

## Safeguarding Policy and Child Protection Policy

### Mission Statement

At Friends of the Earth we believe that everyone has the right to live free from abuse of any kind.

We have a responsibility to keep children and adults, including vulnerable adults/adults at risk<sup>1</sup>, safe and we are committed to protecting children and adults in all of our activities. We will do everything in our power to ensure children and adults who encounter Friends of the Earth, in any capacity, are safeguarded.

Safeguarding (see appendix one for definition) is central to our values which are:

- **Fair** – we work to achieve socially just solutions to environmental problems, in an inclusive and accessible way, and in a spirit of friendship with colleagues and partners, at home and globally.
- **Visionary** – we don't have all the answers, but we set out a positive vision of the world the next generation should enjoy. We constantly show how our successes are making an impact.
- **Insightful** – we base everything we do on rigorous evidence, and we also know which levers to pull to bring about change.
- **Determined** – we're relentless in working for change; we don't give up on our goal, or on the people, we work with, and we take a brave approach to difficult or unpopular challenges.
- **Change-making** – working with local groups and frontline communities, we have a track record of influence and practical solutions that bring about change.

This policy applies to all Friends of the Earth Limited (FoEL) Board members, Friends of the Earth Charitable Trust (FoECT) Trustees, employees, self-employed contractors and those working pro bono for Friends of the Earth and groups funded by Friends of the Earth, henceforth to be referred to as Board members, Trustees, staff and volunteers, and is based on the following principles and is central to our values:

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<sup>1</sup> There is no legal definition of the term “adult at risk” but as the legal definition of a “vulnerable adult” is so narrow and there is recognition that there are many adults at risk of abuse, who would not be deemed to be “vulnerable adults” this policy will use the broader definition of “adults at risk”.

- Safeguarding and promoting well-being and welfare means protecting and upholding the rights of adults to live in safety, free from abuse and neglect and protecting children from maltreatment; preventing impairment of health or development; ensuring they are growing up in circumstances consistent with the provision of safe and effective care; and working in partnership to enable them to have the best outcomes
- The welfare of children and adults is paramount. The wellbeing of staff is prioritised, recognising that a supported team is fundamental to fostering a safe environment for children and adults.
- A child is anyone under the age of 18
- All people, regardless of age, ability, gender, racial heritage, religious belief, sexual orientation, culture or identity, have a right to equal protection from all types of harm or abuse and no person or group of people should be treated less favourably than others in being able to access services which meet their particular needs;
- Some children and adults face increased risk due to situational factors, systemic inequality or the actions of others who may exploit positions of power, e.g. those with chronic illnesses or disabilities, or related to age
- W in partnership with children and adults at risk, and parents, carers and other agencies where relevant, is essential in promoting their welfare
- Children, parents and carers will be informed of the policy and procedures as appropriate. Where possible we will work with them to ensure our policies are accessible, understood and shaped by their feedback.
- All concerns, and allegations of abuse will be taken seriously by FoEL Board members, FoECT Trustees, staff and volunteers and responded to appropriately. If the alleged victim is a child this may require a referral to children's social care services, the independent Local Authority Designated Officer (LADO), or equivalent, for allegations against staff, Trustees and other volunteers, and in emergencies, the police
- We have a commitment to safer recruitment, selection and vetting that includes checks into the eligibility and the suitability of all FoEL Board members, FoECT Trustees, staff and volunteers who have direct or indirect contact with children or adults at risk. Those with regular contact with children will be required to have a Disclosure and Barring Service (DBS) check
- The Chair of FoEL and the Board member with safeguarding responsibilities will be required to have a DBS check. In the case of FoECT, the Chair of Trustees and the trustee with responsibility for safeguarding will be expected to have a DBS check
- We have a complaints procedure which is an open and well publicised way in which adults and children can voice concerns about unacceptable and/or abusive behaviour
- Practicing radical safeguarding by actively sharing power, challenging systemic inequalities that enable harm, and building a culture of collective accountability where safeguarding is everyone's responsibility. See Appendix 10 for principles of radical safeguarding at FOE.

The safeguarding policy should be read in conjunction with all other relevant policies and procedures, as set out in Appendix Three

## **Code of Conduct**

We will seek to keep children and adults safe by:

- Valuing them, listening to and respecting them;
- Keeping them at the centre of everything we do;
- Adopting safeguarding practices through procedures and policies for staff and volunteers;

- Ensuring that the groups that we collaborate with and fund have appropriate safeguarding processes in place;
- Providing effective management for staff and volunteers through supervision, support and training;
- Sharing information about child protection and protection of adults at risk and good practice with Trustees, staff and volunteers

The purpose of this policy is to:

- protect children and adults who come into contact with Friends of the Earth in the course of its work;
- inform our partners, community groups and the general public of our overarching principles in relation to safeguarding;
- provide all Board members, Trustees, staff and volunteers with the overarching principles and procedures that guide our approach to safeguarding.

**If you are unsure what this policy means, or how it relates to you, please contact  
[safeguarding@foe.co.uk](mailto:safeguarding@foe.co.uk).**

### **Scope of the Policy**

This policy has been developed in accordance with the requirements and principles established by the relevant legislation and statutory guidance for charities in England, because the Charitable Trust entity is a registered charity in England and Wales (the requirements of charities are higher than those of limited companies, thus this policy meets the higher requirements and will be applied across both entities, FoEL and FoECT in operational practice).

This policy sets out the responsibilities of those who work with Friends of the Earth across both the FoEL and FoECT, including Board members, Trustees, employees, volunteers, consultants, community groups working closely with us (Local Action Groups working regularly with us and using our name)

Friends of the Earth also operates in Wales and Northern Ireland and whilst this safeguarding policy is the over-arching safeguarding policy of Friends of the Earth, the SLT lead will ensure that both Wales and Northern Ireland meet the requirements of their own nations and that local procedures are understood and followed.

