Stonewall

LGBT CONSORTIUM SAFEGUARDING SECTOR ROUNDTABLE

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Director of Education & Youth & Designated Safeguarding Lead

Dec 8 21

Welcome

Purpose

Share practice and make cross-sector connections to strengthen operational safeguarding policy, practice and culture and align approaches where those opposed to our work seek to use safeguarding against it.

Contracting

- No case details please – this is about operations not detailed cases
- Chatham House roles – please feel free to take learnings and insight out of the room but not who shared them.
- Please feel free to do what you need to do to practice self care during the session and take time out if you need to.
- Anything else?

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THE NEXT 2 HOURS

2   **Brief intro to today and [Chatham House Rule agreement](#)**

2.10   **Stonewall: setting the scene, Stonewall's journey, NSPCC audit, policy reviews**

2.30   **Group discussion – what is your key area of focus to address?**

3pm   **Comfort break**

3.05   **Agreeing priorities from the areas of focus discussed**

3.30   **Agreeing Terms of Reference and next steps**

3.55   **Closing**

Why are we here…?

1. Sharing our (continuing) journey of strengthening operational safeguarding policy. Practice and culture – sense there are others in the sector in similar places – opportunity to join up?

2. External context – important of LGBTQ+ inclusive safeguarding – opportunity to join up?

3. External context – lessons from FOIA – opportunity to join up?

When we're talking about safeguarding we mean...

1. How we **protect** children and adults at risk from harm by being clear on the steps we need to take when running events or activities and how we need to act when working with them. *(risk assessments and codes of practice)*

2. How we do we all we can to **prevent** those intent on harm or abuse from getting access to our children and adults at risk through safer recruitment practices and due diligence in partnerships *(HR and contractor processes contractors and partner agreements and induction)*

3. How when we have an incident, concern or disclosure, we all know what we need to do to:
    Recognise a disclosure or concern of abuse
    Respond to disclosures or concerns of abuse
    Record disclosures or concerns of abuse
    Report disclosures or concerns of abuse
    Refer disclosures or concerns of abuse to the appropriate authorities
    (policies, process, training, systems)

4. How we are clear, fair and robust in how it responds to allegations against those who work with us.

Our policies on staff wellbeing, staff security and health and safety are all part of the foundations of a good safeguarding culture and included in our safeguarding management plan but the policies we're talking about today relate specifically to protecting, preventing and responding to abuse or harm.

Why we talk about so much …

1. Because safeguarding is everyone's responsibility and taking steps to protect from harm abuse and responding appropriately to those who experience it is the right thing to do. We may be the final piece of the jigsaw that prompts action from safeguarding authorities.

2. As social justice, human rights charities/organisations, failure to uphold effective safeguarding will reduce our credibility and undermine our mission.

3. Some aspects of safeguarding are legally required for some of us (such as appropriate DBS or equivalent checks for regulated activity)

4. Effective Safegaurding is required by the Charity Commission and expected to be upheld in UK and Global facing activity. Charities are required to report incidents considered as a serious incident to the Charity Commission (including where they relate to a partner)

Our Journey 2019-now

Reporting, Learning, Reviewing

Deepened understanding of regulatory context and standards and refreshed policies

Clarified implementation (Safeguarding Management Plan)

Clarified roles and responsibilities - including

DSL, Lead Trustee, Safeguarding Officers Nations/global leads

Training & induction for all staff, volunteers, trustees and relevant contractors

Policy review changes (Dec 2020 and Dec 2021)

- **A significantly <u>revised Overarching Safeguarding Policy</u> (UK)**

  - **new serious incident policy,**
  - **increased partnership working and incorporating streamlined versions of our roles and responsibilities policy and reporting, responding and recording policies that were previously stand alone policies)**

- **A new Overarching Safeguarding Policy (Global) – revised again this year**

- **A newly created Digital Safeguarding Policy (which replaces and expands on our previous Online Safety Policy)**

