

**Issued: May 2020**

**Last Review: August 2022**

**Review Date: August 2024**

### Introduction

The purpose of this policy is to protect people, particularly vulnerable adults from any harm that may be caused due to their coming into contact with FolkActive. This includes harm arising from:

- The conduct of staff or personnel associated with FolkActive
- The design and implementation of FolkActive's programmes and activities

The policy lays out the commitments made by FolkActive, and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace
- Safeguarding concerns in the wider community not perpetrated by FolkActive or associated personnel

### 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.

We understand it to mean protecting people, especially vulnerable adults, from harm that arises from coming into contact with our staff or programmes.

Further definitions relating to safeguarding are provided in the glossary below.

### Scope

- All staff contracted by FolkActive
- Associated personnel whilst engaged with activities related to FolkActive including, but not limited to, volunteers and sub-contractors

### Policy statement

FolkActive 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. FolkActive will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address adult safeguarding and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them (see Associated Policies).

FolkActive commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

### Prevention

FolkActive will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with FolkActive. This

includes the way in which information about individuals in our programmes is gathered and communicated

- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
- Ensure 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

FolkActive staff and associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at risk adult to physical, emotional or psychological abuse, or neglect
- 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, FolkActive 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 FolkActive staff member or associated personnel to the appropriate staff member

## **Enabling reports**

FolkActive will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

FolkActive 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 their Designated Safeguarding Officer. If the staff member does not feel comfortable reporting to their Designated Safeguarding Officer (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 to any other appropriate staff member. For example, this could be a Director.

## **Designated Safeguarding Officer (DSO)**

Name: Tom Gregory  
Email: tom@folkactive.org.uk  
Phone: 07968 957988

## **Directors**

Name: Cath Watkins  
Email: cath@folkactive.org.uk  
Phone: 07905 724524

Name: Jo Harmer  
Email: jo@folkactive.org.uk  
Phone: 07709 651149

## **Response**

FolkActive will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations (see procedures for reporting and response to safeguarding concerns in associated policies).

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

FolkActive 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.