We will treat any breach of this policy very seriously. For those who work for us, failure to follow this policy could lead to disciplinary action, which may ultimately result in dismissal. For community groups this may lead to expulsion from the network. For those who work with us, we reserve the right to immediately terminate your contract and, for Board members and Trustees, to require you to immediately cease being a Board member of FoEL or a trustee of FoECT.

All safeguarding concerns and allegations of abuse will be taken seriously.

## **Safeguarding roles at Friends of the Earth**

All those who work for or with Friends of the Earth share the responsibility for safeguarding, which is why all staff are required to complete e-learning safeguarding training. There are also individuals within Friends of the Earth with specific safeguarding responsibilities. The details of their specific roles are set out in Appendix Four.

Board member with responsibility for safeguarding: Sandy Ruthven ([sandy.ruthven@foe.co.uk](mailto:sandy.ruthven@foe.co.uk))

Trustee with responsibility for safeguarding: vacant

### **Director with responsibility for Safeguarding:**

Victoria Marsom Director of Communities & Networks (Interim) [victoria.marsom@foe.co.uk](mailto:victoria.marsom@foe.co.uk)

**This needs to be updated when the interim period ends.**

### **Designated Safeguarding Leads:**

Jenny Thatcher

### **Deputy Safeguarding Leads:**

Refer to [Safeguarding](#) for up to date information

Contact the Safeguarding team at [safeguarding@foe.co.uk](mailto:safeguarding@foe.co.uk)

## Understanding and recognising abuse

The categories of abuse for children and adults at risk are different and differ across the three nations. In the interests of simplification each of the categories for each of the nations are not set out in this policy.

We define abuse in its widest possible terms i.e. as treatment that causes harm to a child or adult at risk (see Appendix Two for greater detail). The protection of children and adults is our shared responsibility and if you have any concerns a child or adult is being maltreated, or you have safeguarding concerns about the behaviour of another member of staff of someone working with or for Friends of the Earth, do something about it, by following the flow charts set out below.

### Remember

It is better to err on the side of caution and get it wrong than do nothing and then something happens to that child/adult.

In England, for further information on local procedures look at your Local Safeguarding Children Board/Safeguarding Adults Board, or equivalent, websites for additional information.

## What you should do to safeguard children and adults

You must:

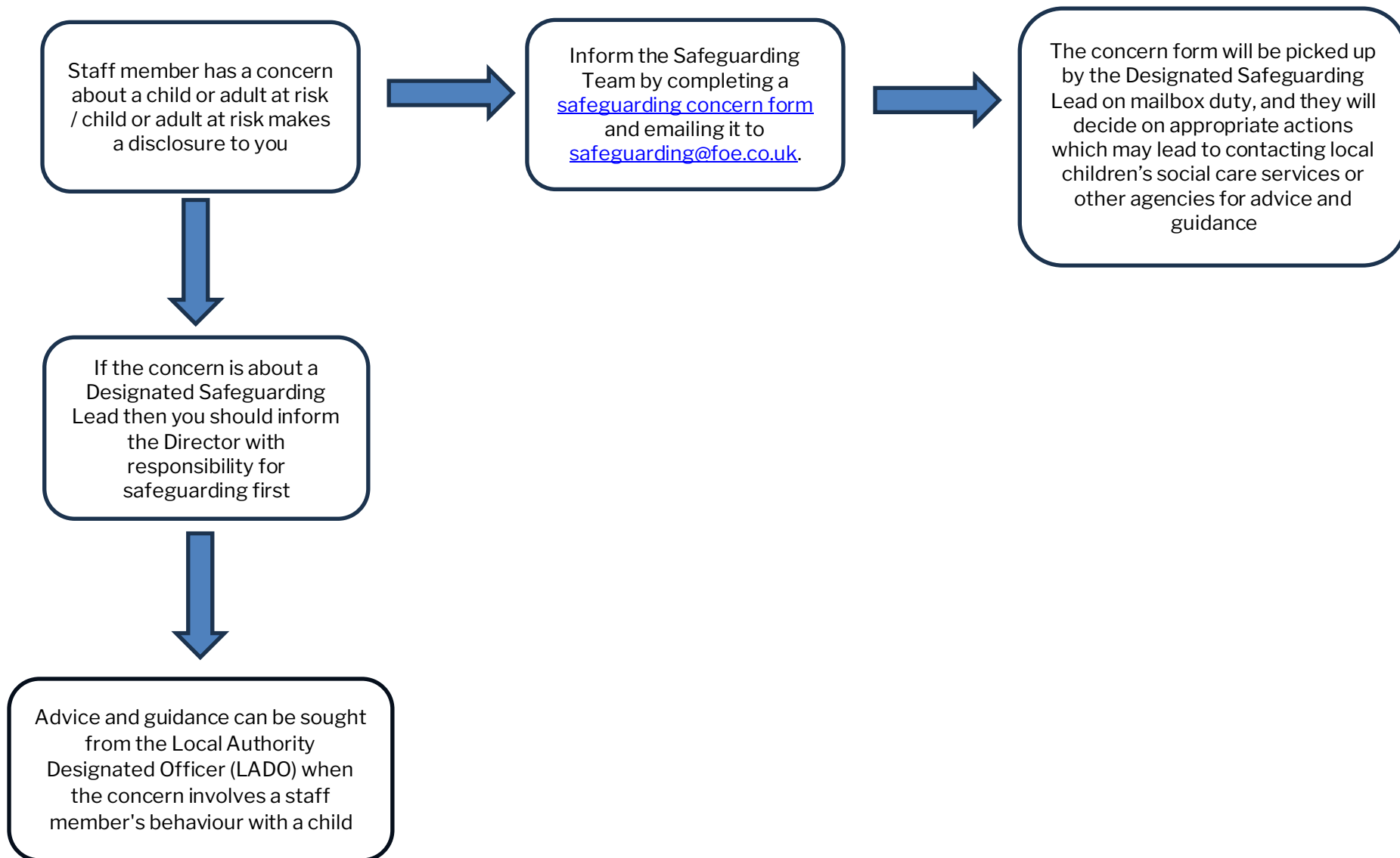
- Be aware of situations which may present risks to children and adults, particularly adults who are vulnerable;
- Assess, plan and organise your work so as to minimise these risks;
- Always be visible to others when working with children and adults at risk. There should never be a situation in which anyone employed by, representing, volunteering with, or working with Friends of the Earth in any way is alone with a child or adult at risk.
- Adhering to the safeguarding policy, it is a requirement of your contract.

