



Be In The Change Safeguarding Policy

Be in the Change aims to create the next generation of changemakers who are empowered to make the world a better place. We do this through sharing inspirational stories and building resilient and empathetic connections.

The purpose and scope of this policy statement

The purpose of this policy statement is:

- to protect children, young people and vulnerable adults who receive Be in the Change's services from harm. This includes the children of adults who use our services
- to provide staff and volunteers, as well as children, young people, vulnerable adults and their families, with the overarching principles that guide our approach to child and vulnerable adult protection.

This policy applies to anyone working on behalf of Be in the Change, including senior managers and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

The policy lays out the commitments made by Be in the Change, and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under Be in the Change's Anti Bullying and Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by Be in the Change or associated personnel

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children and vulnerable adults in England. It is regularly updated on an annual basis.



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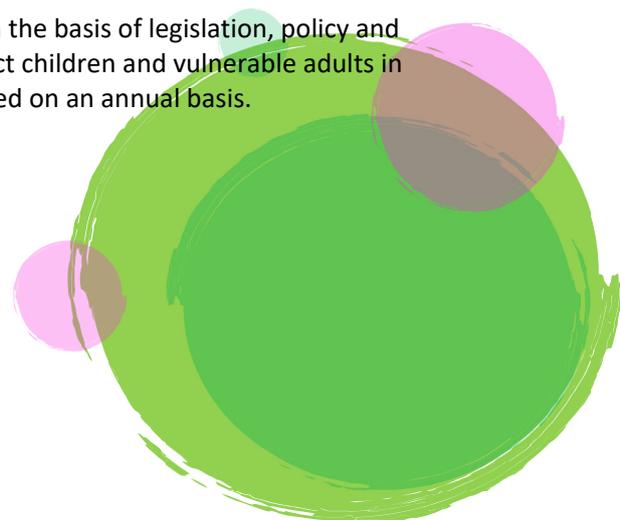
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www.beinthechange.club



Policy Statement

Be in the Change 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. Be in the Change will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding [as appropriate]: 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 (see Associated Policies).

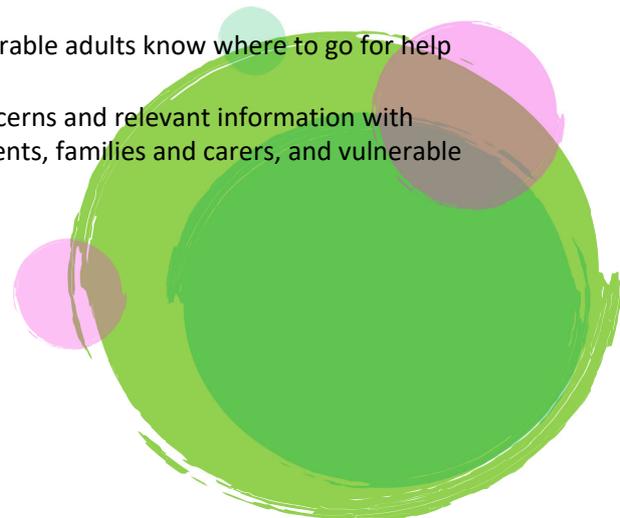
Be in the Change commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

We recognise that:

- the welfare of children and vulnerable adults is paramount in all the work we do and in all the decisions we take
- all children and vulnerable adults, regardless of age, disability, gender (re)assignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children and adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children, young people and vulnerable adults safe by:

- valuing, listening to and respecting them
- ensuring all staff have access to, are familiar with, and know their responsibilities within this policy
- appointing a nominated Safeguarding Lead for children, young people and vulnerable adults
- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures so that all staff and volunteers know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff and volunteers safely, ensuring all necessary checks are made
- recording, storing and using information professionally and securely, in line with data protection legislation and guidance
- sharing information about safeguarding and good practice with children, vulnerable adults and their families via leaflets, posters, group work and one-to-one discussions
- making sure that children, young people and their families and vulnerable adults know where to go for help if they have a concern
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers, and vulnerable



adults, appropriately

- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns
- following up on reports of safeguarding concerns promptly and according to due process.

Staff responsibilities

Child safeguarding

Be in the Change 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 or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

Be in the Change staff and associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at risk adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse

Be in the Change 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

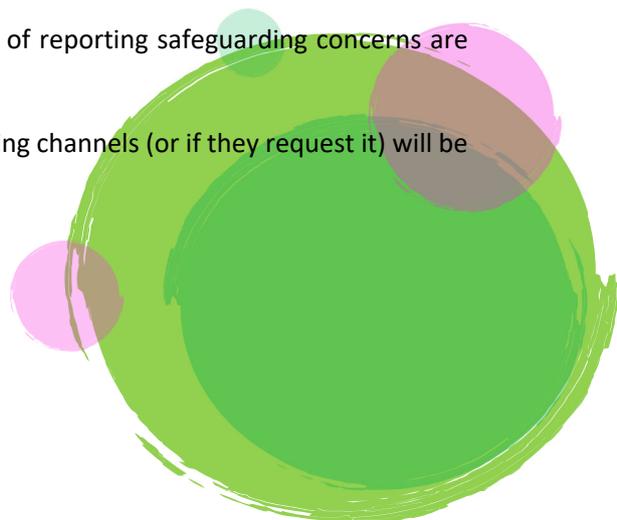
Additionally, Be in the Change staff and associated personnel are obliged to:

- 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 an [NGO] staff member or associated personnel to the appropriate staff member

Enabling reports

Be in the Change will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be



protected by Be in the Change's Disclosure of Malpractice in the Workplace (Whistleblowing) Policy.

Be in the Change will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to their Safeguarding Lead or line manager. If the staff member does not feel comfortable reporting to their Safeguarding Lead or line manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate staff member. For example, this could be a senior manager or a member of the HR Team.

Contact details

Nominated Safeguarding Lead

If you have any concerns related to safeguarding at Be in the Change you can contact

Name: Niki Rust

Email: beinthechange@outlook.com

Response

Be in the Change will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations (see Procedures for reporting and response to safeguarding concerns in Associated Policies).

Be in the Change will apply appropriate disciplinary measures to staff found in breach of policy.

Be in the Change will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

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
- Anti Bullying and Harassment policy
- Disclosure of Malpractice in the Workplace (Whistleblower) policy
- Child Safeguarding policy
- Adult Safeguarding policy
- PSEA (Protection from Sexual Exploitation and Abuse by staff) policy



- Complaints Policy
- Procedures for reporting and response to safeguarding concerns
- Procedures for safeguarding in staff recruitment

This policy statement came into force on 15/06/2020.

We are committed to reviewing our policy and good practice annually. This policy statement and accompanying procedures were last reviewed on 15/06/2020.

Signed: 

Date: 15/06/2020

