

Safeguarding for Trustees



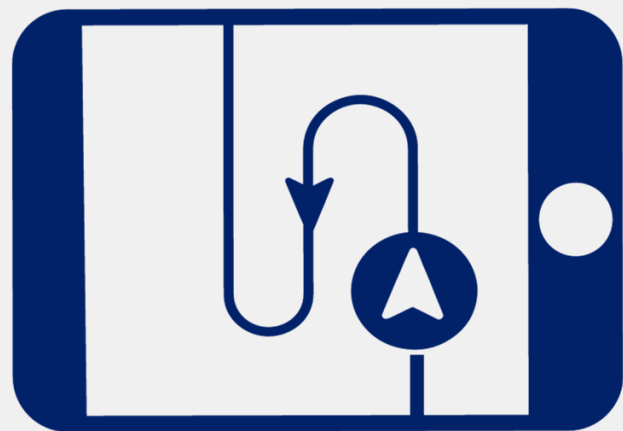
Creating safer places. Together.

Introductions



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eight

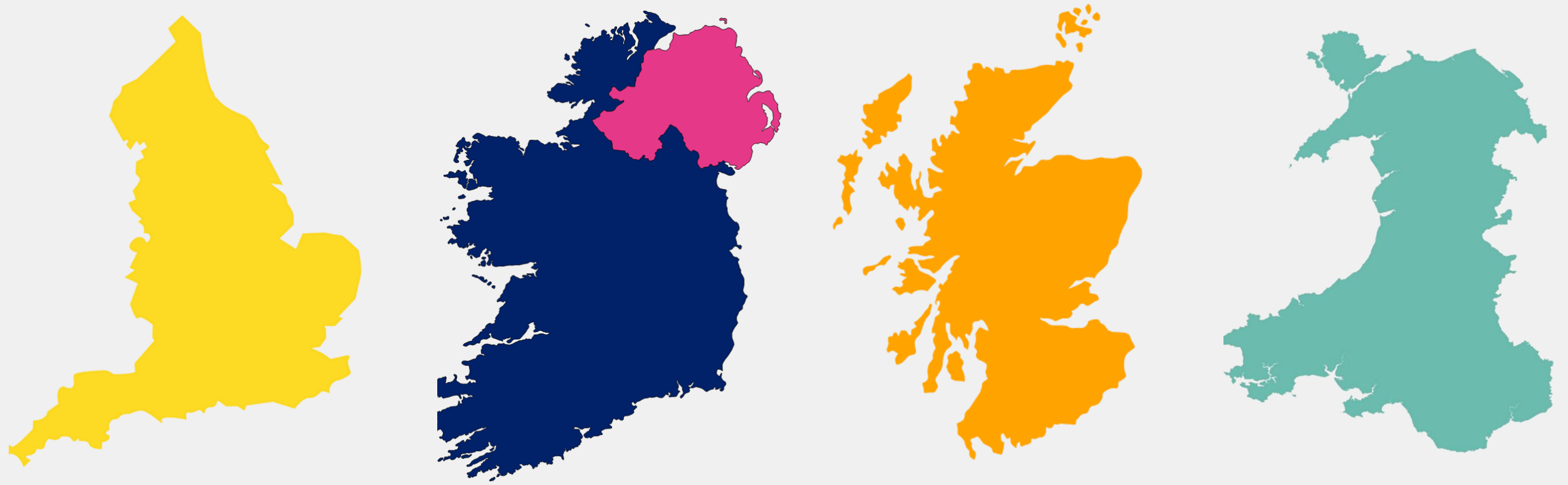




0303 003 1111 - Option 2
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UK 4 Nations



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



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

Module 1

Policies and Practices

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In this module:



