

Foundation for Migrants Good Start in Memory of A.G. Farah Safeguarding Policy

Policy	Date of approval by Foundation for Migrants Good Start in Memory of A.G. Farah	Date of policy review
Safeguarding Policy	October 2023	October 2023
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Purpose

The purpose of this policy is to protect people, particularly children, vulnerable adults, and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with Foundation for Migrants Good Start in Memory of A.G. Farah. This includes harm arising from:

- The conduct of staff or personnel associated with Foundation for Migrants Good Start in Memory of A.G. Farah.
- The design and implementation of Foundation for Migrants Good Start in Memory of A.G. Farah's programmes and activities.
- The policy lays out the commitments made by Foundation for Migrants Good Start in Memory of A.G. Farah and informs staff and associated personnel of their responsibilities in relation to safeguarding.

Background

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

We understand it to mean protecting people, including children and vulnerable adults, from harm that arises from coming into contact with our staff or our work.

Safeguarding applies consistently and without exception across our programmes, 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.

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

Scope

All staff contracted by Foundation for Migrants Good Start in Memory of A.G. Farah.

Associated personnel whilst engaged with work or visits related to Foundation for Migrants Good Start in Memory of A.G. Farah including but not limited to the following: consultants; volunteers; contractors; programme visitors including journalists, celebrities, and politicians.

Policy Statement

Foundation for Migrants Good Start in Memory of A.G. Farah 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. Foundation for Migrants Good Start in Memory of A.G. Farah will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. Foundation for Migrants Good Start in Memory of A.G. Farah commits to addressing safeguarding throughout its work Prevention.

Our Responsibilities

We will:

- Implement stringent safeguarding procedures when recruiting, managing, and deploying staff and associated personnel.
- 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 our organisation. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Ensure all staff, volunteers and associated persons are aware of our Code of Conduct and 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

The Foundation for Migrants Good Start in Memory of A.G. Farah's Code of Conduct states a clear set of expectations from all consultants; volunteers; contractors; programme visitors including journalists, celebrities, and politicians. A summary is provided below:

Child safeguarding

Our 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

Our staff and associated personnel must not:

- Sexually abuse or exploit vulnerable adults.
- Subject a vulnerable adult to physical, emotional, or psychological abuse, or neglect.
- Protection from sexual exploitation and abuse.
- 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, Foundation for Migrants Good Start in Memory of A.G. Farah 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 an Foundation for Migrants Good Start in Memory of A.G. Farah staff member or associated personnel to the appropriate staff member

Protection – Enabling Reports

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

We 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 lead, line manager, or to another senior manager within the organisation. External reports can be made via biuro@fds.org.pl.

Response

Foundation for Migrants Good Start in Memory of A.G. Farah will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations pertaining in the country where the organisation is registered and if different, also in the country where the incident is reported to have taken place.

Foundation for Migrants Good Start in Memory of A.G. Farah will apply appropriate disciplinary measures to staff found in breach of the safeguarding policy.

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.

Glossary of Terms

Beneficiary of Assistance: Someone who directly receives goods or services from our programme. Note that misuse of power can also apply to the wider community that we serve, and also can include exploitation by giving the perception of being in a position of power.

Child: A person below the age of 18.

Child exploitation: Refers to the use of children for someone else's advantage, gratification or profit often resulting in unjust, cruel, and harmful treatment of the child. These activities are to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes situations of manipulation, misuse, abuse, victimization, oppression, or ill-treatment.

Child maltreatment: The abuse and neglect that occurs to children under 18 years of age. It includes all types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to the child's health, survival, development, or dignity in the context of a relationship of responsibility, trust, or power.

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.

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.

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 need 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.

Vulnerable Adult: Vulnerable adults are defined as people who are unable to take care of protecting themselves against harm or exploitation for any reason. Safeguarding adults, involves reducing and preventing the risk of harm, neglect, or abuse alongside supporting them to maintain their own lives. While most would consider vulnerable adults to be those who lack capacity, adults with full capacity can also be considered as vulnerable as well. This is when they are unable to take care or protect themselves from harm.