## The reporting process

If you have a safeguarding concern about a child or adult, or a child or adult makes a disclosure it is important to make them aware that you cannot keep the information confidential and that you have a duty to report it.

Follow the below flowchart for reporting a concern

## Reporting process





## Escalating Concerns

It is important to note that if you raise a safeguarding concern or pass on an allegation, you have a responsibility to ensure your concern is addressed to your satisfaction.

Therefore, if you feel that your concern has not been addressed to your satisfaction you should escalate the matter to the Director with responsibility for safeguarding and then, if necessary, to the Board member and Trustee with responsibility for safeguarding.

See [Multi Agency Escalation Policy \(Lambeth Safer Children\)](#) for more information.

### Remember

If you are worried do something about it and you will always be protected by the law if you are following the reporting process set out in this policy and you are sharing information in good faith that you think someone is being abused

## Supporting Staff

It needs to be recognised that reporting concerns and dealing with concerns of a safeguarding nature which requires interventions and support can be traumatic. The Designated Safeguarding Leads will always take this into account and will ensure individuals are offered support as appropriate.

Employees have the option should they wish to seek support from the [Employee Assistance Program \(EAP\) service](#), or the wellbeing service provider Spill. If the EAP service is needed for a volunteer, then a request needs to be made to the Head of People.

## Safeguarding Training

It is essential that all staff and volunteers understand what “safeguarding” means, who it relates to, how to put protective measures in place and know how to report any concerns. This is why it is important and essential that all staff complete the required safeguarding training. FoE has developed a training matrix which is set out in **Appendix 6** and which shows what level of training staff, Board members and Trustees will receive.

## Prevention - events

All events must have a risk assessment carried out in advance of them taking place and include a safeguarding component. For any queries and guidance on filling out the safeguarding section of the risk assessment the safeguarding team should be contacted via [safeguarding@foe.co.uk](mailto:safeguarding@foe.co.uk). It is important to also remember that safeguarding does not just apply to activities with children and/or adults at risk.

Depending on the criteria of the event, templates for standard and advanced risk assessments can be found [here](#). It needs to identify all risks and

planned actions and be particularly aware of safeguarding concerns if the event or activity is to include those most vulnerable i.e. children and/or adults at risk. All advanced risk assessments should be completed and emailed to the relevant people to review **at least 14 days** prior to each event. Advanced risk assessment will be reviewed and signed off by the relevant Head of Nation (depending on event/activity location), a Designated Safeguarding Lead and the Head and Safety Lead, as well as Director of department.

Advanced Risk Assessments should be completed for all events and activities where:

- There are more than 50 participants e.g. a demo
- Participants are children, young people or at-risk adults e.g. MWMH or Summer Action Gathering
- There is alcohol involved **and** under 18s attending
- There is a residential/overnight stay involved
- There is mass participation/multiple locations e.g. a march

### **Prevention –digital (email, website, social media and phone)**

We will seek to keep all individuals safe in our online activity – mindful particularly of children and adults at risk, this will include training for all staff on how to behave online whilst supporting and encouraging everyone to use the internet, social media and mobile phones in a way that keeps them safe and shows respect for others. Where required we will also provide training to children and adults at risk on how to use digital tools safely.

We will ensure that user names, logins, email accounts and passwords are used effectively so that our systems can only be used by those who should have access to them and that data will be stored in an appropriate manner and in line with our [Data Protection Policy](#). In line with our data protection policy we won't actively seek opportunities to collect personal information from children online. We do however want them to be involved in activities and programmes and so where required we will collect data with permission of a parent or carer. Access to this data will be restricted only to those who need it. To ensure this all remains secure, we will review and update the security of our information systems regularly. See [Friends of the Earth Information Security guide](#) for more details.

The organisation's social media and email accounts will only be accessible by those who need to use them, and no account will be controlled by a sole worker, each account must be accessed by at least two members of staff.

In contacting children and adults digitally, this should only be done when required and using Friends of the Earth accounts, equipment and software. Contact should never be made through personal accounts. Direct, one to one contact with children should only be done for an explicit reason and by staff with an Enhanced DBS check.

Where we take images of children, we will ensure they are only taken with consent of parents and/or carers and that written permission has been obtained, and images only used for the purpose for which consent has been given. At events if photography is taking place participants should be informed beforehand and individuals can opt out of being included in images. Group shots should not include children unless permission has been

obtained as outlined above.

## **Allegations against Staff or Volunteers**

If a child or adult at risk makes an allegation or disclosure against a staff member or volunteer follow the reporting a concern flowchart – reporting a concern will result in one of the Designated Safeguarding Leads deciding on what action needs to be taken and whether advice needs to be sought from, or a referral made to, statutory services.

