



Safeguarding Policy For Somali Diaspora Foundation

Table of Contents

1. Scope and Purpose	3
1.1. Key Principles.....	4
1.2. Helping young people to keep themselves safe.....	4
1.3. Promoting the Welfare of Children, Young People and Adults at risk.....	5
1.4. Definitions of Abuse and Neglect.....	5
1.5. Physical abuse.....	5
1.6. Emotional abuse.....	5
1.7. Sexual abuse.....	6
1.8. Neglect.....	6
1.9. Behaviour and Equality of Opportunity.....	7
2. Process/Procedure	8
2.1. Framework.....	8
2.2. The aims of this Policy are:.....	8
3. Implementation	9
4. Confidentiality	10
5. Supporting members of the SDF organisation.....	10
6. Roles and Responsibilities	11
6.1. Role of Governing Body.....	11

6.2.	Role of the Chairperson.....	12
6.3.	Role of members.....	12
6.4.	Young peoples Who May Pose a Risk.....	12
7.	Members Training.....	13
8.	Associated Safeguarding Procedures.....	13
8.1.	Whistle blowing.....	13
8.2.	Physical Intervention.....	14
8.3.	Bullying.....	14
8.4.	Racist Incidents/Hate Crime.....	14
8.5.	Prevention.....	14
9.	Associated Documents.....	14
10.	Equality Impact Assessment.....	15
11.	Purpose and Commitment.....	15
11.1.	Principles.....	15
11.2.	Equal Opportunity.....	15
11.3.	Inclusive Practices.....	15
11.4.	Anti-Discrimination and Harassment.....	15
12.	Accountability and Measurement.....	16
13.	Continuous Improvement.....	16
14.	Implementation and Communication.....	16
15.	Conclusion.....	16

1. Scope and Purpose

Somali Diaspora Foundation is committed to prioritising and promoting safeguarding and to protecting children, young people and vulnerable adults from harm. The term ‘safeguarding children and young people’ embraces both child protection a preventative approach to keeping young people safe (reference to children means those under the age of 18).

Therefore, safeguarding encompasses volunteers’ health and safety, preventing and dealing with abuse, bullying, meeting the medical needs of those with medical conditions, providing first aid, security (including e-safety), safeguarding from drugs, substance and alcohol abuse.

‘Safeguarding and promoting the welfare of children’ is defined as:

- Protection from abuse and neglect
- Ensuring safety and care
- Promotion of health and development their skills
- Having due regard to the prevention of young people becoming radicalised or drawn into extremist activity

This code of practice sets out principles and guidelines, which will assist all members and volunteers to safeguard the welfare of the venerable adult children and young people less than 18 years of age with whom the Somali Diaspora Foundation work. In particular, the code seeks to enable the association to use good management policies and practices as a means of preventing the physical, sexual and emotional abuse of children whilst in the care or activities of the organisation

This policy applies to all groups regardless of age, disability, gender, marital status, parental responsibilities, sexuality, race, religion and gender re-alignment and it is the duty of all volunteers, governors, visitors, and contractors to follow it.

In order to safeguard the welfare of children and young people in our organisation we have considered the following principles

1.1. Key Principles

The following principles underpin all of our work with young people and vulnerable adults. Our approach will:

- Be measured by its effectiveness.
- Actively involve young people and their families
- Support the achievement of best possible outcomes for young people.
- Be holistic in approach.
- Ensure equality of opportunity.
- Be multi/ inter-agency in approach.
- Be a continuing process rather than an event.
- Identify and provide the service required and to monitor the impact of provision on a young people's progress.

1.2. Helping young people to keep themselves safe

Young people and volunteers will be advised about organization procedures in relation to safeguarding as part of their induction into the organisation, via the organization Training courses and by periodic targeted festivals. The SDF will provide volunteers and young people with reminders about who to contact should they have a safeguarding concern.

Young people and volunteers will be advised about health and safety procedures to ensure that they know how to stay safe within the meeting and activities environment

Young people and volunteers will be provided with guidelines about keeping themselves safe on- line as part of their induction into using the emails and social media network.

Young people and volunteers attend and participate in activities designed to raise awareness of issues and concerns which may impact on the ability of the development to keep themselves safe as part of the group meetings provision. These include e-safety, sexual health and exploitation, drugs and alcohol awareness, domestic violence, crime, anti-bullying, equality and diversity emotional resilience and the dangers of being drawn into extremism or radicalisation. These activities are aimed at different levels and abilities to enable all young people to participate.

