



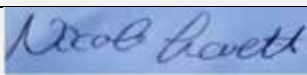

Life for African Mothers

Child Safeguarding Policy



Document Control Sheet

Approved documents are valid for use after their approval date and remain in force beyond any expiry of their review date until a new version is available.

Name of document:	Child Safeguarding Policy
Ref Number:	Child Safeguarding
Version:	1
Date of this version:	January 2024
Produced by:	This Policy has been prepared and reviewed by the LFAB Board of Trustees
What is it for?	This document is intended for all LFAM Volunteers, Trustees and Board members and anyone associated with LFAM, whether in the UK or LFAM's partner country and in any capacity.
Evidence base:	N/A
Who is it aimed at and which settings?	All volunteers in all settings
References:	Working together to safeguard children 2023: statutory guidance (publishing.service.gov.uk) KCS-CS-Standards-ENG-200218.pdf (keepingchildrensafe.global) UNICEF-UK-Child-Safeguarding-Policy (2).pdf https://www.gov.uk/guidance/dbs-check-requests-guidance-for-employers#accepting-a-previously-issued-dbs-check https://www.gov.uk/government/publications/dbs-guidance-leaflets/working-with-children-in-the-charity-sector-and-overseas-aid-organisations
Monitoring and Evaluation:	This policy will be monitored and reviewed for effectiveness by the Board
Training and competences:	Training will be evidenced by signing of the Policy Level 3 Safeguarding Children training from workplace will be evidence of compliance, and be required from all personnel prior to travel overseas.
Reviewed by:	LFAM Board
Approved by:	LFAM Board
Date approved:	22/02/2024
Signed:	 Nicola Lovett (LFAM Trustee)
Signed:	 Sally-Ann Pyrah-Barnes (LFAM Trustee)



Dissemination:	LFAM Website
Date disseminated:	
Review Date:	Feb 2025
Contact for Review:	Nicola Lovett

Version Control

Revision History	Summary of changes	Author(s)	Version No
January 2024	To initiate document	Nicola Lovett Midwife	1

PART 1 - POLICY

1. POLICY STATEMENT

- 1.1 Life for African Mothers (hereafter referred to as the LfAM) is believes that every child and young person has the right to live free from abuse, harm or neglect, regardless of age, ability or disability, sax, race, religion or belief, ethnic origin, sexual orientation, marital or gender status. **Safeguarding is everyone’s responsibility.**
- 1.2 LFAM has the responsibility to ensure that all personnel connected to LFAM,in any county, behaves in a manner which does not place any child they come into contact with, at risk of harm in any way. LFAM will take all reasonable steps to ensure that no-one is harmed as a result of the work we do, and LFAM will uphold the “do no harm” principles.
- 1.3 LFAM is committed to providing a safe and inclusive environment for everyone, with an open and listening culture, so that all people can share information or concerns without fear of retribution.
- 1.4 Volunteers should note that LFAM liability may extend to both “official” and “unofficial” social activities. These may be deemed to be an extension of the volunteer contract.. LFAM may have a duty of care in respect of such matters and will investigate all complaints of inappropriate or improper conduct whether they are alleged to have occurred in or outside the volunteers scope of work with LFAM. Referral of concerns will be made to local authorises in whichever county an alleged abuse has occurred.



- 1.5 This policy applies to all Board members, Trustees, and volunteers, in any capacity, working with LFAM. LFAM is committed to ensuring that all personnel are aware of the legislation, policy and procedure for safeguarding any child or young person, and managing and escalation a child safeguarding concern.
- 1.6 This policy applies the International Child safeguarding Standards of Policy, People, Procedures and Accountably.

2 PRINCIPLES

- 2.1 This policy is designed to ensure LFAM embeds best safeguarding practice throughout all the work that is undertaken in LFAM name. The principles of international safeguarding practice are that all children have equal protection from harm, everybody has a responsibility to protect children, organisations have a duty of care to children who may affected by their work and all actions on child safeguarding, are in the best interests of the child. This Policy is based on Unicef Child Safeguarding Policy (2021) and is driven by the **principles** of; empower and prevention, protect and respond, proportionate, partnership, and accountability.
- 2.2 **Principle 1: Empower and prevention**-LFAM promotes a culture where all children have the right to equal protection from harm, and that children have the right to participate in decisions about their lives. All LFAM volunteers have a responsibility to safeguarding children, and will have evidence that they have undertaken appropriate education and training to Level 3 (Working together to Safeguard Children. Gov. U: 2023)
- 2.3 **Principle 2: Protect and respond.** All volunteers will be made aware of the policy on joining LFAM and will be encouraged to read and understand its process. Where a child is at immediate risk of harm, the relevant emergency services will be contacted immediately.(staff overseas must familiarise themselves with the Country emergency services contacts on arrival) LFAM lead will be notified within 24 hours. In addition, anyone raising a concern about a colleague will be protected under the principles of the LFAM Dignity Policy.
- 2.4 **Principle 3: Proportionate** Any actions will respect the rights and dignity of all involved and be proportionate to the level of harm, in compliance with local safeguarding legislation.
- 2.5 **Principle 4: Partnership** All volunteers will work with relevant law enforcement and local authorities in taking action to safeguard children. Information sharing and documentation is vital to protect children.