Confidentiality needs to be maintained with no discussion regarding the allegation with anyone else. It is essential that any investigations are not compromised by staff or volunteers sharing information or attempting to investigate themselves before reporting – this would include asking leading questions to the person making the allegation. It is also essential to maintain confidentiality and not to speak to anyone other than a Designated Safeguarding Lead because there may be a misunderstanding and that person may be entirely innocent.

If a referral needs to be made to a statutory service, a Designated Safeguarding Lead will inform the Director with responsibility for safeguarding and advice will be taken from the Head of People about possible suspension, during any investigation.

If statutory services become involved the outcome of the external investigation will inform the action taken by Friends of the Earth. This may result in an internal investigation being conducted in line with Friends of the Earth *Disciplinary policy*.

The staff member will be given a staff liaison point for the period of investigation by statutory services and Friends of the Earth.

If an allegation is made against a Director within Friends of the Earth, the Designated Safeguarding Lead should discuss with the Chief Executive. If an allegation is made against the Chief Executive, the Designated Safeguarding Lead should discuss with the Chair of the FoEL and the Chair of FoECT.

## **Legal issues**

### Information Sharing & Confidentiality

You can never guarantee confidentiality to a child, or adult who is deemed to be at risk. Information should always be shared if you think a child or adult at risk is suffering, or likely to suffer, abuse or any other form of harm.

The protection of children and adults at risk must take precedence over other legal rights. Please be assured that if information is shared in an appropriate manner and in good faith, the law will protect you. You should ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and shared promptly.

For further guidance see Lambeth Safeguarding Children Partnership Information Sharing Protocol (or your local equivalent) and the statutory guidance on information sharing .

[https://assets.publishing.service.gov.uk/media/66320b06c084007696fca731/Info\\_sharing\\_advice\\_content\\_May\\_2024.pdf](https://assets.publishing.service.gov.uk/media/66320b06c084007696fca731/Info_sharing_advice_content_May_2024.pdf)

It is a requirement of the Care Act 2014, which is legislation that covers vulnerable adults, that there are local arrangements in place for information sharing about vulnerable adults. For further information see <http://londonadass.org.uk/wp-content/uploads/2015/02/LONDON-MULTI-AGENCY-ADULT-SAFEGUARDING-POLICY-AND-PROCEDURES.pdf>

### **Serious Incidents**

It is a requirement of the Charity Commission that all charities inform them of serious incidents that may occur. The Charity Commission defines a serious incident as “an adverse event, whether actual or alleged, which results in or risks significant:

- loss of your charity’s money or assets
- damage to your charity’s property
- harm to your charity’s work, beneficiaries or reputation”<sup>2</sup>

It is the responsibility of the Trustees to report a serious incident. More details can be found on the Charity Commission website <https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity#what-to-report>

### **Policy review**

The safeguarding policy will be reviewed, approved and endorsed by the Board of FoEL and by the Board of FoECT annually or when legislation changes and when personnel change. Further information on the monitoring and reviewing of this policy and safeguarding procedures are attached as Appendix Five

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<sup>2</sup> <https://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity>

## Appendix 1

### Definitions

#### “Safeguarding” and “Child Protection”

In terms of adults The Care Act 2014 defines adult safeguarding as “protecting a person’s right to live safely, free from abuse and neglect”. There are more categories of abuse with adults than there are with children. With adults the categories are physical abuse, emotional/ psychological abuse, financial abuse, sexual abuse, organisational abuse, neglect, discriminatory abuse, domestic violence, modern slavery and self-neglect.

In terms of children, the definition of safeguarding is broader and is set out in “*Working Together to Safeguard Children 2018* - A guide to inter-agency working to safeguard and promote the welfare of children”. This is the statutory guidance that sets out the legislative requirements and expectations of individual services to safeguard and promote the welfare of children.

*Working Together to Safeguard Children 2018* does not separate safeguarding and promoting the welfare of children. This is the definition:

- Protecting children from maltreatment.
- Preventing impairment of children’s health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- Taking action to enable all children to have the best outcomes.

Separate to safeguarding children is “child protection”. Child protection is defined in the Children Act 1989 as where there is “reasonable cause to suspect a child is suffering, or is likely to suffer, significant harm”. The Children Act 1989 introduced significant harm as the threshold that justifies compulsory intervention in family life in the best interests of children. Physical abuse, sexual abuse, emotional abuse and neglect are all categories of significant harm. Harm is defined as the ill treatment or impairment of health and development.

In simple terms, safeguarding is the overall well-being of the child and every professional and every organisation is responsible for the safeguarding of children. Within that there is child protection, when it is thought a child is either being maltreated or is at risk of maltreatment.

#### Age of a Child

A child becomes an adult in law at 18 in the UK, this is inline with the United Nations Convention on the Rights of the Child. Many people use the term “young people” but there is no legal definition for the age of a “young person”. 16 and 17 year olds are children, in legal terms.

#### Adult at risk

An adult at risk is defined by the Care Act 2014 as a person 18 and over who;

- has needs for care and support (whether or not the local authority is meeting any of those needs) and;
- is experiencing, or at risk of, abuse or neglect; and

- as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

There is a significant difference between the terms “adult”, “adult at risk” and “vulnerable adult”. Adults are allowed to make unwise choices and adults can choose if they want to keep any information about them confidential. Adults, including adults at risk and vulnerable adults can choose not to press charges against an individual who may have assaulted them. These choices can only be overridden by agencies such as the police and social care if it is believed the adult did not have the mental capacity to make the decision in the first place.

### **Local Authority Designated Officer (LADO)**

The role of the LADO is set out in Working Together to Safeguard Children 2018 and is governed by the local authorities duties under section 11 of the Children Act 2004.

The LADO must be contacted within one working day in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates they may pose a risk of harm to children.

