

Safeguarding Policy and Procedures

The Mlambe Project



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Last reviewed March 2020

Next Review March 2021

This policy applies to all staff, volunteers, trustees, and any other person working on behalf of The Mlambe Project, and applies to The Mlambe Project (UK reg charity no: 1160518)

The purpose of this policy is to protect children, young people, and adults at risk who come into regular contact with The Mlambe Project, and to provide staff and volunteers with the overarching principles that guide our approach to safeguarding and protection of these groups.

The Mlambe Project believes that no child, young person, or adult at risk should experience abuse of any kind. As a charity that works with these groups, we have a responsibility to protect them and to prevent any form of abuse occurring. This policy is drawn up in accordance with the legal frameworks as set out in Appendix I.

IMPLEMENTATION

Our policy aim of safeguarding children and adults at risk will be achieved through:

1. Ensuring that staff and volunteers working with, and in association with, The Mlambe Project are properly informed of the need to safeguard children and adults at risk and of their responsibilities in identifying and reporting possible cases of abuse.
2. Having clear processes for reporting and addressing any concerns or allegations relating to safeguarding children and adults at risk (See Appendix 2);
3. Adhering to consistent and appropriate recruitment processes for staff and volunteers working with children and adults at risk;
4. Ensuring that our events and activities are appropriate to their audience, well planned, responsibly supervised and within the law (Please See Risk Management Policy).
5. Any member of staff or volunteer working with people under eighteen, in a situation where they may find themselves alone with a child or group of children or any other person/people at risk in the UK, will need to be under constant supervision from a member of staff who has had a disclosure and barring check. If this contact becomes frequent, then this individual will need to have a disclosure and barring check.



6. Reporting any safeguarding concerns to the Safeguarding Lead immediately and in any event not more than 24 hours, comply with related investigations (either internal and/or external processes) and make available any documentary or other information necessary for the completion of such investigations;
7. Ensuring a culture of openness and accountability within The Mlambe Project to enable all child safeguarding issues or concerns to be raised through proper channels, so that poor practice, potentially abusive or harmful behaviour does not go unchallenged;
8. All visits by volunteers and associated persons to The Mlambe Project sites in Malawi must be pre-approved by both The Mlambe Project and be in line with The Mlambe Project Limited's Safeguarding policy and procedures. The following implementation procedures should be followed in Malawi (though this is not an exhaustive list and The Mlambe Project Limited reserves the right to conduct further scrutiny checks where necessary):
 - a. The Mlambe Project will conduct background checks on all visitors before any field visit.
 - b. Sign a declaration that they have received, read and understood the Child Safeguarding Policy and are prepared to abide by it;
 - c. Provide a photocopy of their current passport;
 - d. Complete Disclosure Barring Service (DBS) check
 - e. Visitors will be accompanied by a Mlambe Project member of staff at all times when visiting The Mlambe Project sites in Malawi.

The safety of children and adults at risk involved with The Mlambe Project has to be an overriding priority of all staff and volunteers. The Mlambe Project will ensure that any organisations submitting projects, working in partnership or connected with the charity in any other way, have an appropriate Safeguarding policy in place. Through this The Mlambe Project champions the process of working with children, young people and adults at risk with both dignity and consent.

The Mlambe Project UK Child Safeguarding Policy takes care to be culturally sensitive and legally sound. The standards set out in this policy are intended to enable The Mlambe Project UK to provide volunteers and staff in school or education environments, and to maintain them as a safe place for children, making every effort to keep children and adults at risk safe from possible abuse by staff, volunteers, sponsors, partners, and other parties affiliated with The Mlambe Project UK.



Appendix 1 - Legal Framework

- The Children Act 1989
- United Nations Convention on the Rights of the Child 1989
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014

Appendix 2 - How to Raise a Concern

If you have a concern about the behaviour of any person associated in any way with The Mlambe Project, please contact the Designated Safeguarding Lead:

Jon Hassian (Chair of Trustees) at jon@thelambeproject.org or on +44 7720 318910

If you wish to make a report outside of the organisation, please go to:

Child Exploitation and Online Protection Centre at www.ceop.police.uk

NSPCC Helpline 0808 800 5000