

FFT SAFEGUARDING DOCUMENT

Purpose of the Policy

- 1.** This document sets out the policy, procedures and guidance relating to safeguarding within Firm Foundation Trust (hereafter: FFT). The provisions outlined are informed by current UK legislation.
- 2.** The policy and procedures laid down in this document have been approved by the Trustees of FFT and therefore are mandatory for all those persons who are employed by or volunteer with FFT.
- 3.** This document will be reviewed and updated as and when required and always after a serious incident. In any event the policy will be reviewed every three years.

Definitions

- 4.** The following term used in this policy has the following meaning:
 - ‘Adult at Risk’ is defined as any person aged 18 years or over and at risk of abuse or neglect because of their needs for care and or support (The Care Act 2014). This also encompasses the term ‘protected adult’ used in Scottish legislation.

Foundations

- 5.** FFT is guided by the following foundations:
 - the Bible
 - FFT’s charitable objectives as stated in the FFT website:
 - human rights, international and national law.
- 6.** FFT supports the personal dignity and rights of all children, young people and adults, as enshrined in the Human Rights Act 1998 and the 1989 United Nations Convention on the Rights of the Child.
- 7.** Everyone has a right to equal protection from all types of harm or abuse.
- 8.** FFT does not work directly with children or adults at risk. FFT seeks to support the translation, production and publication of Biblical resources in Turkey for the Turkish speaking church. As such its work does not normally bring it into contact with children or adults at risk.
- 9.** FFT does not currently employ people. All trustees and those who help, do so as unpaid volunteers. FFT will always use its reasonable endeavours to support those with whom it associates to safeguard the welfare of children and adults at risk. FFT will not work with or be associated with any individual or organisation which does not abide by these practices.

Safe Recruiting

10. The volunteers and Trustees of FFT all have a role to play in promoting the wellbeing of children and adults at risk. FFT will employ a recruiting approach to assist in ensuring that any of our team who are dealing with individuals or organisations with any responsibility related to children and adults are appropriate to do so.

Safe Supporting

11. FFT is determined to only work with individuals and organisations who are committed to safeguarding children and adults at risk.

Safe Sharing

12. If FFT receives a safeguarding concern with regard to a child or an adult at risk, they operate a no secrets policy. Any concern raised will be recorded and in the case of a concern being raised about the welfare of children the person raising the concern will be signposted to police and the local authority.

13. FFT takes the approach that if there is any doubt or disagreement as to whether to make a referral, they will err on the side of caution and refer.

14. If FFT learns that anyone working with FFT past or present has posed a risk of harm to children or adults at risk they will share that information with relevant partner organisations.

15. FFT will support statutory bodies in their safeguarding investigations and law enforcement activities.

16. In addition, FFT may attempt to gather their own information (within the confines of legislation) with regard to any concern expressed as to anyone involved with FFT and any organisation with whom FFT works. FFT will share that information upon reasonable and lawful request and use any information gathered (internally and externally) to inform their own decision-making processes as to whether to continue to associate with an individual or organisation.

17. Where information meets the relevant reporting criteria FFT will report any information or incidents to the Charity Commission. FFT will also make a referral to the relevant authority, such as DBS or Disclosure Scotland, where FFT believes that a person associated with them has caused harm or poses a future risk of harm to children or adults at risk.

18. When managing any allegation, FFT will consider the support needs of individuals involved. This may include, for example, support for the individual who raised the concern, the individual who is the subject of the investigation, or parents/carers where the harm alleged was against a child.

19. If FFT becomes aware that an employee, volunteer or trustee of FFT past or present has caused harm to a child or adult at risk, FFT will offer care and support to the individual harmed. Where appropriate, FFT will provide advice and support to access local specialist services.

20. Where an allegation is determined to be unfounded or malicious, FFT may seek advice as to appropriate next steps and will support the needs of the person that was the subject of the safeguarding allegation.

21. If FFT receives information that an employee, volunteer or Trustee poses a risk to a child or to an adult at risk then they will deal with this information within 48 hours. FFT will follow their internal operational framework and will again apply the rule that there are no secrets.

Safe reflecting

22. Should FFT learn that an organisation or individual it has supported is involved in the abuse of a child or an adult at risk, FFT will reflect on how this happened and whether they could assist in stopping this from happening again in future. Within 24 hours of learning that such abuse has occurred this policy will be immediately reviewed by the Trustees. Within 28 days of learning such abuse has occurred, a report will be prepared by a suitably qualified independent person (for example; a solicitor, counsel, or an independent social worker) and recommendations will be made to the Trustees. If the report cannot be completed in 28 days, the independent person will make an interim report to the Trustees recommending any urgent corrective action to be taken. In any event, the Trustees will review this document at least once every three years.

Contacting FFT concerning safeguarding concerns

23. The Safeguarding Officer is Rev. A Bull. He can be contacted through the following email address: ukbulls@aol.com

This document was approved by the Trustees on 17 September 2024