

Safeguarding Policy and Code of Conduct for trustees and volunteers

1. Safeguarding Policy

This policy applies to all staff including the board of trustees, any paid staff, volunteers, students or anyone working on behalf of NICHE International.

The purpose of this policy is:

- To protect children and young people who receive NICHE International's services. This includes the children of adults who use our services.
- To provide trustees and volunteers with the overarching principles that guide our approach to safeguarding and child protection

NICHE International believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and keep them safe. We are committed to practice in a way that protects them.

This policy has been drawn up based on legislation, policy and guidance that seeks to protect children in the UK, Working Together to Safeguard Children 2018 (<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>) and The UN Convention on the Rights of the Child (1989) which requires States to protect children from abuse (<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>).

NICHE International recognises that

- The welfare of the child is paramount
- All children regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare

We will seek to keep children and young people safe by

- Valuing them, listening to and respecting them
- Putting the needs of children at the heart of our work
- Appointing a lead trustee for safeguarding
- Recruiting trustees and volunteers safely, ensuring all necessary checks are made
- Using safeguarding procedures for appropriate information sharing when necessary



Charity number 1174977

NICHE International

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2. Code of Conduct

NICHE International volunteers are primarily facilitating training courses for adults but there may be occasions where they come into contact with children either in clinical areas or as the children of the adult learners. Volunteers should avoid behaving in a way which may constitute poor practice or potential exploitation or abuse. Volunteers should seek to promote child safeguarding as per the documents listed above.

NICHE International representatives must not:

- Fail to disclose any convictions or child related investigations that they are subject to
- Seek to make contact or spend time with any child with whom they come into contact as part of their work with NICHE International except as part of the designated activities set out in their role
- Abuse their position to withhold professional assistance or give preferential treatment, gifts or payment of any kind to a child, or another person in relation to a child, in order to solicit any form of advantage or sexual favour from a child
- Have sexual intercourse or participate in any form of sexual activity, including paying for sex, with any person under 18 years old or under the local age of sexual consent (where higher)
- Hit or otherwise physically assault a child irrespective of cultural norms
- Behave physically in a manner with a child which is inappropriate or sexually provocative
- Use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative or that is intended to shame, humiliate or emotionally abuse
- Use computers, mobile phones, video and digital cameras to exploit or harass children or to access child pornography through any medium
- Recruit children for any labour which is inappropriate to their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at risk of injury
- Do things of a personal nature for a child with whom they come into contact as part of their work for NICHE International that the child can do for themselves (e.g. toileting, bathing, dressing)
- Share a bedroom with or sleep close to an unsupervised child or children where that child/children are ones with whom they come into contact as part of their work for NICHE International

We are committed to reviewing our policy and good practice annually.

This policy was last reviewed: 14 March 2022

Dr Alistair Morris, Lead Trustee for Safeguarding