



## Safeguarding Policy for Children

**Updated July 2025**

**Review July 2026**

NISABA is a Charitable Incorporated Organisation (CIO) working towards the prevention and relief of poverty amongst refugees, people seeking asylum, socially or economically disadvantaged persons.

This policy applies to anyone working on behalf of NISABA, including the board of trustees and volunteers who have direct contact with beneficiaries who are under the age of 18 (“**children**”). Staff must comply with NISABA’s safeguarding policy and be aware of the relevant procedures in place if a concern is raised.

### Purpose and scope of this policy statement

This policy demonstrates NISABA’s commitment to keeping children safe. The purpose of this policy is:

- to protect children and young people under the age of 18, including the children of people aged 18 years and over (“**adults**”) who receive NISABA’s services from harm. This includes the children of adults who use our services; and
- to provide members/trustees and volunteers, as well as children, young people and their families, with the overarching principles that guide NISABA’s approach to child protection.

### Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

The main legislations that support this policy include:

- the Children Act 1989;
- the Children Act 2004; and
- the Children and Social Work Act 2017.

Guidance that supports this policy includes, but is not limited to:



- the Charity Commission for England and Wales (2019), Safeguarding and protecting people for charities and trustees;
- the Department for Education (2015), What to do if you're worried a child is being abused; and
- the Department for Education (2018), Working together to safeguard children.

### **NISABA believes**

- Children and young people should never experience abuse of any kind.
- Everyone has a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.
- All children and young people should be kept safe regardless of their age, race, religion, belief, disability, sex, gender reassignment or sexual orientation.

### **NISABA recognises**

- The welfare of children is paramount in the work we do and decisions we take.
- Working in partnership with children, young people, their parents / guardians and other agencies is essential in promoting young people's welfare.
- That some children are additionally vulnerable due of the impact of discrimination, previous experiences, their level of dependency, communication needs or other issues.

### **Safeguarding Definition**

Safeguarding means promoting the welfare of children and protecting them from harm.

Including:

- the protection of children from abuse and maltreatment;
- the prevention of harm to children's health or development;
- working to ensure children grow up with the provision of safe and effective care and
- taking action to enable all children and young people to have the best outcomes.

### **We seek to keep children and young people safe by**

- valuing, respecting and listening to them;
- appointing a nominated child protection lead;
- reviewing our policy annually and changing procedures as and when required;
- providing support and quality assurances so staff and volunteers follow our policies confidently and competently and feel comfortable to share any concerns or questions;



- selecting staff and volunteers safely, ensuring all necessary checks are made;
- ensuring that NISABA has effective complaints and whistleblowing measures in place;
- building a safeguarding culture where staff, volunteers, children and young people and their families feel comfortable sharing concerns and treat each other with respect and dignity; and
- ensuring we operate in safe environments for children, young people, staff and volunteers in accordance with the law and regulatory guidance.

### Supporting Documents

This policy statement should be read alongside NISABA's other policies, procedures and guidance.

### Contact details

#### Nominated child protection lead

Name: Firdowsa Afdal

Phone/email: 07935587164 / [firdowsa@nisaba.org.uk](mailto:firdowsa@nisaba.org.uk)

## SAFEGUARDING FLOW CHART

Abusive act witnessed	Disclosure (direct)	Disclosure (third party)	Suspicion	Poor Practice
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Is the person in immediate danger or need medical attention?



Yes



CALL 999



Fill Safeguarding report form and email to Safeguarding Lead



No



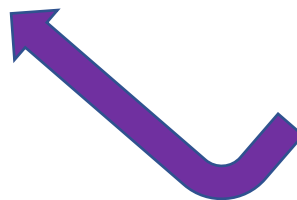
Has criminal offence occurred or is likely



No



Ensure person is safe, are they happy to talk, consent to report/ share information





## Safeguarding Report Form

<b>Date:</b>	
<b>Name of person reporting:</b>	
<b>Contact telephone &amp; email:</b>	
<b>Position:</b>	

<b>Name of person at risk:</b>	
<b>Contact telephone: (if consented)</b>	
<b>Date &amp; time of allegation:</b>	
<b>Other description/position of person at risk:</b>	

**Are you reporting:**

(please tick)

<b>A disclosure made directly to you by the individual</b>	
<b>A disclosure or suspicion from a third party</b>	
<b>Your own concern</b>	

**Details of report:** *Please state exactly what occurred that lead you to report a concern containing only factual statements that are not subjective*

**Action (if any) taken so far:** *Please record the rationale for any actions taken*

*Please include contact/name of other organisation involved.*

<b>Signed:</b>	<b>Date:</b>
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