

Safeguarding Policy for
Struggle 2 Smiles
1196092

Purpose:

The purpose of this policy is to protect people, particularly young offenders, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with any individual who may cause harm. This includes harm arising from:

- The conduct of staff, volunteers or personnel associated with Struggles 2 Smiles
- The design and implementation of Struggles 2 Smiles's project and activities

The policy lays out the commitments made by Struggles 2 Smiles, and informs staff, volunteers and personnel of their responsibilities in relation to safeguarding.

The policy does not cover:

- Sexual harassment in the workplace - this is dealt with under Struggles 2 Smiles Anti-Bullying and Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by Struggles 2 Smiles or associated personnel

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 individuals, including children and at risk adults, from harm that arises from coming into contact with our staff, volunteers and/or project.

Scope:

- All staff contracted by Struggles 2 Smiles
- Associated personnel whilst engaged with work or visits related to Struggles 2 Smiles, including but not limited to: visitors within the project, volunteers, journalists

Policy Statement:

Struggles 2 Smiles believe 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. Struggles 2 Smiles will not tolerate any sort of abuse and exploitation by staff, volunteers or associated personnel.

Struggles 2 Smiles commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention:

Struggles 2 Smiles responsibilities

Struggles to Smiles will:

- Ensure all staff and volunteers have access to, and are familiar with, and know their responsibilities within this policy
- Design and undertake all its activities in a way that protects people from any risk of harm that may arise from their coming into contact with Struggles 2 Smiles. This includes the way in which information about individuals within our project is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff, volunteers and associated personnel
- Ensure staff and volunteers receive training on safeguarding at a level required with their role in the organisation
- Follow up on reports of safeguarding concerns promptly and accordingly

Staff responsibilities

Child safeguarding

Struggles 2 Smiles staff, volunteers 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:

Struggles 2 Smiles staff, volunteers or 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

Struggles 2 Smiles staff, volunteers 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, Struggles 2 Smiles staff, volunteers 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 any Struggles 2 Smiles' members of staff, volunteers or associated personnel to the appropriate member

Enabling reports

Struggles 2 Smiles will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with

Any staff or volunteer reporting concerns or complaints through formal whistleblowing channels (or if requested) will be protected by Struggles 2 Smiles Whistleblowing policy

Struggles 2 Smiles will also accept complaints from external sources such as members of the public, partners and official bodies

How to report a safeguarding concern

Staff and volunteers who have a complaint or concern relating to safeguarding should report it immediately to their Safeguarding Focal Point. Should they feel it would not be taken seriously, they may report it to another member of staff or volunteer

Jason Stephens

07549969250

Or

Sarah Dudley Trustee

07902863214

Or

Kathryn Stephens Trustee

07794678938

Response

Struggles 2 Smiles will follow up safeguarding reports and concerns according to policy and procedure and legal and statutory obligations

Struggles 2 Smiles will apply appropriate disciplinary measures to staff found in breach of policy

Struggles 2 Smiles will offer support to survivors of harm caused by staff, volunteers or associated personnel, regardless of whether a formal internal response is carried out. Decisions regarding support will be made 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 kept secure at all times.