



Safeguarding Policy

Policy Name	Safeguarding Policy
Staff member responsible	Chief Executive
Date approved by the Board	3 September 2024

Who is covered by this policy?

All ITI staff, directors, volunteers, members and other stakeholders.

What is covered in this policy?

This policy outlines ITI's commitment to safeguarding and explains what to do if you have a safeguarding concern.

See also the ITI Grievance Policy, Disciplinary Policy and Whistleblowing Policy.

Purpose

The purpose of this policy is to ensure that through its work and behaviours ITI demonstrates its commitment to protecting the rights of people to live in safety, free from abuse and neglect.

Everybody has the right to be safe no matter who they are or what their circumstances are. Through safeguarding, ITI will promote the well-being and welfare of all those whom it comes into contact with, which includes beneficiaries, customers, staff, volunteers and other stakeholders.

The policy

Safeguarding is defined as the range of measures in place to protect people within an organisation, or those it comes into contact with, from abuse and maltreatment of any kind.

This means:

- protecting the rights of adults to live in safety, free from abuse and neglect;
- protecting children from maltreatment, preventing impairment of children's health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care, and taking action to enable all children to have the best outcomes.

ITI is committed to ensuring that all staff, directors, volunteers, members, and other stakeholders are safeguarded from harm and from situations in which they feel vulnerable. All of ITI's policies and procedures support this commitment.

ITI will provide adequate resources to ensure that all staff, directors and stakeholders are aware of this policy and committed to its effective implementation.



The procedure

In the context of ITI and its work, safeguarding protection issues include (but are not limited to):

- sexual abuse and exploitation;
- negligent treatment;
- physical or emotional abuse;
- commercial exploitation;
- extremism.

A safeguarding concern may relate to you or to the way someone else is being treated. If you have a safeguarding concern, you should do the following:

1. First, raise any concerns with your line manager.
2. If you believe that your immediate line manager is involved, or you feel for whatever reason unable to raise it with your line manager, raise the issue with the CEO.
3. If your concern is with the CEO, contact the chair of the Board of Directors.
4. If your concern involves a director, contact the CEO.
5. Put your name on the complaint. If requested, your identity will be kept confidential for as long as possible, provided that this does not prejudice the enquiry.
Anonymous complaints may be investigated if the person receiving the complaint believes it to be appropriate, having taken into account the seriousness of the issue, the complaint's credibility, the ability to investigate an anonymous complaint and fairness to any individual mentioned in the complaint.

Any concerns raised will receive a response. A senior staff member or a nominated director will investigate the concern.

Within ten working days of a concern being raised, the member of staff or the nominated director will write to you:

- acknowledging the concern has been received;
- indicating how it is proposed to deal with the matter;
- giving an estimate of how long it will take to complete the investigations;
- telling you whether any initial enquiries have been made.

The amount of contact between you and the person considering the matter will depend on the nature of the matter raised, the potential difficulties involved, and the clarity of the information provided.

ITI will take steps to minimise any difficulties which you might experience as a result of raising a concern. For instance, if you are required to give evidence in criminal or disciplinary proceedings, it will make arrangements for you to receive advice about the procedure. ITI will ensure that there is no detriment at all to your career if you report a safeguarding concern in good faith.



If your concern is not substantiated, you should not take any subsequent action or make any disclosure to anyone other than those referred to in this policy. The exception is disclosure within the parameters of the Whistleblowing Policy if you feel that is required.

The matter will be recorded in accordance with ITI's Grievance Policy and any wrongdoing will be dealt with according to ITI's Disciplinary Policy.

Risk assessment and management

Under usual circumstances, ITI will risk-assess any situation in which a potentially vulnerable employee, volunteer or member may find themselves or that might cause someone to become vulnerable. It will then take appropriate measures.

ITI will ensure that directors, staff and volunteers learn about protection issues and their responsibilities in line with statutory guidance.

Incident investigation

ITI will report and investigate allegations and concerns to improve its safeguarding processes. It will use any lessons learned from such events to take corrective action to prevent recurrences.

Where there are alleged incidents of abuse, the police are responsible for investigating whether a criminal offence may have been committed. ITI will report a suspected crime (e.g. assault or indecency) to the police.

Directors' responsibilities

Prevention is the primary responsibility of the Board of Directors. Directors must take reasonable steps to protect staff, volunteers and those connected with the activities of ITI from harm.

The CEO will inform the Board of Directors immediately when they become aware of a safeguarding issue and advise of the action being taken.

Directors are responsible for making reports, where necessary, to the police, social services and other agencies, and, where the criteria are met, sending a serious incident report to the charity regulator.