



Title: Safeguarding policy

Section: Organisational

Written by: ACNC

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Policy Statement

All people, regardless of their age, gender, race, religious beliefs, disability, sexual orientation, or family or social background, have equal rights to protection from abuse, neglect or exploitation.

UBC commits to promoting and protecting the welfare and human rights of people that interact with, or are affected by, our work - particularly those that may be at risk of abuse, neglect or exploitation. We have no tolerance for abuse, neglect or exploitation. We will take a survivor-centric approach in all that we do.

All staff, members, volunteers, partners and third parties of UBC share responsibility for protecting everyone from abuse, neglect or exploitation. Beyond this, particular people have specific responsibilities, and they must carry out their duties without exception.

UBC has a process for managing incidents that must be followed when one arises

Purpose and Scope

The purpose of this policy is to:

- Help protect people that interact with, or are affected by, UBC.
- Define the key terms we use when talking about protecting people or safeguarding.
- Set out and develop the way UBC manages safeguarding risks.
- Set out the specific roles and responsibilities of persons working in and with UBC.
- Facilitate the safe management of incidents.
- To support a positive and effective internal culture towards safeguarding.

Definitions

UBC: The Uncle Bobs Club

'Safeguarding' means protecting the welfare and human rights of people that interact with, or are affected by, UBC, particularly those that might be at risk of abuse, neglect or exploitation. This refers to any responsibility or measure undertaken to protect a person from harm.

‘Abuse, neglect or exploitation’ means all forms of physical and mental abuse, exploitation, coercion or ill-treatment. This might include, for example:

- Sexual harassment, bullying or abuse;
- Sexual criminal offences and serious sexual criminal offences;
- Threats of, or actual violence, verbal, emotional or social abuse;
- Cultural or identity abuse, such as racial, sexual or gender-based discrimination or hate crime;
- Coercion and exploitation;
- Abuse of power.

‘Reasonable grounds to suspect’ is a situation where a person has some information that leads them believe that abuse, neglect or exploitation has taken place, is taking place, or may take place. It comes with a low burden of proof (in fact, no proof is needed at all), but is based on some information. Questions that may help a person to determine whether they have ‘reasonable grounds to suspect’ might include:

- Could you explain to another person why you suspect something? This helps to make sure that your suspicion is based on information, even if you have no proof.
- Would an objective other person, with the same information as you, come to the same conclusion? This helps to make sure that your suspicion is as objective as possible.

A ‘survivor-centric approach’ means considering and lawfully prioritising the needs, right and wishes of survivors.

State Committee: Directors of Uncle Bobs Club

Policy

Roles and responsibilities

While the responsibility to protect people is shared by all who work at or with UBC, some individuals have specific obligations with which they must comply.

The members of State Committee of UBC are responsible for:

- Protecting all people that interact with, or are affected by, UBC;
- Ensuring that there are appropriate and effective ways for UBC to do this;
- Ensuring that UBC observes all relevant laws relating to safeguarding;
- Ensuring that UBC takes a survivor-centric approach.

The State President of UBC must:

- Ensure UBC has effective and appropriate ways to manage safeguarding and legal compliance;
- (If necessary) Ensure the appointment of a Safeguarding Manager with appropriate skills and competency;
- Ensure that, within the charity’s approach, reasonable steps are taken to protect people;
- Ensure that reports to external parties are made where required.

UBC HR portfolio Director of UBC must:

- Manage reports of abuse, neglect or exploitation;

- Ensure that all staff, members, volunteers and contractors are aware of relevant laws, policies and procedures, and UBC's Code of Conduct;
- Ensure that all staff, members, volunteers and contractors are aware of their obligations to report suspected incidents of abuse, neglect or exploitation;
- Provide support for staff, members, volunteers and contractors in undertaking their responsibilities.