- **Minor revisions to our Safer Recruitment and Employment of those with Experience of Offending policy (to reflect greater nations inclusion and add criteria for decision making)**

- **Minor revisions to our Managing Allegations against those who work with Stonewall policy (to reflect greater nations inclusion and improvements to the accessibility of the policy)**

- **Minor revisions to our Code of Practice for working with children and adults at risk(to reflect increased emphasis on digital safeguarding)**

Charity Commission & Sector Codes

Charity Commission

Your charity's policies and procedures for protecting people and where appropriate, safeguarding should be:

- *put into practice*
- *responsive to change*
- *reviewed as necessary, always following a serious incident and at least once a year*
- *available to the public*

https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees:

Key Focus for CC:

- Governance & risk assessment
- Due diligence with partners
- Serious incident reporting
- Effectiveness of whistleblowing

Charity Commission

CHARITY COMMISSION FOR ENGLAND AND WALES — Appropriate Policies and Procedures are in place; compliant with statutory guidance and good practice; followed by all (staff, trustees, volunteers and beneficiaries) and periodically reviewed.

CHARITY COMMISSION FOR ENGLAND AND WALES — People are suitable to act in their roles

CHARITY COMMISSION FOR ENGLAND AND WALES — Abuse and harm are recognised, recorded, reported and referred/investigated as soon as concerns are suspected

CHARITY COMMISSION FOR ENGLAND AND WALES — Safeguarding Risks and mitigations are recorded in the risk register

CHARITY COMMISSION FOR ENGLAND AND WALES — There is a balanced trustee board and does not let one trustee dominate its work

CHARITY COMMISSION FOR ENGLAND AND WALES — Protecting people from harm is central to the charity's culture
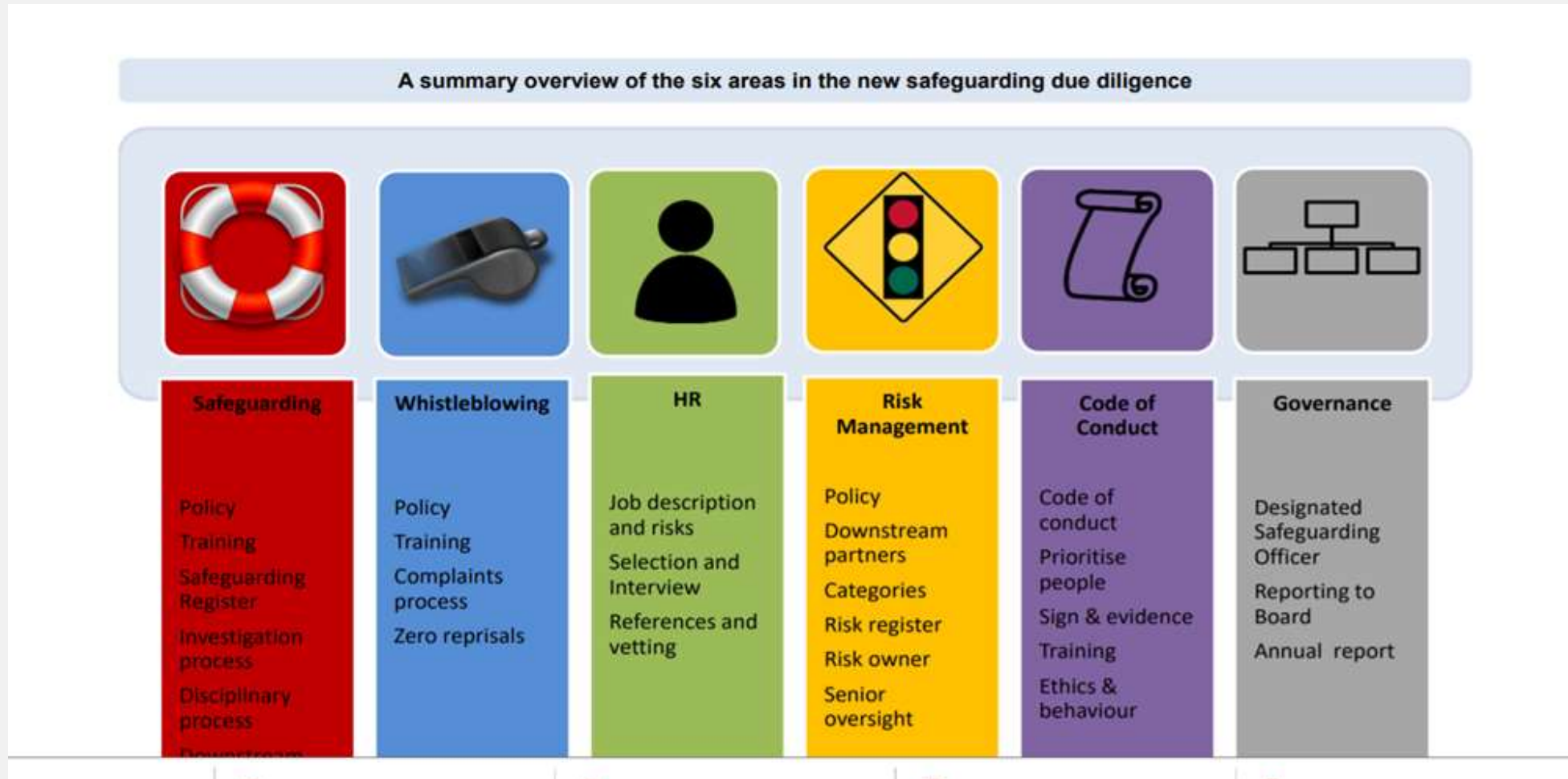
CHARITY COMMISSION FOR ENGLAND AND WALES — The charity has enough resources, including staff/volunteers/trustees for safeguarding and protecting people