There may be up to three strands in the consideration of an allegation:

- a police investigation of a possible criminal offence;
- enquiries and assessment by children’s social care about whether a child is in need of protection or in need of services;
- consideration by an employer of disciplinary action in respect of the individual.

### **Regulated Activity**

The new definition of regulated activity in relation to children comprises, in summary:

- i. unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/ guidance on well-being, or drive a vehicle only for children;
- ii. work for a limited range of establishments (‘specified places’), with opportunity for contact: e.g. schools, children’s homes, childcare premises.  
Not work by supervised volunteers;

Work under (i) or (ii) is regulated activity only if done regularly<sup>3</sup>

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<sup>3</sup> [https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/550197/Regulated\\_activity\\_in\\_relation\\_to\\_children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/550197/Regulated_activity_in_relation_to_children.pdf)

The definition of Regulated Activity for adults defines the activities provided to any adult as those which, if any adult requires them, will mean that the adult will be considered vulnerable at that particular time. These activities are: the provision of healthcare, personal care, and/or social work; assistance with general household matters and/or in the conduct of the adult's own affairs; and/or an adult who is conveyed to, from, or between places, where they receive healthcare, relevant personal care or social work because of their age, illness or disability.

The position of trustee of a vulnerable groups' or children's charity is not a regulated activity in itself. It is only if Trustees have close contact with these vulnerable beneficiaries that they would fall within the scope of regulated activity and be eligible to obtain an enhanced DBS check and barred list check. A trustee of a charity who no longer falls within the definition of regulated activity would be eligible to obtain an enhanced DBS check (but without a barred list check)<sup>4</sup>.

## Appendix Two

### Categories of Abuse

#### Child Abuse

The categories of abuse of children are set out in the statutory guidance *Working Together to Safeguard Children 2018* and are as follows:

##### Physical Abuse

A form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

##### Emotional Abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

##### Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

##### Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or



development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

1. provide adequate food, clothing and shelter (including exclusion from home or abandonment)
2. protect a child from physical and emotional harm or danger
3. ensure adequate supervision (including the use of inadequate care-givers)
4. ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Although not specifically a category of abuse extremism is something, we are very aware of at FoE. As set out in *Working Together to Safeguard Children 2018* "Extremism goes beyond terrorism and includes people who target the vulnerable – including the young – by seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society. Extremism is defined in the Counter Extremism Strategy 2015 as the vocal or active opposition to our fundamental values, including the rule of law, individual liberty and the mutual respect and tolerance of different faiths and beliefs. We also regard calls for the death of members of our armed forces as extremist".

## **Adult Abuse**

There are ten categories of abuse for adults:

- Physical abuse
- Domestic violence or abuse
- Sexual abuse
- Psychological or emotional abuse
- Financial or material abuse
- Modern slavery
- Discriminatory abuse
- Organisational or institutional abuse
- Neglect or acts of omission
- Self-neglect

For details of types of each kind of abuse and possible indicators, see the following link:

<https://www.scie.org.uk/safeguarding/adults/introduction/types-and-indicators-of-abuse>

## **Appendix Three**

### **Relevant policies and procedures**

See the [People](#) and [Safeguarding](#) pages on SharePoint for documents.

- Guidance on managing safeguarding.
- Crisis management strategy.
- Code of conduct.
- Bullying and harassment policy.
- Sexual harassment policy.
- Screening and vetting policy.
- Health and safety policy.
- Complaint procedures.
- Recruitment and selection policy
- Whistleblowing policy
- Grievance policy
- Disciplinary policy
- Equality, diversity and inclusion policy
- Data protection policy
- Dignity at work policy
- Actions into Values

## **Appendix Four**

### **Specific Safeguarding Roles and Responsibilities**

#### **The CEO will:**

- Ensure safeguarding policies and procedures are in place and being implemented
- Appoint a SLT safeguarding lead
- Work with the Chair of FoEL and FoECT to ensure policies and practices are reviewed by the Boards
- Work with the Designated Safeguarding Lead in managing safeguarding concerns relating to members of SLT

#### **The Director with responsibility for safeguarding is responsible for:**

- Ensuring Friends of the Earth has a safeguarding policy and safeguarding procedures in place which are adhered to
- Advising and assisting the Senior Leadership Team (SLT) on issues of safeguarding
- Engaging with the FoEL Board and the FoECT Board on issues of safeguarding, as appropriate
- Ensuring all safeguarding serious incidents are reported to the Charity Commission, or equivalent
- Appointing a Designated Safeguarding Lead and Deputy
- Ensuring that the Director of Northern Ireland and Director of Wales are meeting national safeguarding requirements

#### **The Designated Safeguarding Lead is responsible for:**

- Receiving and collating all safeguarding concerns
- Producing an annual report for the FoEL Board and the FoECT Board covering all concerns and/or incidents (see appendix 5)
- Ensuring that systems are in place to ensure all Local Action Groups and other groups we work with have been given clear safeguarding guidelines and that those guidelines are acknowledged by the group
- Amending this policy and safeguarding procedures in line with the organisation's operational approach, best practice in safeguarding, legislation and statutory guidance
- Working across and engaging with a range of external stakeholders influencing safeguarding partnership, for example in England, Local Safeguarding Children Partnerships (LSCP), Children's Social Care, Safeguarding Adults Boards (SAB), the Charity Commission, the Local Police, and the voluntary sector
- Advising and supporting other Directorates in relation to any safeguarding issues
- Ensuring all Board members, Trustees, staff and volunteers receive appropriate levels of training and are aware of the safeguarding policy, including the system for reporting and support
- Monitor and report on all safeguarding incidents to SLT

**Nations Leads (Director of Wales, Director of Northern Ireland and Head of England) are responsible for:**

- Ensure all events being carried out within their nations have had risk assessments completed including from a safeguarding perspective and that for those events which have the most vulnerable individuals, the risk assessment is emailed to the safeguarding mailbox to be reviewed and signed off by a Designated Safeguarding Lead
- That all local action groups and other groups we work with have received, read, understood and acknowledged safeguarding guidelines
- That the Directors of Cymru and Director of Northern Ireland in conjunction with the Designated Safeguarding Lead and Director with responsibility for Safeguarding regularly review local safeguarding procedures, their implications and make any amendments to the organisation's safeguarding policies and procedures as required.

