

SAFEGUARDING POLICY

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The Foyer Federation's Designated Safeguarding Lead is (DSL):

Isabella Hart

Email: Isabella@foyer.net

Mobile: 07512 315160

The Foyer Federations Support Safeguarding Lead (SSL):

Ella Craddock

Email: ella@foyer.net

Mobile: 07706 358066

1. Purpose

The Foyer Federation is committed to safeguarding children, young people, and adults at risk. Regardless of age, culture, disability, gender, language, racial origin, religion, or sexual identity, we believe in the universal right to protection from harm. Our policy states the measures we undertake to create a secure environment, applicable to all Foyer Federation members, including workers, volunteers, partners, contractors, and Trustees.

2. Definitions

The following definitions of who we might be working with are important when identifying how to respond and report instances of harm, abuse or other safeguarding concerns:

- Child. Legally a child is anyone under the age of 18.

- Adult at Risk. This is a person aged 18 and over that has additional care and support needs (physical or mental).
- Young Person. This term refers to any person aged 16-25 that The Foyer Federation interacts with.

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)

3. Strengths-based safeguarding

Being strengths-based means recognising a person's abilities and assets alongside areas for improvement. Rather than only seeing people as at risk, being harmed or causing harm to others, we recognise the need for individuals to feel seen, valued and respected in order to actively participate in the safeguarding process. We recognise the positive power of relationships as a way to support growth and change. Strengths based safeguarding enables young people to have autonomy to make decisions over their own care and support.

As the Foyer Federation:

- We commit to a strengths-based safeguarding approach by promoting self-determination. Young people have autonomy over decisions and are given opportunities to build personal resilience.
- We commit to positive communication in safeguarding. Our aim is to promote active engagement, creating an environment where discussions about concerns encourage collaboration, openness and fairness.
- We commit to understand and address young people's needs and support systems, ensuring safeguarding measures not only manage risk but contribute to improving young people's overall wellbeing and quality of life in a way that truly benefits them.

4. Principles

The Foyer Federation recognises the six principles of safeguarding and will embed these into all areas of its practice:

1. Empowerment

People being supported and encouraged to make their own decisions and give informed consent when sharing information

2. Prevention

It is better to take action before harm occurs

3. Proportionality

The least intrusive response appropriate to the risk and needs presented

4. Protection

Support and representation for those in greatest need

5. Partnership

Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting harm and abuse

6. Accountability

Accountability and transparency in safeguarding practice

5. Expectations for Foyer Federation staff

Everyone working for Foyer Federation has a responsibility to understand and implement this safeguarding policy and the procedures that sit alongside 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 Designated Safeguarding Lead

If anyone is concerned that a child, young person 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 must report it to the Designated Safeguarding Lead.

Achieving High Safeguarding Standards:

The Foyer Federation is committed to a safeguarding culture, both on or offline. As the Foyer Federation we:

- Show respect for and an understanding of the rights, safety and welfare of the children, young people and adults at risk, ensuring informed consent to share information is gained wherever possible.
- Actively listen to and value the voices of children, young people and adults at risk. That, wherever possible, they are active participants in their own safeguarding solutions.
- Commit to transparency about safeguarding decision making and sharing information with informed consent where relevant and possible
- Promote people's strengths rather than defining them by their risk or deficits.
- Ensure 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 line with the Foyer Federations Code of Conduct.
- Are committed to working in partnership with members Foyers and external organisations.
- Ensure any allegations against staff, volunteers or other workers are acted on and managed appropriately in accordance with the Person In Position Of Trust Policy and Procedure.
- Encourage all Foyer Federation staff and those working with us, to follow the Whistleblowing or complaints Procedures where needed.
- Record, store and use information professionally and securely, in line with data protection legislation and guidance.
- Ensure comprehensive and legally compliant policies and procedures that promote best practice in achieving safe people and places - both on and offline.

- Appoint a Designated Safeguarding Lead, Support Safeguarding Lead and named Trustee responsible for safeguarding and complies with the safeguarding duties outlined by the Charity Commission.

Learning and improving:

The Foyer Federation is determined to keep improving our knowledge and understanding of how best to safeguard and 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.

6. Working with member Foyers

Members are independent of the Foyer Federation. Once information has been shared with the Foyer Manager, The Foyer Federation deems it most appropriate for the local member Foyer staff team, who hold the relationship and continued responsibility for the young person to make onward referrals such as to the police, children or adult social care and any other service required when right to do so and in line with the DSL/SSL's assessment.

The DSL will ensure an update is received by the member Foyer within three working days of any allegations or concerns being raised, confirming what action has been taken. Any notes will be held in line with GDPR regulations.' In some instances The Foyer Federation will be responsible for making relevant referrals, decisions will be made by the DSL/SSL on a case by case basis and be assessed based on the nature of the concern.

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 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 Foyer Federations Designated 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.