

# ENM Safeguarding Policy

## 1. Purpose

Our Charity Organization is committed to safeguarding and promoting the welfare of children, young people, and vulnerable individuals who come into contact with our educational workshops and online seminars. This policy outlines our commitment to ensuring their safety and well-being at all times.

## 2. Scope

This policy applies to all staff, volunteers, and contractors working for our Charity Organization who come into contact with children, young people, and vulnerable individuals during the delivery of our workshops and online seminars. Specific safeguarding protection risk areas for Educate Not Mutilate are the vulnerable survivors of FGM. Survivors have varying levels of awareness of what they have been through. Our workshops have the potential risk of PTSD, owing to the persistent nature of the harms suffered. We are committed to providing a safe space for survivors and non-survivors to ask questions, express their own views and talk about their experiences without judgement or shame. We are committed to providing the best possible follow-up care for individuals who may seek further help for physical symptoms or psychological trauma. Because we are a survivor-led organisation, our lead educator answers questions with discretion and respect for confidentiality. We also have leaflets with information about clinical and professional support for anyone who seeks further care.

## 3. Safeguarding Lead

Our Designated Safeguarding Lead (DSL), Terri Murray, is responsible for overseeing the implementation of this policy and ensuring that all staff are aware of their responsibilities in safeguarding vulnerable individuals. The Safeguarding Lead will also ensure that staff receive appropriate training on safeguarding procedures.

## 4. Risk Assessment

Before delivering workshops in schools or engaging in online communication with vulnerable individuals, a risk assessment will be conducted to identify any potential risks to the safety and well-being of children, young people, or vulnerable individuals. Measures have been put in place to mitigate these risks. These risks will be assessed and covered separately by us and by client institutions, who will also have safeguarding responsibility.

## 5. Code of Conduct

All staff, volunteers, and contractors must adhere to a strict code of conduct when interacting with children, young people, or vulnerable individuals. This includes maintaining appropriate boundaries, respecting confidentiality within the limits of the law, and reporting any concerns about safeguarding issues promptly.

## 6. Reporting Procedures

Any concerns about the safety or well-being of a child, young person, or vulnerable individual must be reported immediately to the Safeguarding Lead. The Safeguarding Lead will then follow the appropriate procedures for reporting safeguarding concerns to the relevant authorities. If there are concerns about the Safeguarding Lead herself (Terri Murray) these

should be reported to Trustee Kirsty Lowe, who will then report to the local authority designated officer (LADO) in Lewisham.

#### 7. Training

All staff members who come into contact with children, young people, or vulnerable individuals will receive training on safeguarding procedures and how to recognize signs of abuse or neglect. Training will be provided on a regular, bi-annual basis to ensure that staff are up-to-date on best practices in safeguarding.

#### 8. Online Safety

When engaging in online communication with vulnerable individuals, staff must follow strict guidelines for online safety. This includes ensuring that all communication is conducted in a professional manner and avoiding sharing personal information.

#### 9. Compliance

Educate Not Mutilate CIO is committed to complying with all UK safeguarding laws and regulations relating to charities that work with vulnerable individuals. We will regularly review and update our safeguarding policy to ensure that it remains current and effective.

#### 10. Contact Information

If you have any concerns about safeguarding issues related to our Charity Organization's activities, please contact our designated Safeguarding Lead at +44 07940011323.

Signed:



Terri Murray, Safeguarding Lead

Date: 3 / 02 / 2024

Change control

Version No.	Revision Comments	Author / Editor	Issue Date
1.0	Initial Draft Policy	TM	3 March 2024
1.0	Approve Policy	Kirsty Lowe	4 March 2024

Our closest [safeguarding children board](#):

**Southwark Safeguarding Children Partnership**

Southwark Council, Southwark Safeguarding Children Board, PO Box 64529,  
London, SE1 2TZ

tel: 0207 525 3306

email: [sscp@southwark.gov.uk](mailto:sscp@southwark.gov.uk).

web: <http://safeguarding.southwark.gov.uk/southwark-safeguarding-board/>

[Click on this link for the new safeguarding arrangements](#)

**SSCP Chair:** Anna Berry, [anna.berry@southwark.gov.uk](mailto:anna.berry@southwark.gov.uk)

**SSCP Manager:** Hannah Edwards, [hannah.edwards@southwark.gov.uk](mailto:hannah.edwards@southwark.gov.uk)

**SSCP Administrator:** Vacant