff, interns, volunteers, representatives, associates, service contractors, consultants, guests as well as its international and local implementing partners (known from hereon as temporary or permanent stakeholders)
<b>Document description</b>	This policy sets out All We Can's commitment to safeguarding for all individuals that All We Can comes into contact with, having specific application to children, young people and adults-at-risk and the main procedures that must be followed to comply. It also serves as a frame of reference for All We Can's international and local implementing partners who are fully expected to act in accordance with the principles therein.
<b>Relevant All We Can policies</b>	AWC Employee Handbook Whistle-Blowing Policy Personal Harassment Disciplinary Procedures Grievance Procedures Lone Working Risk Assessment Policy and Procedures Whistleblowing Policy and Procedures Equality and Diversity Policy and Procedures DBS Policy and Procedures Volunteer Policy Digital Safeguarding (included herein as Annex 4)
<b>Current relevant Legislation</b>	Children Act 1989 and Children Act 2004 Safeguarding Vulnerable Groups Act 2006 Protection of Freedoms Act 2012 Care Act 2014 Data Protection Act 1998 (note: GDPR, May 2018) Human Rights Act 1998 Public Interest Disclosure Act 1998 (does this apply too?)
<b>Superseded documents</b>	MRDF Child Protection and Safeguarding Procedures
<b>Document status</b>	This document is controlled by the Senior Management Team and is posted on the All We Can Hub, from where it can be easily accessed by all staff. This policy will be regularly monitored by All We Can's Senior Management Team and will be subject to periodic review, as necessary.

# **SAFEGUARDING CHILDREN, YOUNG PEOPLE AND ADULTS-AT-RISK**

## **1. POLICY**

### **1.1 Context Summary**

All We Can and its partner organisations have an agreed responsibility to uphold its values of Justice, Solidarity, Respect, Inclusion, Service and Collaboration. Safeguarding is a core policy commitment of All We Can and guides all stakeholders to ensure the quality of life of persons in the poorest communities of the world.

### **1.2 Introduction**

All We Can recognises the right of every person to live free from abuse and is fully committed to safeguarding the welfare of all children, young people and adults-at-risk, recognising its responsibility to take all reasonable steps to promote safe practice and protect them from harm, abuse, neglect and exploitation. All We Can also acknowledges its duty of care under the key current statutory legislation, and the responsibility to respond appropriately to any allegations, reports or suspicions of child, young person and adult-at-risk abuse.

All We Can works with international and local partners across the world who invariably engage with a large number of children, young people and adults-at-risk in a range of different settings. While acknowledging that local laws and customs may differ from one country to another, this policy serves as an illustrative guide to enable staff and its partners to make ethical decisions on safeguarding based on internationally agreed legal standards.

The International Development Secretary stated on 20 Feb 2018 that the UK Government will provide direction for the international aid sector to be in force by the end of the year. This policy will be updated accordingly

This policy and accompanying procedures describe and outline All We Can's commitment to safeguarding, which must be followed to comply with the accepted laws and best practices. While the policy is intended primarily for All We Can staff and other temporary or permanent stakeholders, it will also be shared with its international partners to serve as a frame of reference.

### **1.3 Policy Statement**

All We Can staff and temporary or permanent stakeholders work together to ensure the development of an ethos and culture which respects and embraces the rights of children, young people and adults-at-risk, which means:

- (i) Protecting children, young people and adults-at-risk is everybody's responsibility.
- (ii) All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately, with action being taken to immediately stop any further abuse,
- (iii) The welfare of the child, young person or adult at risk is paramount and will always be put first. All children, young people and adults-at-risk should be treated equally and with respect and dignity. In this regard, all people, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity should have the right to protection from abuse
- (iv) All We Can will ensure that its staff and its temporary or permanent stakeholders are aware of the issues surrounding safeguarding children, young people and adults-at-risk and that they are clear on how to respond appropriately. All We Can will ensure

that the necessary policies and procedures are in place and that they are being followed.

