

RECONNECT SAFEGUARDING POLICY STATEMENT

Reconnect has a zero-tolerance policy for any forms of abuse, harassment and bullying and/or any misuse of its funding and resources. It is committed to acting appropriately and proportionally in response to any reports of such behaviour, and to ensuring that this policy, and channels for reporting breaches of, it are clearly communicated.

This policy statement has been agreed by the Board of Trustees and applies to all staff, trustees and volunteers. Whilst Reconnect does not work directly with children it does work closely with individuals who may be vulnerable due to their refugee or migration status. The principles of this safeguarding policy apply equally to Reconnect itself and its suppliers and partners. Reconnect will seek to ensure that all those working on our behalf are given clear guidance about the standards of behaviour and practice required of them at all times. This document is on ReConnect's website, and a printed copy is displayed in the office.

Core Principles/Code of Conduct

Reconnect expects

1. All those working on its behalf to demonstrate the highest standards of personal conduct and not to behave in ways that bring the charity into disrepute
2. Reconnect works on the principle of 'do no harm' – to others and to our environment.
3. That all those who come into contact with ReConnect will be treated with dignity, fairness and respect
4. Abusive, demeaning, bullying and harassing behaviour to others will not be tolerated, or more covert forms of these behaviours
5. Sexually abusive or exploitative acts, or harassment, overt or covert, will not be tolerated between members of staff or beneficiaries
6. Any forms of modern slavery or human trafficking will not be tolerated within any part of its business or supply chains. Persons connected to Reconnect must report any signs of such issues immediately by email to chair@reconnectonline.org.uk
7. Local laws are to be adhered to and followed in the reporting of any incidents
8. ReConnect will work to enable everyone to feel free and able to report any actions by individuals or groups which contravene this policy with code of conduct. ReConnect's Board will ensure that there are clear whistleblowing procedures in place.
9. ReConnect commits that all reported incidents will be thoroughly investigated and, where appropriate, action taken (either internally, or using the law).
10. The Trustees must ensure procedures are in place, and regularly review and monitor this policy. Each Trustees meeting should be updated about this policy.

Implementation

1. Procedures for the recruitment of staff, trustees and volunteers will include an explanation for all applicants of ReConnect's safeguarding policy and principles.
2. Appropriate checks will be made before appointments are made. Disclosure and Barring Service (DBS) check will be required for staff, and for volunteers who will be working directly with applicants and participants. Character references will be required for all those who work with Reconnect.
3. Reconnect will only work with partners which have appropriate registration in accordance with local laws, maintain financial records, and have clearly aligned policies on safeguarding issues.
4. ReConnect expects its partners to either show evidence of their own safeguarding policy or to provide a written statement acknowledging their understanding and support for ReConnect's policy
5. All permanent staff will attend an appropriate safeguarding course
6. Trustees, staff and volunteers are expected to uphold this policy, and support the investigation of any complaints brought to their attention and to take appropriate action
7. Action will be taken in accordance with the disciplinary procedure for breaches by staff of this policy statement
8. ReConnect's Chair will be designated as The Safeguarding Officer and will receive appropriate training
9. Trustees, staff and volunteers will report any cases of abuse and harassment (sexual, physical or verbal) or bullying by or of Reconnect staff, volunteers, or beneficiaries, by email to chair@reconnectonline.org.uk
10. Trustees, staff and volunteers will report any cases of fraud or misappropriation of ReConnect funds immediately by emailing chair@reconnectonline.org.uk

Child Protection Policy

Reconnect does not work directly with minors (persons under the age of 18). However, we expect our staff and volunteers to report any concerns they have regarding minors who they may come into contact with indirectly, as a result of ReConnects' work, to the appropriate authorities.

Monitoring and Review

The director and Trustees will jointly ensure that this policy is implemented. The director is responsible for the day-to-day implementation of the safeguarding statement and related policies and shall be answerable to the Board of Trustees. A record of any incidents will be kept securely by the Chair of Trustees, and all incidents will be reported to the Board.

The chair is responsible for ensuring that any reported behaviour in contravention of this policy is investigated and, if necessary, reported to the appropriate statutory authorities in accordance with the local law.

The Trustees will review the safeguarding policy statement and related policies annually. The Chair must ensure this happens.

July 2020

Jon Beth
Chair of Trustees 29.7.20

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