

SAFEGUARDING POLICY

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The Foyer Federation named safeguarding lead

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Policy Purpose

The Foyer Federation is committed to safeguarding the welfare of children, young people¹ and adults at risk. This policy outlines how the Foyer Federation creates a safe environment for them to thrive and the steps we will take to uphold this.

Our Safeguarding Policy applies to all Foyer Federation workers including employees, volunteers, consultants, partners, contractors and Trustees, providing them with the overarching principles that guide the approach to safeguarding at the Foyer Federation. This policy relates to the direct work of the Foyer Federation, with each Foyer in our membership referring to their own safeguarding policy and practice.

Legislation & Guidance

Safeguarding of Vulnerable Groups Act 2006

Mental Capacity Act 2005

The Care Act 2014

Counter Terrorism and Security Act 2015 (Prevent)

Children Act 2004

Children and Social Work Act 2017

Working Together to Safeguard Children 2018 (Guidance)

The Foyer Federation's Commitment to Safeguarding

The Foyer Federation wants everyone who uses or has contact with our organisation to enjoy what we have to offer in safety. We believe that all children, young people and adults at risk whatever their age, culture, disability, gender, language, racial origin, religion or belief, or sexual identity, have the right to protection from harm, abuse or avoidable risk at all times and the right to live a thriving life.

In order to ensure this policy is fully implemented and that it ensures the safety and empowerment of all children, young people and adults at risk to live safe and well, the Foyer

¹ The Foyer Federation defines young people as anyone up to, and including, the age of 25

Federation has in place detailed policies and procedures to nurture this environment and the workers creating it. This commitment is supported by the charity's leadership who support a whole organisation, co-produced approach to safeguarding.

Expectations of staff

Everyone working for Foyer Federation has a responsibility to familiarise themselves with this safeguarding policy and the procedures that go with it. They must maintain a proper focus on the safety and welfare of children and vulnerable adults in all aspects of their work.

Anyone who works for Foyer Federation must inform their manager if they or any adult living in their household become(s) the subject of an allegation involving a safeguarding concern or abuse against a child or vulnerable adult. If anyone is in doubt whether a situation or allegation is relevant they should:

- Refer to the definitions of safeguarding and protection of vulnerable adults
- Seek advice from the Safeguarding Lead

If anyone is concerned that a child or vulnerable adult is at risk of being abused or neglected or is at any other risk, they should not ignore their suspicions and should not assume that someone else will take action to protect that person.

If anyone working for Foyer Federation is in any doubt about what to do, they should consult their line manager or Safeguarding Lead

Achieving High Safeguarding Standards

The Foyer Federation is committed to a safeguarding culture that, both on or offline:

- Promotes people's strengths rather than defining them by their risk, whilst also responding to and meeting any immediate need.
- Shows respect for and an understanding of the rights, safety and welfare of the children, young people and adults at risk, ensuring they are at the centre of any decision making, involving them wherever possible.
- Takes a positive and informed approach to risk taking. The risk will be calculated, carefully managed and communicated. It is not our intention to stifle activities or eradicate all spirit of adventure from our work or programmes, or to replace the relationship of trust with suspicion.
- Listens and values the voices and experiences of everyone, ensuring:
 - transparency about what we do and what can be expected from us, including our publicly accessible policy

- promoting how to voice concerns, complaints or feedback about anything they may be unhappy about
- Is committed to responding to and reporting concerns and will not undertake any investigation
- Ensures the safe recruitment of all employees and volunteers, providing appropriate induction, training and management is provided and that all persons working on behalf of the Foyer Federation conduct themselves in a way that reflects the principles of the Foyer Federation.
- Is committed to working in partnership to provide effective safeguarding and support.
- Ensures any allegations against staff, volunteers or other workers are acted on and managed appropriately.
- Encourages those working with the Foyer Federation to share any concerns and the use of whistleblowing or complaints procedures where needed.
- Records, stores and uses information professionally and securely, in line with data protection legislation and guidance. More information about this is available from the Information Commissioner's Office: [ico.org.uk/for organisations](http://ico.org.uk/for-organisations).
- Ensures comprehensive and legally compliant policies and procedures that promote best practice in achieving safe people and places - both on and offline.
- Appoints a designated safeguarding lead, named Trustee responsible for safeguarding and complies with the safeguarding duties outlined by the Charity Commission.

The Foyer Federation, Foyers and Safeguarding

All Foyers we work with have safeguarding policies and procedures in place that are checked by their local authority. In addition, members of the Foyer Federation network can complete accreditation that demonstrates their commitment to high standards of safeguarding.

It is therefore expected that Foyers manage safeguarding concerns independently at a local level. However, if the Foyer Federation were to become aware of any harm, abuse, or had any other concerns, we would ensure appropriate referrals took place.

Learning and improving

The Foyer Federation is determined to keep improving our knowledge and understanding of how best to protect children and vulnerable adults. We will review our own practice regularly to check that we are placing the right emphasis on safeguarding in our work.

Key Contacts

The Foyer Federation does not work directly with children, young people or adults at risk who are not already connected to a local service with their own safeguarding processes. Therefore,

we do not expect workers to answer phones or respond to emails outside of 9-5 office hours. In any emergency please call the Police on 999. For any other questions, queries, concerns or feedback the details of our internal safeguarding leads are:

- Designated Safeguarding Lead: Joel Lewis, 0207 430 2212, joel@foyer.net
- Trustee Lead for Safeguarding: Kate Gillespie, kate.gillespie@ymcaderbyshire.org.uk

In addition, you could contact:

- NSPCC Helpline - 0808 800 5000, for professional advice
- Samaritans - 116 123, for emotional support

Legislation and Policy Review

This policy has been produced in line with relevant legislation and guidance. It will be reviewed annually, or in line with policy updates, whichever is first. Some notes on key legislation and guidance can be found below:

PREVENT

PREVENT is a key part of the Government's strategy to stop people becoming terrorists (often referred to as being radicalised) or supporting terrorism. Early intervention is at the heart of PREVENT in diverting people away from being drawn into terrorist activity. PREVENT happens before any criminal activity takes place. It is about recognising, supporting and protecting people who might be susceptible to radicalisation.

All staff should have an awareness of the PREVENT agenda and the various forms that radicalisation takes so that staff are able to recognise signs and indicators of concern and respond appropriately.

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person supports terrorism and/or extremism, must be reported to the named safeguarding lead immediately.

Where a young person is thought to be in need/or at risk of significant harm, and/or where investigations need to be carried out, it should be recognised that concerns of this nature, in relation to violent extremism, are most likely to require a police investigation (as part of the Channel process); and therefore needs to be referred to the Foyer where the young person resides

Modern Slavery Act 2015

Modern slavery is another term which may be used in relation to child trafficking. Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking (HM Government, 2014). The Modern Slavery Act passed in 2015 in England and Wales categorises offences of slavery, servitude, forced or compulsory labour and human trafficking.

All staff should have an awareness of the various forms that modern slavery takes so that staff are able to recognise signs and indicators of concern and respond appropriately.

Any identified concerns as the result of observed behaviour or reports of conversations to suggest that the young person is connected to slavery must be reported to the named safeguarding lead immediately.

Mental Capacity Act 2005

Mental Capacity: refers to whether someone has the mental capacity to make a decision or not. The Mental Capacity Act 2005 and the code of practice outlines how agencies should support someone who lacks the capacity to make a decision. Mental capacity should always be considered by staff working with young people in order to determine the level of risk and vulnerability and the safeguards needed to protect an individual from abuse.