**People team are responsible for:**

- Conducting regular reviews of the standards required for each role. A full re-assessment will be required if changes are made to the duties of the role which warrant a new and different level of employment check (e.g. if the post holder takes on new duties involving children or adults at risk of harm or abuse).
- Managing DBS checks as required
- Ensuring relevant training is in place for staff in conjunction with Designated Safeguarding lead

**Line Managers are responsible for:**

- Understanding the safeguarding policy, how the policy and safeguarding procedures are embedded in practice in their departments and teams
- When writing job descriptions and advertising for roles managers must assess the safeguarding responsibilities of the role and if further checks are required when making appointments
- Working with the Designated Safeguarding Lead to ensure all staff and volunteers are supported to maintain training and awareness of safeguarding
- Ensuring relevant risk assessments are carried out for events and that they follow sign off procedures ahead of events

**FoEL and FoECT Board safeguarding leads:**

- Act as a first point of contact for the director with safeguarding responsibilities providing advice and support

- Understand regulatory requirements and their implications for the organisations and ensure effective policies and guidelines are in place
- Ensure both boards understand their full responsibilities and related actions required
- Ensure that the Director with responsibility for safeguarding provides an annual report to the boards
- Ensure staff are evidencing learnings from safeguarding incidents
- Consider and provide strategic scrutiny of plans and strategies through a safeguarding lens
- Champion safeguarding both on the boards and in the organisations work

#### **FoEL and FoECT Chairs:**

- Ensure the boards are fulfilling their safeguarding duties
- Investigating complaints made in regard to the CEO
- Ensuring reports are made to relevant authorities in a timely manner when required

#### **All FoEL and FoECT Board members, Trustees, Staff and Volunteers are responsible for:**

- Ensuring they achieve and maintain the standards set out in this policy
- Reporting any safeguarding concerns in line with this policy
- Co-operate with their managers in identifying development needs and acting on them
- Attending and completing all appropriate training as required

#### **Local Action Groups and other Community Groups**

Local Action Groups will be expected to familiarise themselves with this policy. As autonomous groups, it is each Local Action Groups responsibility to manage safeguarding during their activities locally. Local Actions Groups are asked to sign a charter which requires them to adhere to the guidance set out in multiple policies including this safeguarding policy.

Local Action Groups are required to read the safeguarding guidance made available to them on the website, this sets outs a commitment for them to ensure that they:

- Read, understand and are committed to following the safeguarding guidelines and processes
- Ensure that their group meets and operates in a manner which keeps all participants safe
- Report any safeguarding concerns to the organisation
- Seek advice where they have questions about safeguarding – approaching their local staff member in the first instance
- Recognise that failure to follow the safeguarding policy and guidance could lead to their expulsion from the network
- Groups doing significant work with children or adults at risk should look to appoint a group safeguarding lead who will carry out a risk assessment and submit it to the Friends of the Earth safeguarding team and the group should take advice from the safeguarding team

Designated Safeguarding Lead on further steps they need to take. This may include group members being required to have a DBS check if appropriate.

Through communication methods such as newsletters Friends of the Earth will ensure all groups we work with are made aware of the safeguarding guidance for local actions groups which includes information on what they should do if they have safeguarding queries. It will be the duty of a Designated Safeguarding Lead with support from the Director with responsibility for Safeguarding to:

- Investigating concerns raised by local action groups or raised by others concerning groups following our procedure
- Escalate significant issues which may have system-wide relevance and/or require a national or international resolution to Friends of the Earth. This includes any significant issues from serious incidents reported to the Charity Commission or the Charity Commission of Northern Ireland, child safeguarding practice reviews, or equivalent, safeguarding adult reviews and other statutory processes.
- Provide assurance to the FoEL and FoECT boards, on the effectiveness and quality of the safeguarding arrangements across Local Action Groups and determining whether these are meeting statutory duties

## **Appendix Five**

### **Safeguarding Monitoring and Reviewing**

The Designated Safeguarding Leads, working with the Director with responsibility for safeguarding are responsible for the monitoring, revision, and updating of this policy. On a quarterly basis, the Designated Safeguarding Lead will produce a report to the SLT which provides assurance for the implementation of this policy across the following areas:

- The number of safeguarding concern forms completed in that quarter and from which teams/departments the concerns are coming from and a broad description of what those concerns are
- The number of referrals to external agencies, which those agencies were and what their response was
- How many of the concerns in that quarter are now resolved and how many are outstanding
- A summary of how the organisation is working effectively to safeguard all those that work with/for FOE
- Robust processes in place to learn lessons from cases where anyone has been seriously harmed, and/or abuse is suspected
- Friends of the Earth is appropriately engaged with relevant external agencies, in terms of safeguarding
- The number of staff that have been trained on safeguarding and to what level

The report should draw upon and critically assess a range of intelligence and information from local sources including:

- Providers' Key Performance Indicators (KPIs) identified in the markets of good practice.
- Inspection findings.
- Statutory reviews that have taken place – their findings and action plans.

Views of Designated Professionals (seeking external expertise to regularly review that our policies and practices are appropriate).