Practices: Informed and aware



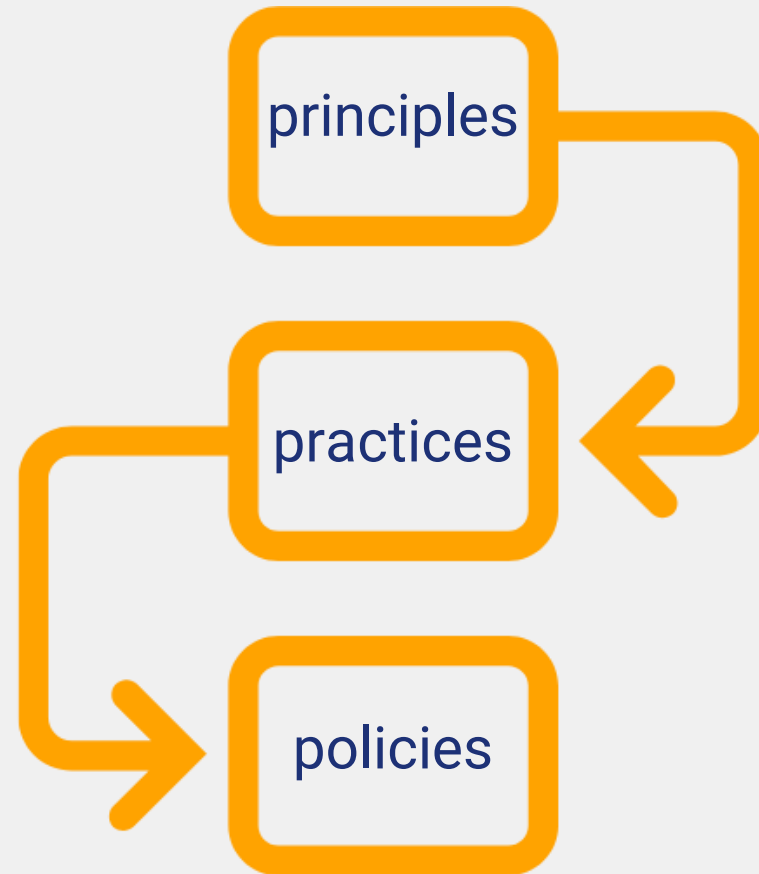
Policies: A trustee's main tool



Safer recruitment



Practices from our principles



Survivor voice

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

Adult at risk of harm, 2021

Question:

Which of the following policies does your charity have?



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]

Types of policy

Safeguarding

**Codes of
conduct**

**Whistleblowing /
Raising a concern**

**Bullying/
harassment**

Complaints

More than just documents

1



2



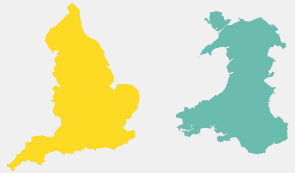
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Safer Recruitment



“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





5:00

Module 1

Policies and Practices

Module 2

Risks

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Protect

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Report

In this module

-  Charities: For public benefit
-  Reasonable steps
-  The 'elbow of the charity' – putting things right

Charities: For public benefit



Risks to be aware of

-  All different forms of harm and abuse
-  [Targeted abuse]
-  Your charity's culture

Reasonable steps

How can we mitigate the risks listed?



Safeguarding duty



Pastoral support



Signposting

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?

Balloonfest: Taking stock



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

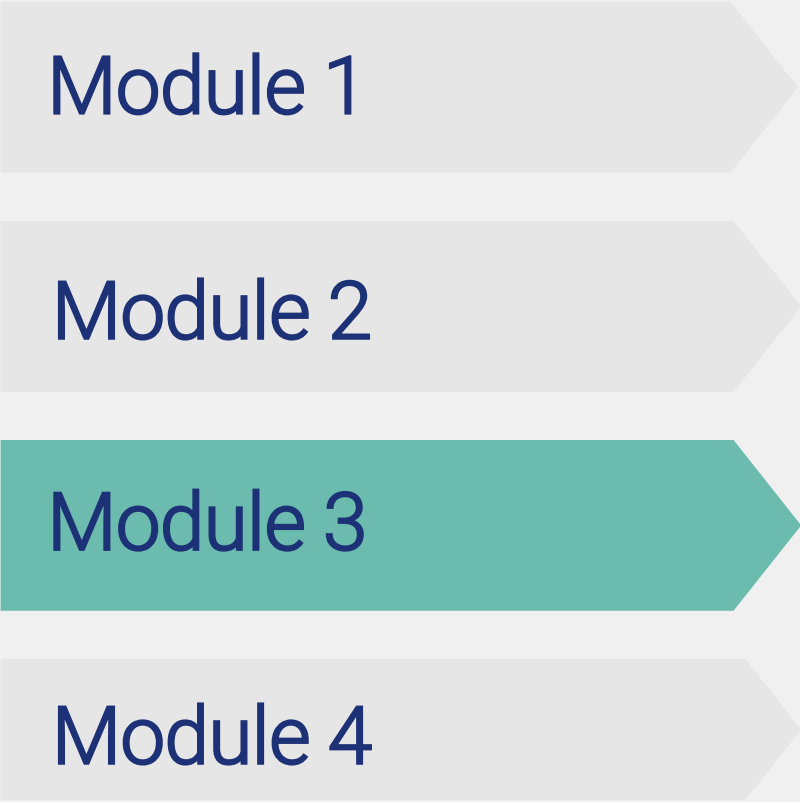
Module 2 - IYDNE

	Update, or create, a risk register that lists the 'bad'
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5:00



Module 1

Policies and Practices

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In this module:



