Safeguarding for Trustees

thirtyone:eight

Creating safer places. Together.

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Introductions

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**2.5 hours
2 short breaks**

**Link for slides and
handbook**

**Webcam and
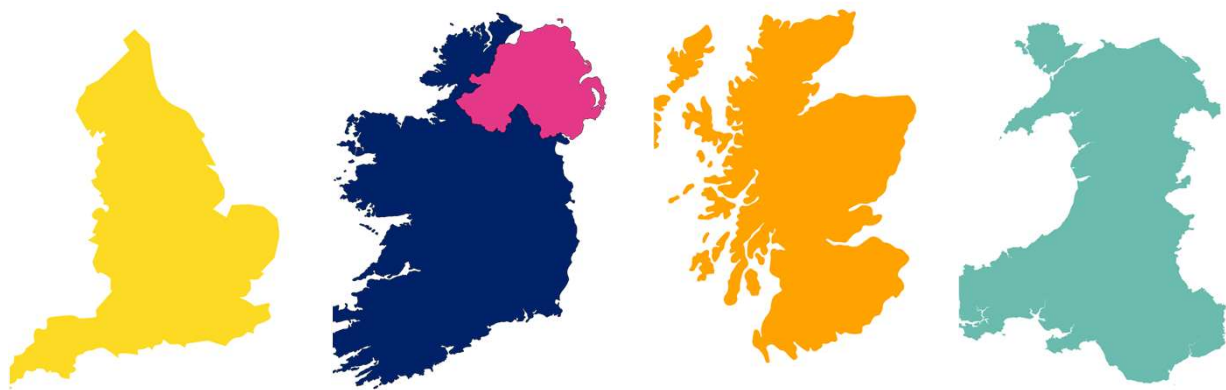microphones**

**Sensitive and
confidential**

Get support

Chat facility

3

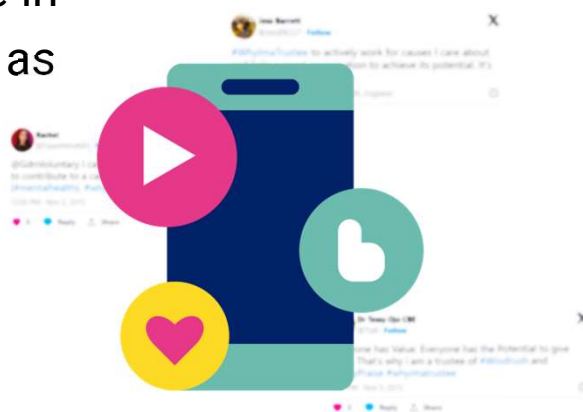**0303 003 1111 - Option 2**
helpline@thirtyoneeight.org

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UK 4 Nations

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Why do a million people in
the UK choose to serve as
trustees?

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What is Safeguarding?

It's the range of measures put in place to **protect people** in a charity, or those it encounters, **from abuse and mistreatment** of any kind.

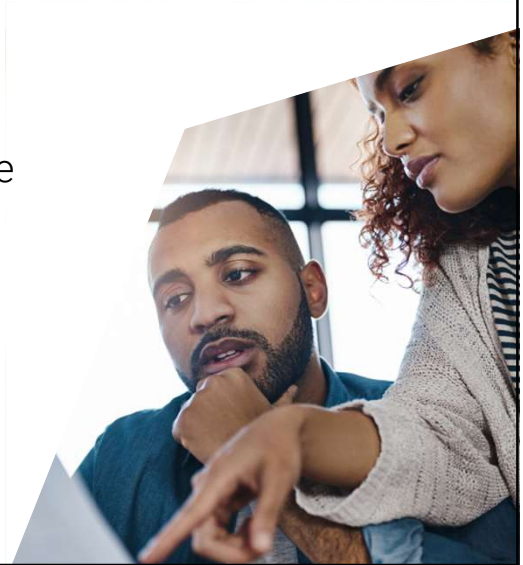# Why should safeguarding be a central concern for trustees?