On an annual basis, the Designated Safeguarding Lead and Director with responsibility for safeguarding will produce a report which is reviewed and signed off by the SLT and any key findings are reported to the Board and the Board of Charitable Trust. The report has the dual purpose of not only providing assurance but also enabling any themes, common issues, emerging trends and system-wide learning to be identified from across the organisation. Any issues identified through this process where a coordinated and/or system-wide response is needed are captured and monitored through the Risk Register, and where necessary, are escalated to SLT.

**Appendix 6**  
**Internal Accountability Structure, Training level and DBS requirements**

**Training levels:**

- 1 Training in managing safeguarding in an organisation (such as [https://booking.ncvo.org.uk/training/event\\_series/managing-adult-and-child-safeguarding-in-your-organisation](https://booking.ncvo.org.uk/training/event_series/managing-adult-and-child-safeguarding-in-your-organisation)) (external provider)
- 2 Half day course on safeguarding for all managers (internal provider)
- 3 Online short course in safeguarding to be completed by all current staff, by new staff within one month of starting in the organisation and to be refreshed every two years

Who	Accountable to	Contact details	Training level required	DBS/EDBS
FoEL and FoECT	<ul style="list-style-type: none"> <li>• Charity Commission</li> <li>• Other regulatory bodies</li> <li>• FOE's staff, networks, groups and others.</li> </ul>	Board member with responsibility for safeguarding: Sandy Ruthven  Trustee with responsibility for safeguarding: vacant position	1	DBS for chairs and safeguarding leads



CEO	<ul style="list-style-type: none"> <li>Boards of FoEL and FoECT</li> </ul>	Asad Rehman	1	DBS
Director of Communities and Networks (SLT Safeguarding Lead)	<ul style="list-style-type: none"> <li>Accountable to CEO for operational matters</li> <li>Accountable to FoEL and FoECT for annual reporting</li> </ul>	Victoria Marsom (Interim)	1	EDBS
Designated Safeguarding Leads	<ul style="list-style-type: none"> <li>Accountable to SLT Safeguarding Lead</li> </ul>	<p>Jenny Thatcher</p> <p><b>Deputy Safeguarding Leads:</b> Refer to <a href="#">Safeguarding</a> for up to date information</p>	1	EDBS
Nations Leads	<ul style="list-style-type: none"> <li>Accountable to SLT Safeguarding Lead</li> </ul>	See Sharepoint	2	None required
Managers	<ul style="list-style-type: none"> <li>Accountable to their Director</li> </ul>	See Sharepoint	2	None required
All Staff	<ul style="list-style-type: none"> <li>Accountable to their Manager</li> </ul>	See Sharepoint	3	None required
Staff working with children regularly or at events	<ul style="list-style-type: none"> <li>Accountable to Youth and Families Manager</li> </ul>	See Sharepoint	2	DBS
Local Action Groups, and other community Groups	<ul style="list-style-type: none"> <li>Regional staff representative</li> </ul>		Guideline and policy review	

## Appendix 7

### External Accountability Contacts

Our principal Local Safeguarding Children Partnership is Lambeth, the authority in which FoEL and FoECT are registered. If a safeguarding incident is reported. If a serious incident occurs outside of Lambeth it should be reported to the local authority in which the incident occurred. If the incident involves a person from another area that local authority should also be informed.

Who	Responsible for	Contact details
Local Safeguarding Children Partnership (LSCP)	<p>Making sure that all organisations work together effectively to promote the safety of children and young people in Lambeth.</p> <p>The partnership consists of children's social care, the police and the clinical commissioning group, along with other partner agencies.</p>	<a href="https://www.lambethsaferchildren.org.uk">https://www.lambethsaferchildren.org.uk</a>
		If you are a Professional, please email <a href="mailto:helpandprotection@lambeth.gov.uk">helpandprotection@lambeth.gov.uk</a> (or <a href="mailto:help.protection@lambeth.cjsm.net">help.protection@lambeth.cjsm.net</a> (for secure referrals) for a Multi-Agency Referral Form (MARF).
		In an emergency call the Police on 999.
Lambeth Children's Social Care	The lead agency in child protection and the first port of call for any concerns about a child in Lambeth	<a href="mailto:helpandprotection@lambeth.gov.uk">helpandprotection@lambeth.gov.uk</a> 020 7926 5555
Local Authority covering area where safeguarding incident occurred	The lead agency in child protection and the first port of call for any concerns about a child in relevant area. Please inform the Local Authority in the area the incident occurred. If the individual concerned came from another area please also inform their local authority	Check local details as required
Safeguarding Adults Board (SAB)	The Lambeth Safeguarding Adults Board is a statutory board that coordinates safeguarding adults work in Lambeth. The Board has an Independent Chair and is a multi-agency partnership that includes a range of organisations such as the Police, NHS Clinical Commissioning Group (CCG), Fire Services, NHS Hospital Trusts, and Lambeth Adults Social Care.	Phoenix House, 10 Wandsworth Road, London SW8 2LL Tel: 020 7926 6902 Email: <a href="mailto:LSABAdmin@lambeth.gov.uk">LSABAdmin@lambeth.gov.uk</a>
		Contact Adult Social Care on 020 7926 5555 Email: <a href="mailto:adultsocialcare@lambeth.gov.uk">adultsocialcare@lambeth.gov.uk</a>

		In an emergency dial 999. If the person is not in danger now dial 101.
Charity Commission	For registering and regulating charities in England and Wales, to ensure that the public can support charities with confidence.	Reporting a serious incident: Tel: 0300 065 2199 (24-hour voicemail service) Email: <a href="mailto:rsi@charitycommission.gsi.gov.uk">rsi@charitycommission.gsi.gov.uk</a>



## **Appendix 8**

### **Safeguarding Reporting Guidelines**

#### **Recording the Information – Keep it Clear and Simple**

The Safeguarding Concern Reporting Form **MUST** be completed in as much detail as possible at each stage of discussion, reporting and action taken. The Designated Safeguarding Lead will need a detailed description of what you have seen and heard, or what your concerns are, if a referral is to be made to a statutory agency.

