

MICHELLE NINEHAM

Safeguarding Policy

Purpose

The purpose of this policy is to protect people, particularly children and vulnerable adults from any harm that may be caused due to their coming into contact with Michelle Nineham's company or any harm that is recognised through her work. This includes harm arising from:

- The conduct of those working with Michelle Nineham, either directly or indirectly
- The design and implementation of Michelle Nineham's projects and activities.

The policy lays out the commitments made by Michelle Nineham and the company's 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. This is understood to mean protecting people, including children and vulnerable adults, from harm that arises from coming into contact with my company or projects. A full definition of safeguarding is provided below.

Scope

- Any staff contracted by Michelle Nineham, including Michelle herself.
- Associated personnel whilst engaged with work or visits related to Michelle Nineham, including but not limited to the following: consultants; volunteers; contractors; programme visitors including journalists, celebrities and politicians .

Policy Statement

Michelle Nineham 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. Michelle Nineham will not tolerate abuse and exploitation by staff or associated personnel. This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. Michelle Nineham commits to addressing safeguarding throughout her work, through the three pillars of prevention, reporting and response.

Prevention

Michelle Nineham's responsibilities

Michelle Nineham will:

- Ensure any staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all her projects and activities in a way that protects people from any risk of harm that may arise from their coming into contact with the company. This includes the way in which information about individuals in projects is gathered and communicated
- Implement stringent safeguarding procedures if ever recruiting, managing and deploying staff and associated personnel

- Ensure any staff receive training on safeguarding at a level commensurate with their role in the organisation
- Follow up on reports of safeguarding concerns promptly and according to due process.

Staff responsibilities

Child safeguarding

Michelle Nineham's 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

Michelle Nineham's staff and associated personnel must not:

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

Protection from sexual exploitation and abuse

Michelle Nineham's 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, Michelle Nineham's 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 a staff member of Michelle Nineham, associated personnel or partners to the appropriate staff member .

Enabling reports

Michelle Nineham will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to any staff and the communities we work with. Michelle Nineham 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 Michelle Nineham. If the staff member does not feel comfortable reporting Michelle Nineham (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 appropriate multi-agency referral service. In the South West of the UK these are:

- Bristol: 0117 903 6444
- Cornwall: 0300 123 1116
- Devon: 0345 155 1071
- Dorset: 01202 228866
- Isles of Scilly: 01720 424483
- Somerset: 0300 123 2224
- Wiltshire: 0300 4560108

Response

Michelle Nineham will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. If a concern is raised about safeguarding in a partner organisation, their safeguarding reporting policies will be followed. If this is not appropriate then a referral will be made directly to the local multi-agency referral service.

Michelle Nineham will apply appropriate disciplinary measures to staff found in breach of policy.

Michelle Nineham 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.

Michelle Nineham
August 2019

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 people, including children and at risk adults, from harm that arises from coming into contact with our staff or programmes. One donor definition is as follows:

Safeguarding means taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur. This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our programmes, partners and staff. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty. Safeguarding puts beneficiaries and affected persons at the centre of all we do.

Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor

The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At risk adult

Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.