Module 1	Policies and Practices
Module 2	Risks
Module 3	Protect
Module 4	Report

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Module 1	Policies and Practices
Module 2	Risks
Module 3	Protect
Module 4	Report

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In this module:

➤ Practices: Informed and aware

➤ Policies: A trustee's main tool

➤ Safer recruitment

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Practices from our principles

principles

practices
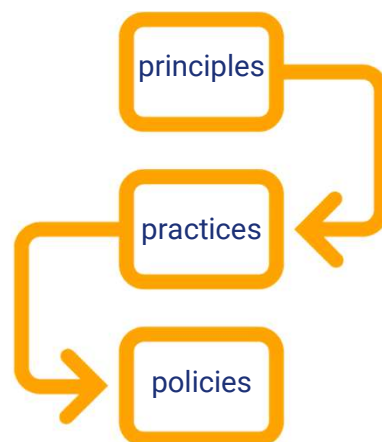
policies

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Survivor voice

"[I want] people to listen to me and not make me feel like a bad person."

Adult at risk of harm, 2021

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Question:

Which of the following policies does your charity have?

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Governing well through policies

"Trustees can demonstrate good governance and ensure a safe culture for everyone in their organisation [through their] safeguarding policies"

Good governance and Safeguarding [SCVO]

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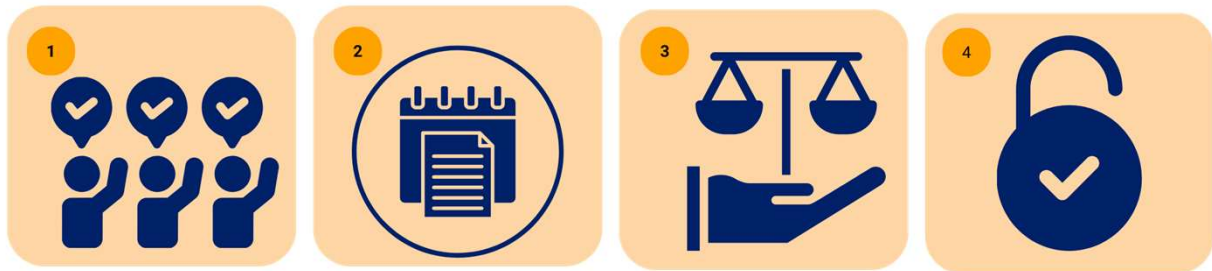# Types of policy

Safeguarding

Codes of conduct

Whistle-blowing

Bullying/ harassment

Complaints

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More than just documents

Safer Recruitment

"Trustees are expected to make sure the charity checks that people are suitable to act in their role."

"Organisations need to have robust recruitment and selection procedures in place."

"Trustees should ensure that appropriate due diligence is carried out."

Module 1 – If You Do Nothing Else [IYDNE]

Check when you last reviewed your policies and practices

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5:00

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Module 1	**Policies and Practices**
Module 2	**Risks**
Module 3	**Protect**
Module 4	**Report**

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In this module

▶ Charities: For public benefit

▶ Reasonable steps

▶ The 'elbow of the charity' – putting things right

Charities:
For public benefit

purpose   risks

Risks to be aware of

▶ All different forms of harm and abuse

▶ [Targeted abuse]

▶ Your charity's culture

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Reasonable steps

How can we mitigate the risks listed?

| Safeguarding duty | Pastoral support | Signposting |

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Elbow of the charity

What are the hands of your charity?

What are the elbows of your charity and what indirect

harm could they inflict?

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Balloonfest:
Taking stock
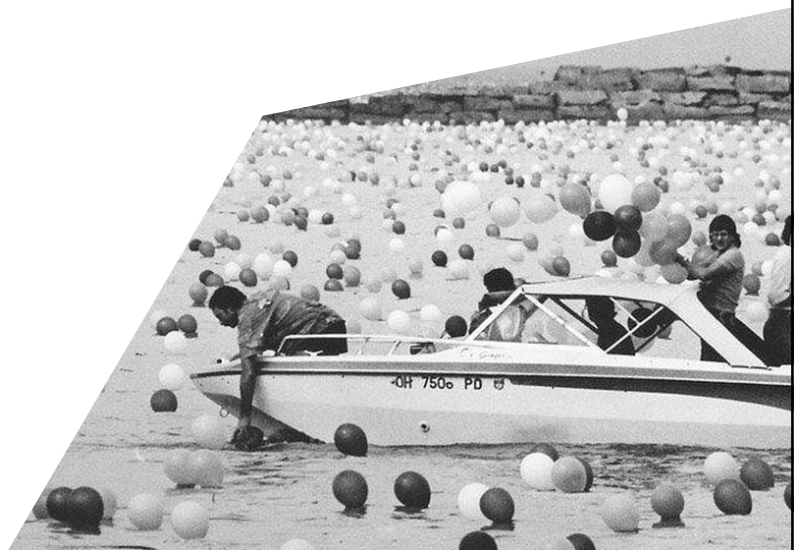
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Case Scenario

