

## Safeguarding Policy

Faith in Kids (FiK) is committed to the safeguarding, care and nurture of everyone including all our churches, members, supporters, staff, volunteers and their families and households. We fully adopt the UN Universal Declaration of Human Rights (<https://www.un.org/en/universal-declaration-human-rights/>) and the UN Conventions on the Rights of the Child (<https://www.unicef.org/child-rights-convention>)

To support this commitment FiK will:-

- Promote a safe environment and culture
- Safely recruit and support all those with any responsibility related to children and adults at risk within Faith in Kids
- Respond promptly to every safeguarding concern or allegation
- Offer appropriate support to victims and survivors of abuse and other affected persons
- Offer appropriate support to those who are the subject of concerns or allegations of abuse and other affected persons
- Deal appropriately with those that may pose a present risk to others
- Refer safeguarding concerns, where appropriate, to statutory authorities

### Recognising safeguarding and the need to protect

FiK recognises that all children and adults are at risk of abuse or harm. We recognise that those who suffer or are at risk of suffering abuse or harm require protection from this and that they may require direct support from FiK in accessing such protection. FiK is committed to ensuring that our organisation, staff and volunteers are equipped to recognise safeguarding concerns and respond appropriately to them.

### Commitment to safeguarding policies and procedures

FiK has produced this Safeguarding Policy which outlines our ethos and commitment towards safeguarding. This policy will be reviewed annually by the Designated Safeguarding Lead. FiK is committed to a comprehensive audit of its safeguarding policy and procedures by the FiK Risk & Compliance committee every three years.

### Commitment to safeguarding staffing and representation

FiK demonstrated its commitment to safeguarding by appointing a Designated Safeguarding Lead. The Designated Safeguarding Lead is currently the Operations Director who can be contacted by email: [safeguarding@faithinkids.org](mailto:safeguarding@faithinkids.org). FiK also has a Risk & Compliance committee that meets to ensure compliance with legislative and best practices. FiK is also a member of and receives safeguarding support and training from Christian Safeguarding Services. The Designated Safeguarding Lead reports to the Ministry Director and Trustees of FiK. All staff know who the Designated Safeguarding Lead is and how to report concerns to them.

### Commitment to safeguarding training and development

Training and professional development is central to FiKs safeguarding commitment with the provision of regular training. All new employees will complete safeguarding training as part of their induction. Thereafter all employees will complete annual refresher safeguarding

training. FiK is committed to the role of Designated Safeguarding Lead and provides training at a higher level for these roles including external training as appropriate.

## Recording and record keeping

FiK understands the importance of recording safeguarding incidents and concerns clearly and in a confidential manner, and this forms part of all employees and volunteers safeguarding training. The Designated Safeguarding Lead will create an entry in the FiK safeguarding log, which forms part of the Risk Register. FiK recognises the need for confidential records. Only essential employees have access to these logs.

## Safer Recruitment

FiK has a commitment to ensuring that unsuitable applicants are deterred from applying for posts within FiK and in ensuring that they are identified and rejected if they do so. The Designated Safeguarding Lead will decide which roles/posts require DBS checks. FiK believes that Safer Recruitment Training is vital as part of our safeguarding. Our recruitment staff have completed Safer Recruitment training and all staff involved in recruitment at FiK will be expected to complete training.

## Support for all beneficiaries and their families

FiK is committed to providing appropriate support for all FiKs beneficiaries and their families. Safeguarding training for all staff and advice/support from the Designated Safeguarding Lead ensures that FiK staff are equipped to do this. FiK understands the importance of people who have suffered abuse or are at risk of this, receiving the best support and advice possible. FiK recognises that there are a range of statutory and voluntary agencies who specialise in supporting people with different issues. FiK aims to support people in accessing these services in order to meet their needs.

FiK recognises its statutory safeguarding duties and the priority that must be given to safeguarding concerns. FiK will always seek to work with beneficiaries and their families sensitively, respectfully and in accordance with our faith beliefs whilst ensuring that these statutory duties are met and that all adults and children who have suffered or are at risk of abuse are protected.

FiK recognises that it has a duty to respond to people who may pose a risk to children and/or adults at risk. FiK will always work professionally and sensitively with people who may pose a risk whilst ensuring that safeguarding policies and procedures are followed. Faith in Kids will liaise and work with statutory authorities in addressing risks that are identified in these situations.

## Contacting the Designated Safeguarding Lead

The Designated Safeguarding Lead can be contacted by emailing [safeguarding@faithinkids.org](mailto:safeguarding@faithinkids.org)

Internally reviewed and approved by the Faith in Kids Risk & Compliance Committee: 16th June 2023

To be reviewed externally by Christian Safeguarding Services Autumn 2023

Next internal review date: June 2024