

NILO Foundation (“the Charity”)

Safeguarding Policy

1. Introduction

- 1.1. The Charity has general charitable purposes (although with a focus on education), which it fulfils by making grants to other charities which work directly with beneficiaries (which include children). It currently has no employees but does engage senior management on a consultancy basis. Whilst unlikely, it is possible that some of the Charity's trustees and the senior management (and any staff it might employ in the future) may come into contact with people who are at potential risk of harm, including children.
- 1.2. The Charity is committed to proactively safeguarding and promoting the welfare of its beneficiaries (and staff) and to taking reasonable steps to ensure those who encounter the Charity do not, as a result, come to any harm.
- 1.3. The purpose of this policy is to provide trustees (and staff) with the overarching principles that guide our approach to safeguarding¹. It also outlines the actions that trustees and staff are required to take when dealing with safeguarding concerns.

2. Policy Statement

- 2.1. The Charity is committed to safeguarding the well-being of all individuals who come into contact with the Charity and its activities. We commit to ensure:
 - All concerns or suspicions of a safeguarding nature arising in the course of the Charity's work will be taken seriously and responded to swiftly and appropriately.
 - All trustees (and staff) are clear about their safeguarding responsibilities and know how to respond to concerns appropriately.
 - All children regardless of gender, age, ethnicity, disability, sexuality or beliefs have the right to protection from all types of harm or abuse and the right to be treated with respect and dignity.
 - Safe recruitment, selection and vetting for individuals working with the Charity (whether in a paid or voluntary capacity) is undertaken for all affected positions, including DBS checks where appropriate.
 - All Partners (as defined below) share our commitment to safeguarding and have policies and procedures in place which are appropriate to the level of risk of their work.
 - All personal information is recorded and stored professionally and securely.

3. Scope of this policy

3.1. For trustees

- 3.1.1. As trustees must always act in the best interests of the Charity and its ultimate beneficiaries, they are also expected to comply with this policy.

3.2. For the Charity's staff

- 3.2.1. Compliance with this policy is mandatory for all the Charity's staff.

3.3. For Partners

¹ The Charity Commission has published guidance, “Safeguarding and protecting people for charities and trustees”, which is updated from time to time and available at: <https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>.

- 3.3.1.** “**Partner**” means any organisation which receives funding from the Charity, which collaborates with the Charity to deliver any of its programmes or activities, or which is otherwise associated with the Charity’s name and brand. This policy is intended to work alongside the equivalent policies of the Charity’s Partners, where appropriate. The Charity expects that the principles and approaches already shared with Partners mean that they will fully support the values and commitments set out in this policy.

4. Accountability and responsibility

- 4.1. Ultimate responsibility for this policy lies with the trustees.
- 4.2. All trustees and staff have duties in relation to safeguarding and to know what action to take if an individual is at risk as a result of issues arising in the course of the Charity's work. It is essential that all trustees and staff:
- Take all reasonable steps to ensure that they do not have unsupervised access to children during the course of working for the Charity;
 - Consider any potential safeguarding issues when planning new activities and when assessing any potential grantees; and
 - Report any safeguarding concerns promptly to the Board of Trustees.
- 4.3. The Charity will ensure that appropriate procedures are in place for keeping records of any safeguarding concerns reported with due regard to confidentiality and for monitoring areas of activity in which safeguarding concerns have arisen.

5. Getting help or raising a concern

- 5.1. All trustees and staff are asked to raise any concerns regarding safeguarding using any of the following routes:
- Referring the issue to the Board of Trustees.
 - If working within a school or other organisation, by reporting the concern to their safeguarding lead officer as well as to the Charity.
 - If the situation is urgent or immediately dangerous, contact the police on 999 or local police.

6. Review of this policy

- 6.1. The Charity is committed to reviewing this policy and good practice regularly. This policy will be reviewed by the trustees at least annually or when an incident occurs that highlights a need for change – whichever occurs first.

Date of policy: 14th December 2022

This policy will be next reviewed no later than: 13th December 2023