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THE POWER OF NUTRITION

Safeguarding Policy

SAFEGUARDING POLICY

1 Introduction

- 1.1 The Power of Nutrition (the **Charity**) is committed to ensuring that it provides a safe and trusted environment which safeguards and promotes the welfare and wellbeing of anyone who comes into contact with us, including beneficiaries, staff and volunteers.
- 1.2 The Trustees recognise that they are ultimately responsible for ensuring that those benefiting from, or working with, the Charity, are not harmed in any way through contact with it and are treated in a safe, respectful and appropriate manner. This responsibility relates in particular to young people (i.e. those under 18 years old) and vulnerable persons (i.e. the elderly or adults who are looked after).
- 1.3 The Trustees have appointed Jonathan Brinsden as Safeguarding Officer for the Charity. If you have any queries regarding this policy or wish to report any safeguarding concerns, please contact him at jonathanbrinsden@bdb-law.co.uk.

2 Scope

- 2.1 This Policy applies to all individuals working at all levels and grades of the Charity, including employees, trustees, volunteers, contractors, consultants and interns and any other person associated with the Charity or working on behalf of the Charity (together referred to as 'staff' in this policy).
- 2.2 It aims to deter, minimise and remove opportunities for the abuse of all those who come into contact with Charity, in particular children, young people and vulnerable adults, to occur in the scope of our work; and provide staff and volunteers with the overarching principles that guide the Charity's approach to safeguarding.
- 2.3 In relation to children and young people, the Charity adopts the definition used in the Children Act 2004¹ and the Department for Education (DfE) guidance document: Working Together to Safeguard Children 2013². In relation to vulnerable adults, the Charity adopts the definition of abuse of adults contained in the Department of Health's guidance document: 'No Secrets'.³

3 Other policies

- 3.1 This policy should be read in conjunction with the following relevant Charity policies:
- 3.1.1 Code of Conduct;
 - 3.1.2 Whistleblowing policy;

¹ The Children Act 2004: www.legislation.gov.uk/ukpga/2004/31/part/2/crossheading/general

² Working together to safeguard children, DfE, 2013; www.gov.uk/government/publications/working-together-to-safeguard-children

³ *No Secrets: guidance on protecting vulnerable adults in care*, Department of Health, 2010: www.gov.uk/government/publications/no-secrets-guidance-on-protecting-vulnerable-adults-in-care

- 3.1.3 Equality policy;
 - 3.1.4 Anti-Slavery and Human Trafficking policy; and
 - 3.1.5 Harassment and Bullying.
- 3.2 The Charity requires **all** partners, agencies and grantees to:
- 3.2.1 have adopted, support and comply with a safeguarding policy ensuring equivalent safeguarding standards and mechanisms as provided for in this policy; or
 - 3.2.2 where the partner, agency or grantee has no such policy in place, adhere to this policy.

4 Summary of Key Safeguarding Responsibilities

- 4.1 The Charity acknowledges the importance of the following safeguarding requirements:
- 4.1.1 Providing a safe and trusted environment which safeguards anyone who comes into contact with it including beneficiaries, staff and volunteers;
 - 4.1.2 Setting an organisational culture that prioritises safeguarding, so that it is safe for those affected to come forward and report incidents and concerns with the assurance that they will be handled sensitively and properly;
 - 4.1.3 Having adequate safeguarding policies, procedures and measures to protect people; and
 - 4.1.4 Providing clarity as to how incidents and allegations will be handled should they arise, including reporting to the relevant authorities, such as the Charity Commission, and funding partners such as DfID.

5 Policy Statement

- 5.1 Safeguarding and promoting well-being and welfare means:
- 5.1.1 protecting the rights of persons to live in safety, free from abuse and neglect; and
 - 5.1.2 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 taking action to enable them to have the best outcomes.
- 5.2 We believe that all persons, without exception, have the right to protection from bullying, harassment, abuse and exploitation and we take a zero tolerance approach to these behaviours. Discrimination, prejudice or oppressive behaviour or language in relation to any of the following are not acceptable: race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

- 5.3 We acknowledge that safeguarding not only encompasses the prevention of physical abuse but also the protection of people from harm generally, including neglect, emotional abuse, exploitation, radicalisation, and the consequences of the misuse of personal data.