1.3. Promoting the Welfare of Children, Young People and Adults at risk

We recognise that because of the contact with young people, volunteers are well placed to observe the outward signs of abuse. SDF will therefore:

- Establish and maintain an environment where young people feel secure, are encouraged to talk, and are listened to.
- Ensure that young people and vulnerable adults know that there are adults in the SDF whom they could approach if they are worried.
- Include opportunities for young people/ vulnerable adults to develop the skills they need to recognise and stay safe from abuse.

1.4. Definitions of Abuse and Neglect

Abuse is a form of maltreatment. A young person may be abused or neglected by having harm inflicted upon them or by a person failing to act to prevent harm. Young people or volunteers may indirectly or directly witness, or be subject to such forms of abuse. The SDF recognises the following definitions with regard to abuse, neglect and harm:

1.5. Physical abuse

May involve hitting, shaking, throwing, poisoning, burning, scalding, drowning or suffocating. It may be done deliberately or recklessly or be the result of failure to prevent injury occurring. It can also occur when a parent or carer fabricates the symptoms of ill health or deliberately causes ill health to the child, young person or vulnerable adult who they are looking after.

1.6. Emotional abuse

Is persistent emotional ill-treatment such as to cause severe and persistent adverse effects on emotional development. It may involve conveying to young people that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person. It may include not giving a child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on young people. These may include interactions that are beyond a child's / Young people developmental capacity as well as over protection and limitation of exploration and learning, or preventing the child/ Young people participating in normal social interaction. It may involve seeing or hearing the ill treatment of another. It may involve serious bullying (including cyberbullying) causing children frequently to feel frightened or in danger, or the exploitation or corruption of young people. Some level of emotional abuse is involved in all types of maltreatment of a young person, although it may occur alone.

1.7. Sexual abuse

Involves a young person, or vulnerable adult being allowed, forced or coerced into participating in or watching sexual activity. It is not necessary for the child to be aware that the activity is sexual and the apparent consent of the child is irrelevant. The acts may involve physical contact including penetrative or non-penetrative acts. They may involve non-contact activities such as involving children in looking at or in the production of pornographic material, watching sexual activities or encouraging children to behave in a sexually inappropriate way or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children, including peer on peer abuse

1.8. Neglect

Is defined as the persistent or severe failure to meet basic physical or psychological needs. Neglect is likely to result in a physical impairment of the individual's health or impairment. It may involve a failure to provide adequate food, clothing or shelter and failure to protect from physical harm or danger or failure to ensure access to appropriate medical care or treatment.

Where specific safeguarding issues arise, expert and professional organisations will be contacted to provide up to date guidance and practical support. These will include relevant local social care, the Multi-Agency Safeguarding Hub (MASH), the Police, mental health and wellbeing support agencies.

These specific issues could relate to:

- Child sexual exploitation
- Bullying, including cyber bullying
- Homelessness and vulnerable housing issues
- Domestic violence
- Drug and Alcohol related issues
- Female genital mutilation
- Gangs and youth violence
- Gender-based violence/ violence against women and girls (VAWG)
- Mental health
- Extremism and radicalisation
- Sexting
- Teenage relationship abuse

1.9. Behaviour and Equality of Opportunity

SDF recognises that young people/ vulnerable adults who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helpless and humiliated and they may experience some sense of responsibility or blame. SDF activities may be the only stable, secure and predictable element in the lives of young people at risk. When at our facility their behaviour may be challenging and defiant or they may be withdrawn. Therefore, the SDF organisation will endeavour to support the young person by ensuring that:

- The SDF organisation ethos promotes a positive, supportive and secure environment and gives young people a sense of being valued.
- The SDF expectations of young people behaviour are aimed at supporting vulnerable young ones in the organisation.
- The SDF will ensure that young people know that certain behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred towards them.
- The SDF liaises with other agencies that support the young people such as, the Police and Compass.

2. Process/Procedure

2.1. Framework

This policy has been developed in accordance with the principles established within the statutory guidance;

The Criminal Records Bureau (CRB) and the Independent Safeguarding Authority (ISA) merged in Dec 2012 to become the Disclosure and Barring Service (DBS). CRB checks are now called DBS checks. The organisation will operate within the guidelines of the Code of Practice and explanatory Guide for Registered Persons and other recipients of Disclosure Information, issued by the Disclosure & Barring Service. The Disclosure and Barring Service (DBS) requires members to complete the DBS application for all volunteers who regularly come into contact with young people and vulnerable adults.