1. Concerns

2. Reasonable steps

3. Risks

Scenario – Suzette

- Capable and a gift to your charity

- Seems interfering

- Shy volunteer with speech impediment

Module 2 - IYDNE

Update, or create, a risk register that lists the 'bad'

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Module 1	**Policies and Practices**
Module 2	**Risks**
Module 3	**Protect**
Module 4	**Report**

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In this module:

> Vulnerable populations

> Protecting volunteers and staff

> Power dynamics

What makes someone 'vulnerable'?

Volunteers and staff

▶ Line management

▶ Qualitative reporting

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Whistleblowing

"I'm drawing a line under this. You will draw a line under this. And if you cross that line there will be consequences."

...

"If we called the police there would be blue and white tape everywhere, it would be the end of the unit, it would be really bad for the reputation of the trust."

Dr Ravi Jayaram reporting what he was told by his CEO, Tony Chambers

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Power dynamics

▶ Decision makers

▶ Unity and submission

▶ Conflicts of interests

"[He] surrounded himself with people who wouldn't challenge him, whether this was in relation to his personal actions or to his decisions about the organisation. "

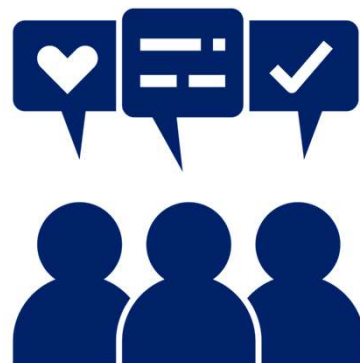Survivor - describes himself as 'still healing' (2023)

Positive reasons for volunteering

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Case Scenario – Jason and his friend

1. Actions
2. Risks
3. Who needs protecting?

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Scenario – Jason and his friend

- Trustee of church letting-out space

- Issue raised by safeguarding lead

- Unknown person interacting with children

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Module 3 - IYDNE

List your line-management

structures. Are there gaps?

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Module 1	**Policies and Practices**
Module 2	**Risks**
Module 3	**Protect**
Module 4	**Report**

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In this module:

- What to report
- Who to report to
- When to report
- Then what?

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Trustee and lead person for safeguarding

Who does make the reports to external bodies – trustee or safeguarding lead/champion?

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The relationship between Safeguarding Lead and Trustees

Safeguarding Lead:

- Operational responsibility
- General oversight
- 2-way conduit of information

Lead Trustee:

- Legal responsibility
- Strategy and guidance
- Governance and culture

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What to report

- Crimes
- Harms and abuses
- Concerns
- Serious events

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Who to report to:
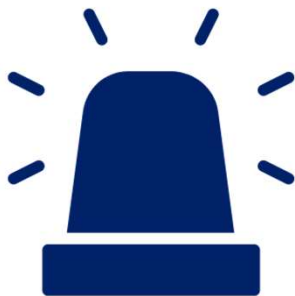
Statutory Agencies	Criminal Record Lists	Charity Regulators

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Question:

Have you, in your role as trustee,
made a report to the charity regulator?

Share some detail.

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When to report

"Reports were not always made in a timely manner...
trustees sometimes waited until police charges have been
brought."

Charity Commission Safeguarding Taskforce

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Module 4 - IYDNE

	Appoint a designated trustee for safeguarding

	Schedule regular check-ins with the Safeguarding Lead

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Review of learning objectives

➤ Policies and practices

➤ Risk

➤ Protect

➤ Report

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I have learnt…..

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Your feedback is important to us

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