FCDO's Safeguarding Standards

'Safeguarding in its broad sense means protecting people and the environment from unintended harm, but .. this guidance, … is focusing on preventing and responding to harm caused by sexual exploitation, abuse, harassment or bullying.'

A summary overview of the six areas in the new safeguarding due diligence

Safeguarding	Whistleblowing	HR	Risk Management	Code of Conduct	Governance
Policy	Policy	Job description and risks	Policy	Code of conduct	Designated Safeguarding Officer
Training	Training	Selection and Interview	Downstream partners	Prioritise people	Reporting to Board
Safeguarding Register	Complaints process	References and vetting	Categories	Sign & evidence	Annual report
Investigation process	Zero reprisals		Risk register	Training	
Disciplinary process			Risk owner	Ethics & behaviour	
Downstream			Senior oversight		

FCDO's Safeguarding Principles

1. Everyone has responsibility for safeguarding
2. Do no harm
3. Organisations have a safeguarding duty of care to beneficiaries, staff and volunteers, including where down-stream partners are part of delivery. This includes children and vulnerable adults in the community who are not direct beneficiaries but may be vulnerable to abuse
4. Act with integrity, be transparent and accountable
5. All activity is done in the best interests of the child/vulnerable person
6. A child is defined as someone under the age of 18 regardless of the age of majority/consent in country
7. All children shall be treated equally, irrespective of race, gender, religion/or none, sexual orientation or disability
8. Organisations that work with children and vulnerable adults should apply a safeguarding lens to their promotional communications and fundraising activities

Safeguarding Management Plan

NSPCC Safeguarding & Child Protection Standards for the VCS

Safer Staff and Volunteers

Child Protection and young adults at risk

Preventing and responding to bullying

Running Safer Activities & Events

Recording and Storing Information

Sharing information & working with other agencies

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External Context

- **Incl Safeguarding** – round table, key theme: evidence Local Authorities & LGBTQ+ sector groups – appetite for doing more together?

- **Defence** – learning from Freedom of Information Act response – alignment key – appetite for doing more together?

Thank you

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