

Ideas Matter

SAFEGUARDING POLICY – REVISED JULY 2021 (COVID SAFETY REFERENCE ADDED)

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 Ideas Matter. This includes harm arising from:

- The conduct of staff, secondees or personnel associated with Ideas Matter
- The design and implementation of the Ideas Matter' programmes and activities

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

This policy does not cover:

- Sexual harassment. This is covered by employment legislation.
- Safeguarding concerns in the wider community not perpetrated by Ideas Matter or associated personnel

Policy principle

Ideas Matter staff must avoid, if at all possible, any unsupervised contact with anyone under 18 years of age.

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing 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, secondees or programmes. Further definitions relating to safeguarding are provided in the glossary below.

Scope

- All staff and secondees contracted by Ideas Matter
- Associated personnel while they are engaged with work or visits related to Ideas Matter, including but not limited to the following: consultants; volunteers; contractors; and programme visitors including journalists, celebrities and politicians

POLICY STATEMENT

Ideas Matter 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. Ideas Matter will not tolerate abuse and exploitation by staff, secondees or associated personnel.

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

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

PREVENTION

Ideas Matter responsibilities

Ideas Matter will:

- Ensure all staff and secondees 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 Ideas Matter. This includes the way in which information about individuals in our programmes is gathered and communicated and ensuring all events take account of relevant covid safety regulations
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff, secondees and associated personnel
- Ensure staff or secondees receive training on safeguarding at a level commensurate with their role in the organisation
- Follow up on reports of safeguarding concerns promptly and according to due process.

Staff or secondees responsibilities

Child safeguarding

Ideas Matter staff, secondees 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

Ideas Matter staff, secondees 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

Ideas Matter staff, secondees 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, Ideas Matter staff, secondees 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 a Ideas Matter staff, secondee member or associated personnel to the appropriate staff or secondee member

ENABLING REPORTS

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

Any staff or secondee reporting concerns or complaints will be protected.

Ideas Matter will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Staff or secondee members who have a complaint or concern relating to safeguarding should report it immediately to the chief executive officer (CEO), Geoff Kidder.

Contact details: geoff@ideasmatter.org.uk / 020 7269 9234

If the staff or secondee member does not feel comfortable reporting to the CEO (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern), they may report to the chair of the organisation, Frank Furedi.

Contact details: frank.furedi@gmail.com / 01795 533915

RESPONSE

Ideas Matter will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

Ideas Matter will apply appropriate disciplinary measures to staff or secondee found in breach of policy.

Ideas Matter will offer support to survivors of harm caused by staff, secondee 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.

GLOSSARY OF TERMS

Beneficiary of Assistance

Someone who directly receives goods or services from Ideas Matter programmes. Note that misuse of power can also apply to the wider community that the organisation 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

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, secondee 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)

Safeguarding

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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.