Vulnerable populations

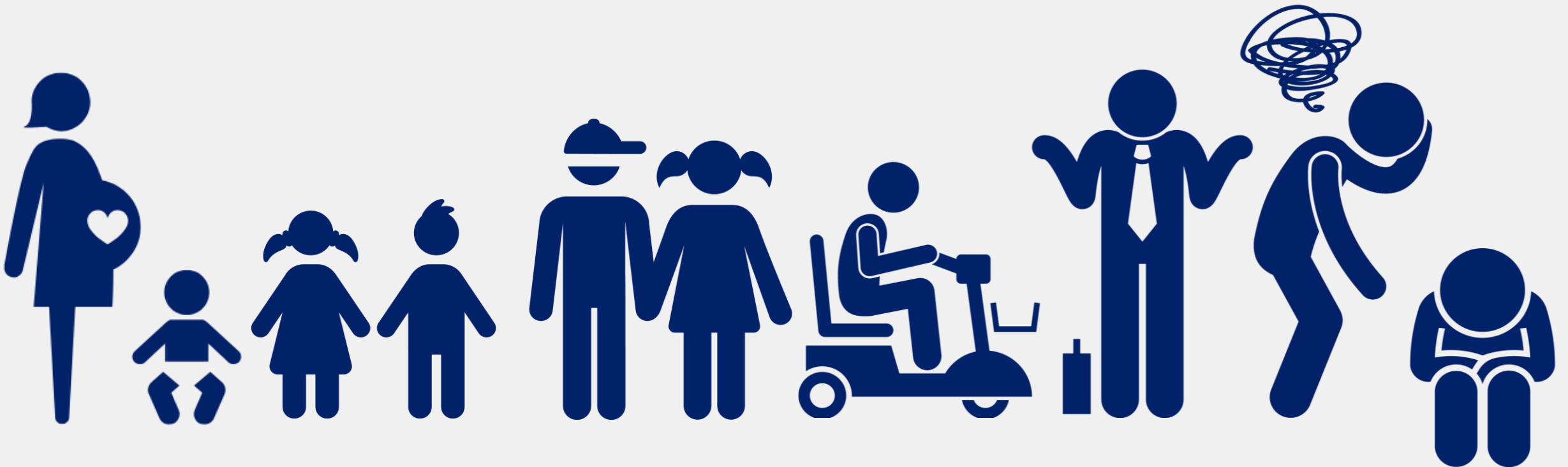


Protecting volunteers and staff



Power dynamics

What makes someone 'vulnerable'?



Volunteers and staff

-  Line management
-  Qualitative reporting

Whistleblowing / Raising a Concern

“If citizens can come forward in confidence – knowing they will be heard and are safe from retaliation – they can help hold power to account for the common good.”

-Transparency International

Power dynamics



Decision makers



Unity and submission

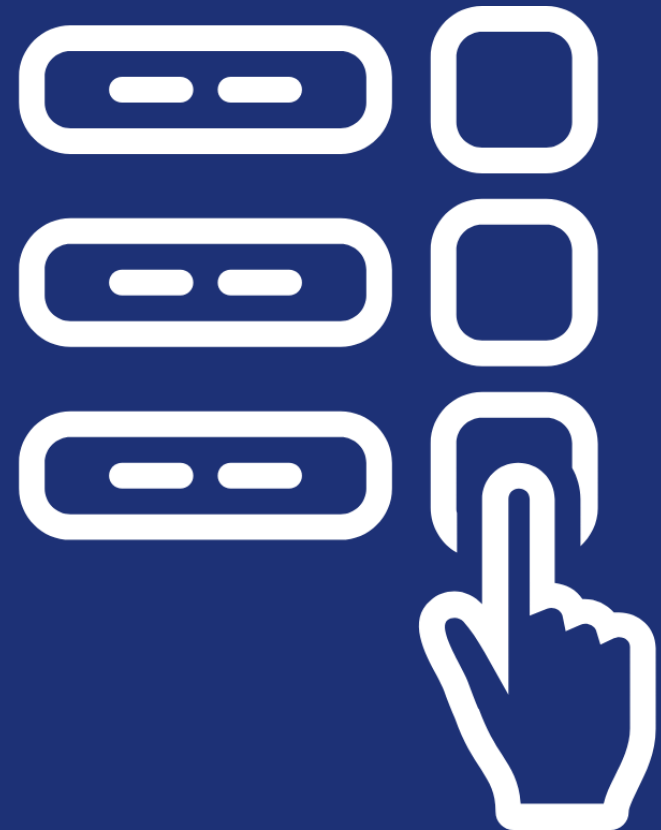


Conflicts of interests

“[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



Case Scenario – Jason and his friend

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



Scenario – Jason and his friend

- Trustee of church letting-out space
- Issue raised by safeguarding lead
- Unknown person interacting with children

Module 3 - IYDNE

List your line-management structures. Are there gaps?



Module 1

Policies and Practices

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Risks

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Report

In this module:



What to report



Who to report to



When to report



Then what?



Trustee and lead person for safeguarding

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



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

What to report



Crimes



Harms and abuses



Concerns



Serious events



Who to report to:



Statutory
Agencies



Criminal
Record Lists



Charity
Regulators

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

Module 4 - IYDNE

	Appoint a designated trustee for safeguarding
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	Schedule regular check-ins with the Safeguarding Lead
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Review of learning objectives



Policies and practices



Risk



Protect



Report

I have learnt.....



**Your feedback is
important to us**





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