

Friends of Stansted Hall

Safeguarding Adults Policy

Policy Owner: Trustees

Date Policy approved: 05 March 2026

Next review Date: 01 March 2027

Designated Safeguarding Lead: Nicola Elven

Mission statement and introduction

The charity's activities consist of small-scale educational talks and discussion meetings for adults. The charity:

- does not work with children or young people
- does not provide therapeutic, healing, medical, or pastoral services
- does not target vulnerable adults

Safeguarding arrangements are therefore applied in a manner proportionate to the nature, scale, and risk profile of the charity's activities.

Policy statement

Friends of Stansted Hall is committed to providing a safe, respectful, and welcoming environment for all who attend its activities. The charity recognises the importance of safeguarding and is committed to acting appropriately and proportionately to protect those who engage with its activities. At FOSH we believe that everyone has the right to be kept safe from harm, exploitation and abuse.

We recognise that:

- Everyone, regardless of age, gender identity, disability, racial heritage, religious belief, sexual orientation or identity, has a right to equal protection from all types of harm, exploitation, and abuse.
- Some of the people who come to our events may be in vulnerable circumstances and less able to protect themselves. This may be due to the impact of previous experiences, for example, trauma or adverse childhood experiences, their level of dependency on others, physical or mental ill health, communication needs.
- We have a responsibility to ensure that our people and activities do no harm and that they do not expose people to the risk of harm, exploitation and abuse.

Scope

This policy applies to all FOSH representatives. This includes people who are paid employees, contractors, people who are active volunteers, including the Board of Trustees, visiting tutors and guests, and any others who are working for or representing FOSH in any capacity and in any setting.

Any breach of this policy, or guidance associated with it, may result in an individual being subject to disciplinary action. Serious breaches may lead to dismissal (for employees) or termination of any agreement (for other workers, volunteers and organisations we may be working with).

Purpose

At FOSH we want to ensure that our activities are implemented in a safe and positive environment where harm, exploitation, and abuse are prevented as far as reasonably possible, and any safeguarding concerns are responded to effectively. The charity is guided by the following principles:

- Respect for all participants
- Zero tolerance of abuse, harassment, coercion, or exploitation
- Promotion of an environment where differing views can be explored safely and respectfully

This policy explains our commitment to, and the standards and procedures we have in place for safeguarding the adults that we come into contact with, as well as our tutors and volunteers.

What do we mean by safeguarding?

Safeguarding is about promoting and protecting peoples' health, safety and well-being and enabling them to live free from harm, exploitation and abuse. Our safeguarding approach focuses on two areas:

1. **Prevention.** This is how we identify and minimise the risk of harm to those involved in our programmes and activities.
2. **Protection.** This is how we respond appropriately to any safeguarding concerns identified or reported to us.

Further information here: [Safeguarding Adults Key Legislation and Government Initiatives](#)

Communicating this policy

All FOSH representatives are made aware of this policy during their recruitment and induction. All other partners and relevant persons or bodies with whom we work will be made aware of this policy as part of their contract, memorandum of understanding, or service level agreement.

The policy is available on our website for anyone to access.

Monitoring and reviewing this policy

The Designated Safeguarding Lead and the trustees will monitor and review this policy and any associated guidance on an annual basis, or at an earlier opportunity should the need arise. An annual safeguarding report, including all concerns received, will be submitted by the Safeguarding Lead to the board of trustees.

Implementation

We are committed to providing safe and positive environments for everyone involved in the work we do and believe that all FOSH representatives play an active part in keeping themselves and those they interact with safe.

We will:

- Value, listen to, and respect those we meet and work with.
- Monitor the implementation of our safeguarding policy and take any measures required to strengthen and improve existing practice.

Responding to safeguarding concerns

A safeguarding concern is any worry or concern about the health, safety, or wellbeing of a person because of something seen or heard, or information which has been received. This includes any concerns about the behaviour of FOSH representatives which is harmful or puts others at risk. For example, someone may tell us that they, or someone they know, has been harmed, exploited, or abused or we might witness a situation where a person is putting the safety of another person at risk.

What will we do when we have, or have been made aware of, a safeguarding concern?

At FOSH we will:

- Act quickly and respectfully, as befits the situation when a safeguarding concern is identified or reported to us.

- Treat all safeguarding concerns in a confidential and sensitive way.
- Always act in the best interests of people, giving them a choice over decision making which impacts them, unless they lack the capacity to do so or it would put them at serious risk of harm, exploitation, abuse or neglect.
- Where possible, provide people with safe and appropriate advice, and signposting.
- Make sure concerns where an adult at risk has been or is at significant risk of harm, exploitation, abuse and neglect are referred to local authority social care or the police.
- Protect confidential information except where the wider duty of care or the public interest might justify making it known.
- Store, retain, and share information in line with GDPR and Data protection regulations.

How to report a safeguarding concern

Anyone can report a safeguarding concern. You can:

- Speak with a FOSH representative in person if you are attending one of our events.
- Contact the Designated Safeguarding Lead directly via fosh.fellowship@gmail.com

Key Contact Details

Overall responsibility for safeguarding rests with the trustees.

