



Chaffinch Safeguarding Policy

Introduction

This policy sets out the broad principles for safeguarding in Chaffinch. This policy is endorsed by the trustees of Chaffinch and will be reviewed annually to ensure that it remains appropriate to the needs of Chaffinch.

Commitment

Every person who works for, volunteers with or comes into contact with Chaffinch shall be treated with dignity and respect, and be made to feel they are in a safe and supportive environment.

Chaffinch has a responsibility to create an inclusive culture that does not tolerate inappropriate, discriminatory, offensive or harmful behaviour towards any person who works for, volunteers with, or comes into contact with Chaffinch.

Chaffinch is a place where people's wellbeing and mental health are valued and promoted. Any person who works for, volunteers with, or comes into contact with Chaffinch is encouraged to value and invest in their own health and wellbeing.

Upholding the Commitment

Chaffinch will:

1. Stand against and have a clear approach to prevent abuse of trust and power including bullying, intimidation, harassment, discrimination or victimisation in all its activities.
2. Create a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour.
3. Ensure that anyone working or volunteering for Chaffinch understands the expectations placed upon them and provide the relevant training to support them in meeting their responsibilities.
4. Ensure that any person who works for or volunteers with Chaffinch has access to proper support and advice if they:
 - a. experience or witness unacceptable behavior;
 - b. raise a concern or make an allegation about the actions of others;
 - c. don't feel safe.

Reporting

Any person who works for or volunteers with Chaffinch should report any unacceptable behaviour to the Chair of Chaffinch or any other Chaffinch trustee.

Further Information

The Care Act 2014

CC3 Guidance - The essential trustee: what you need to know, what you need to do