- 2.6 **Principle 5: Accountability.** Confidential and accurate records must be produced and stored in accordance with LFAM data protection policy. However, confidentiality should not be a barrier to effective information sharing for safeguarding concerns.

3 CHILD CENTRED APPROACH AND BEST PRACTICE

- 3.1 A child centred approach is fundamental to safeguarding and protecting the welfare of every child. This means keeping the child in focus when making decisions for, or in partnership with them. Everyone who works with children and families has a responsibility to keep them safe. No single professional will have a full picture of the child's situation, so everyone has responsibility to work together to ensure the needs of the child are met. Everyone has a role in identifying concerns, sharing information and taking prompt action if required.
- 3.1 Age of consent in all four UK nations is when young people can legally consent to sexual activity, and is 16 years of age. The law is there to protect children from possible sexual exploitation and it is illegal to distribute or show indecent photos of a child, arrange or pay for sexual services from a child, or for any person in a position of trust to engage in any sexual activity with anyone under the age of 18, who is under their care or associated with LFAM.
- 3.2 Abuse of a child is when a child is intentionally harmed by an adult (in person or online) and can take many forms including sexual abuse, emotional abuse, neglect and physical abuse and may take the forms of bullying, child sexual exploitation (CSE), criminal exploitation. Commercial exploitation, domestic or emotional abuse, grooming, female genital mutilation (FGM).
- 3.3 Recognising and responding to concerns may occur in a number of different ways. Observations of a child may cause concerns or a child may disclose current or historical abuse. If abuse is disclosed, the volunteer must;
- Listen to what they are telling you.
 - Let them know they have done the right thing by disclosing
 - Tell them it is not their fault
 - You will take concerns seriously
 - Do not promise confidentiality; you must share concerns with authorities
 - Raise concerns with authorities and report to LFAM Lead
 - If overseas, LFAM will support with identifying the correct authority to share
 - Document contemporaneously if possible

In addition, if you have concerns that any member of the LFAM staff and team



pose a threat to a child, this must be reported to the Board as soon as possible, and authorities and professional bodies notified if required, .Leads on the Board are Nicola Lovett and Sally Pyrabarnes.

4 RESPONSIBILITIES

4.1 All staff in managerial (LFAM Board/Trustees) positions are responsible for seeking to prevent any infringement of this policy amongst the volunteers they are responsible for and must.

- Ensure that all volunteers are aware of the content of this policy and what is acceptable and what is not acceptable behaviour.
- Ensure that there is a supportive working environment.
- To take prompt action to support correct referrals to authorities and professional bodies as required.
- Offer support and supervision to any member of the team who is witness to and reporting abuse.

All Board members and volunteers are responsible for helping to ensure that individuals do not suffer any form of harassment and that they are encouraged and supported in any legitimate complaint. Every individual will be accountable for the operation of this policy, as they carry responsibility for their own behaviour.

- They are aware of their own behaviour and the affect this may have on others around them.
- They understand that child abuse in any form will not be tolerated by LFAM.
- They use the procedure responsibly and only in situations where they genuinely believe that harassment is taking place.

4.2 All volunteers should take special care to behave appropriately on social networking sites, and not to participate in behaviour that may be considered inappropriate.

4.3 This policy also covers conduct towards people who are not members of LFAM, whom they come into contact with as part of the volunteering process.

5 RECORDS

5.1 Where a complaint is substantiated or partially substantiated, a letter confirming the outcome and records measure of support sent to the complainant.



Where the matter proceeds to a referral to authorities and their employer or professional body, this will remain confidential to the volunteer in question.

In all cases, a summary of the complaint and the outcome will be logged on the grievance register.

6 DATA PROTECTION

6.1 This Policy conforms to the LFAM GDPR policy (2024)

PART 2 – PROCEDURE

7 Safeguarding Expectations of LFAM Board, Trustees and Volunteers

- 7.1 All Board members/trustees who are not public facing do not need an DBS check
- 7.2 All Board members/trustees who have direct public contact require a basic DBS check. (payment will be offered from LFAM)
- 7.3 All volunteers who travel as professional with LFAM will have an enhanced DBS from their employer. To be confirmed in writing with the employer prior to travel.
- 7.4 Volunteers who travel must have a certificates of Level 3 Safeguarding Children training, valid for the current year. Where staff are employed at an NHS Trust, this evidence can come from the workplace..
- 7.3 All Board members/trustees and volunteers will read and sign this document prior to any formal involvement with LFAM.

8 **Formal Resolution**

- 8.1 When a complaint is significant;
 - Where an individual has undertaken behaviours which contravene this policy, LFAM will remove them from the volunteer programme and decline to work with them any further,
 - Where behaviours have been significant and require onwards referrals, the volunteers employer will be informed.



- Consideration of referral to the Professional Body will be undertaken on a case by case basis.
- Policy links to Dignity while volunteering policy.(January 2024).

