



Charity Number 1186844

Safeguarding Policy August 2021

Purpose of Policy

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with the North Midlands LGBT Older People's Group (OLGBT-NM). This includes harm arising from:

- The conduct of members or personnel associated with OLGBT-NM
- The design and implementation of OLGBT's programmes and activities

The policy lays out the commitments made by OLGBT and informs members and associated personnel of their responsibilities in relation to safeguarding.

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

We understand it to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our members or programmes.

Policy Statement

OLGBT-NM 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. OLGBT-NM will not tolerate abuse and exploitation by its members 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.

This policy is not intended to prevent members from forming friendships or engaging in intimate or sexual relationships. We are only concerned with safeguarding where the basis of a relationship may be considered as therapeutic or where there is an imbalance of power in the relationship.

OLGBT-NM commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

North Midlands LGBT Older People's Group responsibilities

OLGBT-NM will:

- Ensure all members have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with OLGBT-NM. This includes the way in which information about individuals in our programmes is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying members and associated personnel
- Ensure members receive training on safeguarding at a level commensurate with their role in the organization
- Follow up on reports of safeguarding concerns promptly and according to due process

Our responsibilities

Child safeguarding

OLGBT-NM members 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

OLGBT-NM members 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

OLGBT-NM members 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, OLGBT-NM members 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 OLGBT-NM member or associated personnel to the appropriate committee member

Enabling reports

OLGBT-NM will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to members and the communities we work with.

OLGBT-NM will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Members who have a complaint or concern relating to safeguarding should report it immediately to any committee member. If the member does not feel comfortable reporting to a particular committee member (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 directly to the Chair or to any other committee member.

Response

OLGBT-NM will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

OLGBT-NM will apply appropriate disciplinary measures to members found in breach of policy.

OLGBT-NM will offer support to survivors of harm caused by members or associated personnel, regardless of whether a formal internal response is carried out . 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.

----- End of policy -----

Version History

15/04/2021	Created by Maurice Greenham
17/08/2021	Reviewed, amended and approved by OLGBT Board