State Committee of UBC must:

- Promote a positive culture towards safeguarding;
- Implement this policy in their area of responsibility;
- Ensure that the risks of incidents have been considered in their area of responsibility;
- Ensure that there are appropriate controls in place to prevent, detect and respond to incidents;
- Facilitate the reporting of any suspected abuse, neglect or exploitation;
- Take a survivor-centric approach to potential incidents and ensure that any incident is dealt with transparently and accountably

All Staff and Volunteers of UBC must:

- Familiarise themselves with the relevant laws, the Code of Conduct, policies and procedures for safeguarding;
- Comply with all requirements;
- Report any incident to the appropriate authority when it is reasonable to suspect that a person's safety or welfare is at risk
- Report any suspicion that a person's safety or welfare may be at risk to the appropriate authority; and
- Provide an environment that is supportive of everyone's emotional and physical safety.

All partners and contractors of UBC must:

- Implement the provisions of this policy and UBC procedures in their dealings with UBC;
- Report any suspicion that an incident may have taken place, is taking place, or could take place.

Managing safeguarding risk

The way UBC manages the risks of safeguarding will be:

- Holistic. UBC and its stakeholders will work to prevent, detect and take action on incidents.
- Risk-based and proportionate. UBC will regularly assess the risks to people in its operations and develop proportionate controls to mitigate those risks.
- Survivor-centric. UBC will put survivors at the heart of its approach to safeguarding.
- Lawful. UBC will ensure that it understands and complies with the law in everything it does, in all jurisdictions in which it works.

UBC will manage the risk of safeguarding by:

- Having up-to-date and documented risk assessments;

- Maintaining a register of UBC legal obligations for safeguarding and workplace health and safety in all the jurisdictions in which it operates;
- Having an action plan that sets out how it will manage safeguarding;
- Adhering to this Safeguarding Policy and its Code of Conduct;
- Doing due diligence checks of staff, volunteers and third parties;
- Implementing policies, procedures and systems that introduce controls to reduce the likelihood and consequence of incidents;
- Conducting awareness-raising for stakeholders on risks, expectations, and individual responsibilities;
- Maintaining two reporting processes: the confidential reporting process, and the overt reporting process;
- Having an incident response plan;
- Monitoring and reviewing the effectiveness and proportionality of its safeguarding approach.

Managing incidents

Harassment, abuse, neglect and exploitation are all serious misconduct and UBC reserves the right to:

- a. Take disciplinary action against those it believes are responsible, which may include dismissal;
- b. Take civil legal action;
- c. Report the matter to law enforcement.

Reporting suspected incidents

All staff, volunteers and third parties must, as soon as practicable, report any suspicion that an incident has taken place, may be taking place, or could take place.

They may do this through direct reporting to:

- a. Any member of the board;
- b. The Chief Executive Officer;
- c. The Safeguarding Manager;
- d. Their Manager or Supervisor.

If a person believes that another person is at risk of immediate harm or the victim of a criminal offence, they must dial 000.

Responding to suspected incidents

All suspected, perceived, potential or actual incidents will be managed through the incident response plan.

External reporting

UBC will:

- Report any suspicion of a criminal offence to the police or the relevant criminal judicial body;
- Meet all donor requirements regarding the reporting of incidents;

- Report any qualifying matter to the ACNC.

Privacy and data protection

All personal information considered or recorded will respect the privacy of the individuals involved unless there is a risk to someone's safety. [Organisation] will protect personal information.

UBC's Privacy Policy applies.

Review

This policy and related procedures will be reviewed every three years, unless changed circumstances require earlier review.

Associated Policies, Procedures and Other Documents

- Code of Conduct
- Privacy Policy
- Induction Policy

References

- Australian Charities and Not-for-profits commission - <https://www.acnc.gov.au/for-charities/manage-your-charity/governance-hub/governance-toolkit/governance-toolkit-safeguarding>

Policy Name: Safeguarding Policy

Responsible Director: Company Secretary

Functional Area: Organisational

Date adopted: 26th April 2020

Review Date: 26th April 2023

Review History

Date	Review Details	Action

SAFGUARDING POLICY

I confirm I have read and understood the Safeguarding Policy

Staff Signature Date

Print Name