Do not delay in reporting your concern if you cannot complete all sections of the Safeguarding Concern Reporting Form.

#### **DO NOT SEEK TO INVESTIGATE YOUR CONCERN FURTHER.**

Your report should include:

- The nature of your concern. The **Who, What, Where** and **When**.
- A description of any visible bruising or other injuries.
- If it is another individual who has come to you with a concern, rather than you seeing something yourself use the exact words they have used and where possible complete the form with them
- Any times, dates or other relevant information.
- A clear distinction between what is fact, opinion, or hearsay.

## Appendix 9

### Safeguarding Concern Form

Click [here](#) for the template.

This form **MUST** be completed for all safeguarding concerns and should be recorded as close as possible to the time of the incident. Please provide as much detail as possible, stick to the facts and details of the incident and refrain from including your opinion. Any disclosures of abuse being made by children should state exactly what was said. Do not try and interpret any of the information, or use more general terms, please record exactly what was said and/or witnessed. If you wish to use direct quotes, please write these within quotation marks.

**If there is more than one individual that you have a concern about, for recording and reporting purposes please complete a separate form per individual. No form should have more than one individual in the “name, age...” box**

<b>Name of individual completing this form</b>	<b>Date of safeguarding form completion</b>
<b>Name, age, contact details (if known) of individual this form is about</b>	<b>Event name, date, and time of incident</b>
<b>Does the individual have any confirmed or suspected disabilities or diagnoses? Please list below. <i>If suspected, please provide evidence as to why you suspect there is a disability</i></b>	
<b>Any witnesses or other individuals involved? Provide names and contact details</b>	
<b>Type of concern e.g. homelessness, wellbeing, mental health...</b>	
<b>Details of concern – please include dates and times as much as possible and leave out assumptions and personal opinions</b>	

<b>Actions taken to date</b> <i>as the individual reporting this concern what actions have you taken, include dates</i>	
<b>Name of parents, guardians, carers, and telephone number if relevant</b>	
<b>Do you believe anyone else is at risk?</b>	
<b>THE BELOW SECTIONS ARE REQUIRED FOR COMPLETION BY THE DESIGNATED SAFEGUARDING LEAD HANDLING THIS CONCERN</b>	
<b>Actions taken – please include any relevant dates</b>	
<b>Date safeguarding concern closed</b>	<b>Reason safeguarding concern closed</b> <i>(e.g. young person is getting support from college safeguarding team)</i>
<b>Name of DSL completing this form</b>	
<b>Does the DSL follow up form need to be completed?</b>	

Once completed, this form MUST be sent to [safeguarding@foe.co.uk](mailto:safeguarding@foe.co.uk).  
This form MUST be kept in a secure and safe place, in compliance with Friends of the Earth *Data protection policy*.

## Appendix 10

### Radical Safeguarding Principles

Radical safeguarding is a proactive, person-centred approach that moves beyond compliance to address the root causes of harm. It focuses on dismantling oppressive systems, shifting power to communities, and building collective responsibility for safety, rather than relying solely on punitive or government-led responses.

From [Radical Safeguarding — Maslaha](#)

As Friends of the Earth we believe that fighting injustice is key to solving the climate and nature crisis. Therefore it's our responsibility to model a safeguarding practice that is transformative, brave and aligns with our values. In addition, we must ensure our response to safeguarding does not perpetuate harm but instead helps build a better future together.

#### 1. **Non-carceral and anti-punitive**

We reject approaches that primarily rely on punishment, exclusion, or automatic escalation to statutory services. Our priority is to uphold safer spaces through community accountability, restorative practices, and healing, while critically assessing the potential harm of involving carceral systems.

#### 2. **Preventative and empowering**

Our primary focus is on preventing harm before it occurs. We achieve this by equipping children and adults with the knowledge, skills, and confidence to safeguard themselves and their communities, increasing individual and collective agency.

#### 3. **Person-centered and trauma-informed**

Our responses are not one-size-fits-all. They are shaped by the individual's needs, wants, and lived experience. We lead with transparency, work **with** people rather than **on** them, and prioritise practices that avoid re-traumatisation, and increase empowerment.

#### 4. **Systemically aware and actively anti-oppressive**

We recognise that societal structures (like racism, ableism, and the Prevent agenda) are themselves sources of harm. As a neuroaffirmative and anti-racist organisation, our safeguarding work includes campaigning to dismantle these systems and creating spaces where people can safely explore and build their power to change the world.

#### 5. **Critically engaged and co-created**

We go beyond accepting the status quo in safeguarding and beyond government guidelines. We commit to thinking critically about our practices and ensuring they are continuously informed and shaped by the lived experiences of our communities, staff, and volunteers.

#### 6. **Focused on trust and relationship**

We prioritise building meaningful rapport and creating safe, consistent spaces where



people feel seen, heard, and respected. This foundation of trust is essential for disclosure, support, and building genuine community resilience.

**7. Transparent about our capacity and boundaries**

We are open and honest about what is and isn't possible within our ways of working and structures at Friends of the Earth. By sharing the shape and limits of our response, we manage expectations and build trust through clarity and integrity.

**8. Community-oriented and collective**

Our commitment extends beyond individual trust to building trust within the entire community. We view safeguarding as a shared responsibility, fostering a culture where the community is equipped and empowered to uphold its own safety and well-being.

For more see:

FOE Adults Safer Spaces Policy

[The Shape of Safety Practitioners Checklist \(page 34\)](#)