



CHILD PROTECTION AND SAFEGUARDING POLICY

Hope and Soul (charity no.1173832) and Hope and Soul Tanzania (I-NGO/R/2104)

Hope and Soul is a UK registered charity and International NGO working in Arusha, Tanzania. We provide aid in three main groups these are - Family Support, Educating street children and Orphan care Support.

Safeguarding is the action that is taken to promote the welfare of children young people and vulnerable adults. and protect them from harm.

Policy Statement

Hope and Soul abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

We recognise the welfare of children is paramount in all the work we do and in all the decisions we take and believe everyone has a responsibility to promote the welfare of all children and young people who receive Hope and Souls services, to keep them safe and to practise in a way that protects them. We will give equal priority to keeping all children and young people safe and understand that some children are additionally vulnerable because of previous experiences, dependency or other issues. We will listen to our children and young people and respect them.

We will provide staff and volunteers, as well as children, young people and their families, with the overarching principles that guide our approach to child protection.

Scope

This policy lays out the commitments made by Hope and Soul and informs staff, volunteers and trustees of their responsibilities in relation to safeguarding and applies to anyone working on behalf of Hope and Soul, including the board of trustees, paid staff and volunteers. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Legal Framework

This policy and our procedures have been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. We are also aware of our prevent duty under the counterterrorism and Security Act 2015. The Law of the Child Act 2009 is also considered as it is formulated in relation to the promotion, protection and maintenance of the welfare and rights of children in Tanzania.

Charity trustees in the UK are required to take steps to protect everyone who comes into contact with their organisation from harm.

Hope and Soul have in place arrangements/procedures that reflect the importance of safeguarding and promoting the welfare of children and young people as well as vulnerable adults.

Definitions

The Children Act 1989 definition of a child is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

Adult at Risk:

An adult who has needs for care and support (whether or not the authority is meeting any of those needs), is experiencing, or is at risk of, abuse or neglect, and as a result of those needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

Child and Adult Abuse:

Children and adults may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect.

Confidentiality and Information Sharing

Hope and Soul expects all employees, volunteers and trustees to maintain confidentiality. Information will only be shared in line with the General Data Protection Regulations (GDPR) and Data Protection. However information may be shared with the Tanzanian Local Authorities if a child is deemed to be at risk of harm or contact the police if they are in immediate danger, or a crime has been committed. Written records will be kept about any concern regarding a child with safeguarding needs. The information and storage will be kept in line with General Data Protection Regulations (GDPR).

Safe Recruitment & Selection

Hope and Soul is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

All members of staff employed within Tanzania will be subject to a police 'vetting'. Prior to this they will provide two references.

Hope and Soul requires all trustees staff and volunteers to possess a DBS check in line with government advice. All volunteers wanting to volunteer directly within Hope and Soul projects in Tanzania who live in the UK, Hope and Soul will complete an enhanced DBS check. Overseas volunteers will be asked to provide an ICPC or a certificate of good character.

Training and Awareness

Hope and Soul will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers and any relevant persons linked to the organisation as required.

Training will enable them to have an awareness of:

- What safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.

- Understand dignity and respect when working with children - have a knowledge of the safeguarding children policy.

Employees or volunteers working directly with children and young people involved in Hope and Soul projects will undertake enhanced training

Our staff will ensure children, young people and their families know about our safeguarding protection policy and what to do if they have a concern.

Social Media

All employees and volunteers should be aware of Hope and Soul's social media policy and procedures and the code of conduct for behaviour towards the children we support. In line with NSPCC guidance Hope and Soul has a photography and filming consent form that is signed to provide consent for images and videos on social media. Anyone involved in picture taking and posting on social media are expected to comply with the Hope and Soul Social Media policy.

Reporting

Name: Amy Bowles Position: Trustee Contact: amy.bowles1@hotmail.com

Name: Karen Prosser Position: Safeguarding Officer. Contact: kakki1961@hotmail.com

Whistleblowing

It is important that people within Hope and Soul have the confidence to come forward to speak or act if they are unhappy with anything. Whistleblowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong- doing within their organisation. This includes concerns about another employee or volunteer. We understand our responsibility to protect whistleblowers. Please use one of the above contacts as appropriate for Whistleblowing.

Monitoring and Review

Hope and Souls policy and procedure in relation to safeguarding is reviewed annually. Risk assessments are undertaken regularly and a safeguarding report is produced monthly which is reviewed by trustees.

Next review date : January 2025