The organisation recognises that all adults, volunteers and governors, have a full and active part to play in protecting our children/young people from harm, and that their welfare is our paramount concern.

All staff have a role in providing a caring, positive, safe and stimulating environment that promotes the social, physical and moral development of the individual learner. To this end, safeguarding is considered to be “everybody’s responsibility”.

2.2. The aims of this Policy are:

- To support the development of all volunteers in ways that will foster security, confidence and independence.
- To provide an environment where volunteers feel safe, secure, valued, respected, and feel confident, knowing how to approach members within the organisation if they are in difficulties, believing they will be effectively listened to.
- To raise the awareness of all members and support volunteers of the need to safeguard young people and vulnerable adults and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide a systematic means of monitoring young persons and vulnerable adults known or thought to be at risk of harm, and to ensure we, the SDF organisation, contribute to assessments of need and support packages for them.
- To emphasise the need for good levels of communication between all members of SDF.
- To develop a structured procedure within the organisation that will be followed by all members of the college community in cases of suspected abuse.
- To develop and promote effective working relationships with other agencies, especially the Local Authority, the Local Safeguarding Children Team, the Youth Offending Team, the Police and Social Care.
- To ensure that all volunteers working within our organisation who have substantial access to children and vulnerable adults have been checked as to their suitability, including verification of their identity, qualifications, and a robust vetting policy aligned to the DBS process and a single central record of checks is maintained.

3. Implementation

The Somali Diaspora Foundation will follow the guidelines of the policy and will:

- Have a named person as the Safeguarding Officer (SO), that person being the chairperson of the organisation
- Ensure that all volunteers are aware of their individual responsibility for the protection of children and vulnerable adults in their care and that they are aware of the name and the role of the SO.
- Arrange basic training for all volunteers in child abuse awareness that will include what to do if they are worried about a child or vulnerable adult and how to respond to a child or vulnerable adult who tells them about abuse.
- Establish an effective, accurate record-keeping system to monitor all young people about whom concerns have been expressed, whether or not these concerns lead to a child protection referral. These records will be held electronically, externally encrypted by SAFEGUARD in a secure drive, with access limited to the safeguarding person/team. The data collection will comply with GDPR legislation.
- Ensure that clearance is received from the Disclosure and Barring Service (DBS) service for all volunteers who may, in the course of their work, be alone with a young person.
- Develop effective links with other agencies and will contribute to inter-agency enquiries, child protection conferences, common assessments framework meetings and other related groups as appropriate.
- Publish the SDF's responsibilities for safeguarding and the protection of children and vulnerable adults in SDF website and information to volunteers.
- Fulfil any special responsibilities or task required in the care of children on the child protection register.
- Ensure all members of volunteers are provided with safeguarding and child protection awareness at induction.
- Ensure all members of staff are provided with regular refresher training
- Ensure that child protection type concerns or allegations against adults volunteering SDF are referred to the Local Authority Designated Officer (LADO) for advice, and that any member of staff found not suitable to work with children will be notified to the Disclosure and Barring Service for consideration for barring, following resignation, dismissal, or when we cease to use their service in the case of a volunteer.
- The SO and any volunteer working with young people will be trained and supported in the task of overseeing all child protection matters within the SDF organisation.

4. Confidentiality

In all dealings with young people, volunteers and individuals who are disclosing matters that may require action or intervention, members are made aware that we do not promise to keep information confidential between the members and any individual person – individual or young people are made aware that information shared with the members of organisation will be acted upon and shared with other agencies at need.

All members must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children, young people and vulnerable adults.

All the SDF members must be aware that they cannot promise a young person or individual to keep secrets which might compromise their safety or wellbeing or that of others who may be at risk. We will always undertake to share our intention to refer a young person to Social Care with their parent/ carers unless to do so could put the young person at greater risk of harm, or impede a criminal investigation.

5. Supporting members of the SDF organisation

We recognise that volunteer working in the organisation who have become involved with a young person who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting.

We will support such member by providing an opportunity to talk through their anxieties and to seek further support as appropriate.

6. Roles and Responsibilities

The members of SDF recognises that it has a statutory duty to make arrangements to ensure all its functions are discharged with regard to safeguarding and promoting the welfare of young people.

