



Brighter Living Safeguarding Safeguarding Policy 2019

Purpose

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with Brighter Living. This includes harm arising from:

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

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

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse, sexual harassment and neglect

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our service providers, trustees or programmes.

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

Scope

- All staff contracted by Brighter Living
- Associated personnel whilst engaged with work or visits related to Brighter Living, including but not limited to the following: Trustees, consultants; volunteers; contractors; programme visitors including journalists, celebrities and politicians

Policy Statement

Brighter Living 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, sexual harassment and exploitation. Brighter Living will not tolerate abuse and exploitation by trustees, staff or associated personnel.

This policy will address the following areas of safeguarding. Child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.

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

Prevention

Brighter Living responsibilities

Brighter Living will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programs and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Brighter Living. 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 organization
- Follow up on reports of safeguarding concerns promptly and according to due process

Staff responsibilities

Child safeguarding

Brighter Living staff and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

Brighter Living 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

Protection from sexual exploitation and abuse

Brighter Living staff and associated personnel must not:

- 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, Brighter Living 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 any Brighter Living trustee, staff member or associated personnel to the appropriate staff member

All Brighter Living trustees and service providers have been through intensive Brain Education Training, recognised by the UN, to make sure everyone who comes into contact with anyone representing Brighter Living will be treated with the utmost respect and courteousness. This is one of the fundamental reasons the charity was conceived in the first place was to help other human beings be the best version they possible can be in a safe and caring environment. Brighter Living adheres to this code strictly.

Enabling reports

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

Any staff reporting concerns or complaints through formal whistle blowing channels will report their findings to the whistleblowing officer, who is Peter Parker.

Brighter Living 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 Safeguarding Focal Point, Peter Parker, who is overseeing the role due to a resignation. If the staff member does not feel comfortable reporting to their Safeguarding Focal Point they may report to any other appropriate trustee. This information is available on the website www.brightbeings.co.uk

Peter Parker - Telephone - 07770 930949 email - peter@peterpaulparker.co.uk

Response

Brighter Living will prevent or minimise any further harm, loss or damage. Report it to the Commission as a serious incident. Report it to the police (and/or other relevant agencies) if a suspected crime has been committed, and to any other regulators the charity is accountable to. Plan what to say to staff, volunteers, members, the public, the media and other stakeholders, such as funders. Review what happened and prevent it from happening again – this may include reviewing internal controls and procedures, internal or external investigation and/or seeking appropriate help from professional advisers

Brighter Living will follow up safeguarding reports and concerns according to policy and procedure, and its legal and statutory obligations.

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

Brighter Living 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.

This policy document was amended and agreed upon by the trustees on 09/12/2019. The policy document will be reviewed yearly or when necessary.

Glossary of Terms

Beneficiary of Assistance

Someone who directly receives goods or services from Brighter Living's programme. Note that misuse of power can also apply to the wider community that the charity serves, and also can include exploitation by giving the perception of being in a position of power.

Child

A person below the age of 18

Harm

Psychological, physical and any other infringement of an individual's rights

Psychological harm

Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation

Safeguarding

In the UK, safeguarding means protecting peoples' health, well being and human rights, and enabling them to live free from harm, abuse and neglect

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our staff or programs. One donor definition is as follows:

Safeguarding means taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur.

This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our programs, partners and staff. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty.

Safeguarding puts beneficiaries and affected persons at the centre of all we do. We practice the way of Hong Ik, (A Korean term), which means what is good for me is good for others. All our trustees and service providers have been through this training.

Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor

The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At risk adult

Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)