



Power of Parenting Safeguarding Policy

The purpose of this policy.

Our charitable activities include working with vulnerable people. The purpose of this safeguarding policy is to protect children and vulnerable adults and provide our Trustees, employees and the public with the overarching principles that guide our approach in doing so.

PoP’s safeguarding principles.

We believe that:

- Nobody who is involved in our work should ever experience abuse, harm, neglect, or exploitation.
- We all have a responsibility to promote the welfare of all our beneficiaries, employees, and volunteers, to keep them safe and to work in a way that protects them.
- We all have a collective responsibility for creating a culture in which our people not only feel safe, but also able to speak up, if they have any concerns.

Who our safeguarding policy applies to.

This safeguarding policy applies to anyone working on behalf of Power of Parenting, including our charity trustees and other volunteers. Partner organisations will be required to have their own safeguarding procedures that must, as a minimum, meet the standards outlined below, and include any additional legal or regulatory requirements specific to their work.

How to report any safeguarding concerns.

- If a crime is in progress, or an individual is in immediate danger, you should call the police, as you would in any other circumstances.
- If you are a beneficiary or member of the public, and you have any concerns whatsoever, you should make your concerns known to a member of POP (i.e. volunteer, employee, trustee).
- If you are a member of the charity and have (or become aware of) any concerns whatsoever you should make your concerns known to our CEO or Operations Manager. If you feel unable to do so, you should speak to a Trustee directly.
- If you are a PoP employee and you have (or become aware of) any concerns whatsoever you should make your concerns known to the Trustees.

- If anyone feels their concern is not being listened to (or acted upon appropriately) or if you feel uncomfortable following the above reporting process, you should directly raise your concern with [Say-So](#). Say-So is a market-leading, anonymous reporting service contracted by PoP to ensure no concern ever goes unheard and/or investigated.

The Trustees are mindful of their reporting obligations to the Charity Commission in respect of [Serious Incident Reporting](#) and will take action as required in the event of a serious incident being identified.

Our safeguarding action plan.

1. All Trustees and employees will be directed to (and asked to confirm in writing they have read/understood) the Charity Commission guidance on [Safeguarding and Protecting People](#), [Serious Incident Reporting](#) and the [Code of Fundraising Practice](#),
2. All Trustees and employees will be subject to a standard DBS criminal records check and PoP will comply with its resulting obligations for [handling of DBS information](#).
3. Once every 12 months, the Trustees will review this safeguarding policy and discuss the [10 actions trustee boards need to take to ensure good safeguarding governance](#). Any improvement actions agreed as a result of these discussions will then be followed to conclusion and recorded in the Trustee meeting minutes.
4. While PoP's work is directly related to benefiting children and potentially vulnerable adults, very little of the activity engaged in by our volunteers brings them into direct contact. Therefore, while every volunteer will be made aware of our safeguarding policy, further steps such as DBS checks and/or training will only be conducted on an exceptional case by case basis, following a simple risk assessment by our CEO and/or Operations Manager.

Agreed by Trustees at meeting of 22 April 2024

Review April 2025