The members recognise that the Local Authority and the Local Safeguarding Children Team has a statutory responsibility to monitor charity organisations compliance with the statutory guidance.

6.1. Role of Governing Body

To ensure compliance with our legal duties, the Governing Body has nominated a Designated Governor for Safeguarding & Child & Vulnerable Adult Protection who:

- Works with members to ensure that fellow governors have a clear understanding of their duties about safeguarding.
- Liaises with the chairperson and the principal

The Governing Body executes its duty to ensure that the policies, procedure and training at SDF organization are effective and comply with the law at all times by:

- Delegating operational responsibility to the principal for the purpose of safeguarding and promoting the welfare of children receiving developing skills or training at SDF activities
- Remediating any deficiencies or weaknesses in safeguarding arrangements without delay
- Ensuring that SDF has a safeguarding policy and procedures which are updated annually and satisfy statutory requirements as outlined in 'Keeping Children Safe
- Ensuring that SDF has a volunteer's code of conduct which provides members/volunteers with clear guidelines about expected behaviour and handling of allegations made against members/volunteers. The code of conduct should balance the need to protect children whilst protecting members/volunteers from false/unfounded accusations.
- Ensuring that chairperson is appointed to lead on safeguarding, to advise/support members and to liaise with the LA and other agencies. He/she will have status/authority to carry out the role e.g. commit resources to safeguarding and direct members as appropriate
- In addition, the Chair of Governors is nominated to be responsible for liaising with partner agencies, as appropriate, in the event of the allegation of abuse being made against the principal

6.2. Role of the Chairperson

The chairperson ROODA ABDILLAHI will oversee all of the actions and operations of all safeguarding SDF matters arising on organisation.

6.3. Role of members

Members must:

- Priorities safeguarding and adopt a preventative approach in all engagements with young people.
- Promote a safe environment for young people.
- Identify young people who are experiencing or are likely to experience significant harm.
- Identify young people who they consider may be in danger of becoming radicalised or engaging in extremist activity.
- Seek assistance from the chairperson when appropriate as stated in the Safeguarding Policy.
- Promote the welfare of young people and vulnerable adults.
- Promote the ethos of the organization that young people feel secure, valued and listened to
- Promote healthy environment and safety at induction and throughout their period of activities
- Access first aid/medical resources when required
- Promote learners' well-being via participation in the tutorial curriculum.
- Recognise students experiencing distress and act to support including seeking advice from the Safeguarding Team

- Challenge inappropriate behaviour e.g. bullying, substance misuse and to refer to relevant SDF policies to ensure correct procedures are followed

6.4. Young peoples Who May Pose a Risk

Where a young person's history indicates that they pose a risk to other young people or volunteers, a risk assessment must be undertaken prior to enrolment. This will establish whether SDF is an appropriate environment for that person, and if so, what arrangements can be put in place to support that person to ensure the safety of others and their own safety. This is usually undertaken at a Safeguarding meeting as deemed appropriate given the profile of the individual concerned.

7. Members Training

All volunteers will receive adequate training to familiarise themselves with safeguarding issues and responsibilities.

Key messages for volunteers are:

- Child abuse can affect any young person, and may be carried out by anyone. It is usually carried out by someone well known to the young person
- Safeguarding is everyone's responsibility
- Abuse has a profound emotional and/ or physical effect on the young person, the family and the wider community.
- All people who work with young people need to know of their responsibilities.
- Some groups of young people seem to have an increased risk of abuse, for example, looked after children, children with disabilities or children living in stressful, violent, or chaotic situation.
- Being alert to signs which may indicate abuse.
- Keeping up to date with legislation and guidance
- The importance of working together with external agencies.

8. Associated Safeguarding Procedures

- The Safeguarding Policy is supported by a set of procedures which include:
- Safer recruitment and employment
- DBS registration of volunteers
- Responding to an allegation/ disclosure of abuse
- Responding to an allegation/ disclosure against a member of volunteer
- Responding to an allegation/ disclosure in the evening
- Responding to an allegation/ disclosure of bullying
- Responding to a concern of self-harm
- Responding to concerns about risk-taking behaviour including use of alcohol and drugs
- Prevent Procedure

8.1. Whistle blowing

We recognise that young people cannot be expected to raise concerns in an environment where members of volunteer fail to do so.