- (v) All staff and its temporary or permanent stakeholders will be made aware of their legal and moral responsibilities and regular training is provided to relevant staff and stakeholders.
- (vi) All We Can operates with awareness of the risks to vulnerable people, especially children, in the online environment. Guidance on how All We Can uses the internet, social media and other digital technology and the procedures for doing so serves as an Annex to this policy and procedures (see Annex G).

Therefore, this Policy and Procedures will follow the 6 safeguarding principles as identified in the Care Act 2014 but other sections are also guided by United Nations principles as outlined in the UNCRC:

<b>Empowerment:</b>	People being supported and encouraged to make their own decisions and give informed consent
<b>Prevention:</b>	It is better to take action before harm occurs
<b>Proportionality:</b>	The least intrusive response appropriate to the risk presented
<b>Protection:</b>	Support and representation for those who are most vulnerable
<b>Partnership:</b>	Local solutions through services working with their communities – communities have a part to play in preventing, detecting and reporting neglect and abuse
<b>Accountability:</b>	Transparency in safeguarding practice

#### 1.4 International Partners

All We Can's partners are fully expected to act in accordance with the principles herein and will monitor compliance. The aim is to translate the commitment to safeguarding of children, young people and adults-at-risk into a practical reality through All We Can's work and that of its partners.

All We Can requires that all staff and its temporary or permanent stakeholders understand, sign and adhere to the Safeguarding Policy that stipulates acceptable and unacceptable behaviour of employees and third parties. As an organisation that delivers services primarily via partners, All We Can requires partner organisations to have their own safeguarding policies or procedures in place, and declare their compliance with All We Can's Safeguarding Code of Conduct, as outlined in Annexes A and B.

#### 1.5 Designated Safeguarding and Protection Officer

The designated Safeguarding Trustee is:

**Dr Richard Vautrey, Vice Chair**

**Contact:** 07703965477 / [richard.vautrey@nhs.net](mailto:richard.vautrey@nhs.net)

The designated SPO for All We Can is:

**Chief Executive: Mr Graeme Hodge**

**Contact:** 020 7467 5132 / 07973 560520 / [g.hodge@allwecan.org.uk](mailto:g.hodge@allwecan.org.uk)

The designated Deputy SPO for All We Can is:

**Office Manager: Mrs Patti Tobin**

**Contact: 020 7467 5266 / [p.tobin@allwecan.org.uk](mailto:p.tobin@allwecan.org.uk)**

For issues specifically linked with international or local partners, the first point of contact will be the SPO or Deputy SPO. This can be done via contacts above or ideally via the designated safeguarding email address: [awcsafeguarding@allwecan.org.uk](mailto:awcsafeguarding@allwecan.org.uk)

The SPO and Deputy SPO are both members of All We Can's Senior Management Team, and the SPO is a member of the Senior Leadership Team. They have been designated by the Senior Leadership Team to act as the named organisational leads for all safeguarding issues. The SPO and Deputy SPO are entrusted with overseeing and ensuring compliance with the guidance provided in this policy, and the recipient and investigator of any safeguarding breach complaints or reports. All We Can's Whistle-blowing Policy (included in the employee handbook) applies as a means of reporting safeguarding and protection breaches.

This policy and procedures will be widely promoted and are mandatory for everyone involved with All We Can.

## **1.6 COMPLIANCE WITH THIS POLICY**

This Safeguarding policy will be adhered to by asking All We Can trustees, staff, interns, volunteers, representatives, associates, service contractors, consultants, guests as well as its international and local implementing partners to sign a Declaration of Compliance (See Annex A) and adherence to the Safeguarding Code of Conduct (see Annex B), with the understanding that any breaches could result in job losses, termination of partnership or cancellation of service contracts. , incidents will be reported to police authorities in each jurisdiction. This declaration will be included in Annual Partnership Agreements, Memorandum of Understanding documents, and contracts.