6 Safeguarding and Promotion of the Welfare and Wellbeing of Children

- 6.1 We are committed to safeguarding children and young people from harm in line with the United Nations Rights of the Child 1992 (UNCRC). We aim to achieve this through compliance with UK child protection laws and the relevant laws within each of the countries where we operate, adhering to article 19 of the UNCRC.
- 6.2 We recognise that we have a fundamental duty of care towards children and young people where our programmes and operations facilitate contact with children, or have an impact on children. This includes a duty to protect children from harm or risk of harm as a result of misconduct by our staff or partners, poor practice and/or the poor design and implementation of our operations.
- 6.3 If you have a child protection concern, this should be raised with the most senior member of staff in the Programme, or the Safeguarding Officer, who will seek advice on the next steps.

7 Procedures

- 7.1 The Charity adopts safeguarding practices through its procedures and policies including:
- 7.1.1 implementing a code of conduct for staff;
 - 7.1.2 recruiting staff safely (ensuring all necessary criminal checks are made and undertaking due diligence on individuals prior to recruitment);
 - 7.1.3 using our safeguarding procedures to share concerns and relevant information with the appropriate agencies as necessary;
 - 7.1.4 fostering an anti-bullying environment in line with our harassment and bullying policy;
 - 7.1.5 using our disciplinary procedures to manage any allegations against staff appropriately; and
 - 7.1.6 ensuring there are effective complaints and whistleblowing measures in place in line with our whistleblowing policy.
- 7.2 It is expected that staff working for (and on behalf of) the Charity will uphold the integrity of the Charity, by ensuring that personal, ethical and professional conduct is of the highest standard at all times. It is the responsibility of all staff to treat anyone who comes into contact with the Charity with dignity, respect, sensitivity and fairness and to give the highest priority to their welfare.
- 7.3 As an organisation with international reach, we are based in London but are present in many different countries. It is essential that all staff and contractors involved in overseas programmes are familiar with the relevant laws that govern how they can operate and develop policies, procedures, guidance and training in line with both local laws and this policy. Our rules and

standards may exceed the requirements of local and/or UK national laws, and accordingly this policy must be following in addition to the relevant local and UK national laws. If any person finds that there is a conflict between this policy and any other law, they should notify the Safeguarding Officer promptly.

8 Reporting

- 8.1 If any member of staff has any concerns about the safety or welfare of any person, they must raise those immediately with the Safeguarding Officer or the CEO who will determine what action is appropriate. This may include reporting to the appropriate entities, including police forces, any relevant national authorities, funding partners, and the Charity Commission.
- 8.2 The Trustees acknowledge their duty to make a serious incident report to the Charity Commission in the event of:
- 8.2.1 an incident where someone has been, or has alleged to have been, abused or mistreated and this is connected with the Charity's activities;
 - 8.2.2 a beneficiary(ies) has been, or is alleged to have been, abused or mistreated while under the Charity's care, or by someone connected with the Charity, for example, a Trustee, staff member or volunteer; and/or
 - 8.2.3 the Charity's procedures or policies relating to safeguarding matters have been breached and this has placed beneficiaries at risk.
- 8.3 All concerns, and allegations of abuse will be taken seriously by the Charity and responded to appropriately.
- 8.4 This policy will be provided to all Trustees, staff and volunteers as part of their induction, and training on this policy will be provided as appropriate.
- 8.5 Failure to comply with this policy will be considered as gross misconduct and potentially grounds for dismissal.

9 Policy Review

- 9.1 This policy is reviewed, approved and endorsed by the board of trustees of the Charity annually or when relevant legislation changes. Employees are invited to comment on this policy and ways it might be improved by contacting the Trustees or the Safeguarding Officer.