All members and volunteers should be aware of their duty to raise concerns, where they exist, about the management of child protection and the protection of vulnerable adults, which may include the attitude or actions of colleagues, and are encouraged to do so.

8.2. Physical Intervention

We understand that physical intervention may be required where a volunteer, member may be at risk but understand that physical intervention of a nature which causes injury or distress may be considered under child/vulnerable adult protection or disciplinary procedures.

8.3. Bullying

Our procedure on bullying acknowledges that to allow or condone bullying may lead to consideration under safeguarding/child protection procedures. This includes cyber, racist, homophobic and gender-related bullying.

8.4. Racist Incidents/Hate Crime

The College takes allegations of racism seriously and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under safeguarding/child protection procedures.

8.5. Prevention

We recognise that the SDF plays a significant part in the prevention of harm to our volunteers by providing young people with good lines of communication with trusted adults, supportive friends and an ethos of protection.

The SDF community will therefore:

- Work to establish and maintain an ethos where children, young people and vulnerable adults, feel secure and are encouraged to talk and are always listened to.
- Ensure that all children, young people and vulnerable adults in the College know who they can approach if they are worried or in difficulty.
- Include across the curriculum and tutorial opportunities which equip young people with the skills they need to stay safe from harm and to know to whom they should turn for help.

9. Associated Documents

This policy should be read alongside the following policies and protocols:

- The Equality and Diversity Policy and Procedure
- The Risk Assessment Procedure

10. Equality Impact Assessment

It is intended that this policy is fair to all. Where any part could potentially lead to unequal outcomes, the policy then justifies why this is a proportionate means of achieving a legitimate aim.

11. Purpose and Commitment

At Somali Diaspora Foundation, we are committed to fostering an inclusive and diverse environment that reflects the communities we serve. Our mission is to ensure that everyone, regardless of their background, has the opportunity to participate in, contribute to, and benefit from our programmes and initiatives. We aim to ensure fairness, respect, and equal opportunities for all, in line with the Equality Act 2010, Employment Rights Act 1996 and other relevant UK legislation.

11.1. Principles

This policy applies to all employees, volunteers, board members, donors, and stakeholders associated with Somali Diaspora Foundation. We embrace diversity in all its forms, including but not limited to race, ethnicity, gender, sexual orientation, age, disability, religion, socioeconomic status, and cultural background.

11.2. Equal Opportunity

Somali Diaspora Foundation is dedicated to providing equal opportunities in all aspects of our operations, including recruitment, selection, training, promotion, and volunteer engagement. We strive to eliminate barriers that may hinder participation from underrepresented groups.

11.3. Inclusive Practices

We will actively implement practices to promote inclusivity, such as:
Providing diversity training for staff and volunteers.
Encouraging diverse perspectives in decision-making processes.
Creating and supporting employee and volunteer resource groups.
Ensuring our programs and materials are accessible and relevant to diverse audiences.

11.4. Anti-Discrimination and Harassment

Somali Diaspora Foundation has a zero-tolerance policy for discrimination and harassment. All individuals have the right to participate in a safe and respectful environment. We encourage anyone who experiences or witnesses' discrimination or harassment to report it immediately through established channels. Clear procedures for raising concerns or reporting discrimination will be in place.

12. Accountability and Measurement

We will regularly monitor and assess the effectiveness of our inclusivity and diversity efforts. This includes conducting surveys, and obtaining feedback from our community.

Leadership: Trustees and senior management will lead by example and hold ourselves accountable to our goals and make necessary adjustments to our policies and practices.

Employees & Volunteers: All team members must uphold the principles of this policy in their interactions and work.

Beneficiaries & Community: We actively involve diverse voices in shaping our programmes and services.

13. Continuous Improvement

Somali Diaspora Foundation is committed to ongoing learning and improvement in our inclusivity and diversity initiatives. We will review this policy annually and make updates as needed to reflect best practices and the evolving needs of our community.

14. Implementation and Communication

This policy will be communicated to all staff, volunteers, and stakeholders. Training and resources will be provided to ensure understanding and commitment to inclusivity and diversity at all levels of the organization. We will also assess our progress annually and adjust strategies as needed.

15. Conclusion

Our charitable trust is committed to ensuring inclusivity and diversity are at the heart of everything we do and strengthens our impact. We are dedicated to creating a welcoming environment where everyone feels valued and empowered to make a difference

Approval By	Date	Next Review Date
Chair: Rooda Abdillahi	22/01/2026	22/02/2027