Designated Safeguarding Lead to report concerns to:

- Name: Nicola Elven, Treasurer Trustee
- Email: fosh.fellowship@gmail.com

What if the concern is not related to FOSH?

The Designated Safeguarding Lead can still give advice and guidance, but they cannot act on your behalf. If you are worried about the safety or welfare of a:

- **child**, call the NSPCC Adult Helpline for confidential advice on **0808 800 5000**
- **adult** call the police. **999** for an emergency. **101** for a non-emergency.

Legislation - what is adult safeguarding?

Key government initiatives and legislation

Sexual Offences Act 2003

The Sexual Offences Act introduced a number of new offences concerning adults at risk and children.

Mental Capacity Act 2005

Its general principle is that everybody has capacity unless it is proved otherwise, that they should be supported to make their own decisions, that anything done for or on behalf of people without capacity must be in their best interests and should be the least restrictive intervention.

Safeguarding Vulnerable Groups Act 2006

Introduced the new Vetting and Barring Scheme and the role of the Independent Safeguarding Authority. The Act places a statutory duty on all those working with vulnerable groups to register and undergo an advanced vetting process with criminal sanctions for non-compliance.

Deprivation of Liberty Safeguards

Introduced into the Mental Capacity Act 2005 and came into force in April 2009. Designed to provide appropriate safeguards for vulnerable people who have a mental disorder and lack the capacity to consent to the arrangements made for their care or treatment, and who may be deprived of their liberty in their best interests in order to protect them from harm.

DoLS will be replaced by Liberty Protection Safeguards.

Disclosure & Barring Service 2013

Criminal record checks: guidance for employers – How employers or organisations can request criminal records checks on potential employees from the Disclosure and Barring Service (DBS).

The Care Act 2014 – statutory guidance

The Care Act introduces new responsibilities for local authorities. It also has major implications for adult care and support providers, people who use services, carers and advocates. It replaces No Secrets and puts adult safeguarding on a statutory footing.

Making Safeguarding Personal Guide 2014

This guide is intended to support councils and their partners to develop outcome-focused, person-centred safeguarding practice.

Sources of Information and Support

Action on Elder Abuse

A national organisation based in London. It aims to prevent the abuse of older people by raising awareness, encouraging education, promoting research and collecting and disseminating information.

Tel: 020 8765 7000

Email: enquiries@elderabuse.org.uk

www.elderabuse.org.uk

Ann Craft Trust

A national organisation providing information and advice about adult safeguarding.

Tel: 0115 951 5400

Email: Ann-Craft-Trust@nottingham.ac.uk

www.anncrafttrust.org

Men's Advice Line

For male domestic abuse survivors

Tel: 0808 801 0327

National LGBT+ Domestic Abuse Helpline

Tel: 0800 999 5428

National 24Hour Freephone Domestic Abuse Helplines

England	Northern Ireland
Tel: 0808 2000 247 www.nationaldahelpline.org.uk/Contact-us	Tel: 0808 802 1414 www.dsahelpline.org Twitter: www.twitter.com/dsahelpline Facebook: www.facebook.com/dsahelpline
Scotland	Wales
Tel: 0800 027 1234 Email: helpline@sdafmh.org.uk Web chat: sdafmh.org.uk	Llinell Gymorth Byw HebOfn/ Live free from fear helpline Tel: 0808 8010 800 Type Talk: 18001 0808 801 0800 Text: 078600 77 333

Rape Crisis Federation of England and Wales

Rape Crisis was launched in 1996 and exists to provide a range of facilities and resources to enable the continuance and development of Rape Crisis Groups throughout Wales and England.

Email: info@rapecrisis.co.uk

www.rapecrisis.co.uk

Respond

Respond provides a range of services to victims and perpetrators of sexual abuse who have learning disabilities, and training and support to those working with them.

Tel: 020 7383 0700 or

0808 808 0700 (Helpline)

Email: services@respond.org.uk

www.respond.org.uk

Stop Hate Crime

Works to challenge all forms of Hate Crime and discrimination, based on any aspect of an individual's identity. Stop Hate UK provides independent, confidential and accessible reporting and support for victims, witnesses and third parties.

24 hours service:

Telephone: 0800 138 1625

Web Chat: www.stophateuk.org/talk-to-us/

E mail: talk@stophateuk.org

Text: 07717 989 025

Text relay: 18001 0800 138 1625

By post: PO Box 851, Leeds LS1 9QS

Susy Lamplugh Trust

The Trust is a leading authority on personal safety. Its role is to minimise the damage caused to individuals and to society by aggression in all its forms – physical, verbal and psychological.

Tel: 020 83921839

Fax: 020 8392 1830

Email: info@suzylamplugh.org

www.suzylamplugh.org

Victim Support

Provides practical advice and help, emotional support and reassurance to those who have suffered the effects of a crime.

Tel: 0808 168 9111

www.victimsupport.com

Women's Aid Federation of England and Wales

Women's Aid is a national domestic violence charity. It also runs a domestic violence online help service.

www.womensaid.org.uk/information-support