

## Faith Movement CIO

### Protocol for Responding to Safeguarding Allegations or Concerns

**The Faith Movement Charitable Incorporated Organisation (hereinafter referred to as “the Faith Movement”) is a charity registered in England, number 1188137.**

1. If a safeguarding allegation or concern is made against a volunteer, or member of the clergy or religious in the Faith Movement, the Safeguarding Officer must be notified immediately. In the case of a safeguarding concern, the Safeguarding Officer will discuss this at a meeting of the Safeguarding Committee to determine what action should be taken.
2. The Safeguarding Officer will report the allegation to the relevant Statutory Authorities in terms of the mandatory reporting policy which applies to all safeguarding allegations, regardless of whether the abuse is alleged to have occurred recently or in the past, or whether the accused person is living or deceased and includes any conduct which is or may be criminal. If the situation is an emergency in which a child or vulnerable adult appears to be in immediate and/or serious danger, the matter will be reported immediately. In all other cases, the matter will be reported within five working days.
3. The Safeguarding Officer will notify the Chair of the Trustees of the allegation.
4. The Safeguarding Officer will contact the victim/survivor and will discuss what support they would find helpful. The Safeguarding Officer will explain the process and remind them of the mandatory reporting policy. The Safeguarding Officer will also provide a copy of the relevant GDPR Notice which sets out how their personal information will be processed.
5. The Safeguarding Officer will notify the Faith Movement’s insurers of the allegation.
6. In the case of an allegation against a member of the clergy or religious in the Faith Movement, the Safeguarding Officer will notify the Bishop or Religious Superior.
7. If appropriate, in the case of a significant event, the Chair of the Trustees will complete a notification to the Charity Commission.

8. The Safeguarding Officer will seek advice from the Statutory Authorities as to whether it is appropriate to inform parents/guardians/carers and will do so if thus authorised.
9. The Safeguarding Officer will seek advice from the Statutory Authorities as to what information can be shared with the individual against whom the allegation has been made and seek their view as to any precautionary measures which should be taken pending investigation of the allegation.
10. The Chair of the Trustees will notify the individual that an allegation has been made against them, that it has been reported to the Statutory Authorities and that it will be considered by the Safeguarding Committee. The Chair of the Trustees will also discuss what support they may find helpful. Subject to the advice of the Statutory Authorities, it is unlikely that any further detail will be shared with the individual at this stage, in order to avoid prejudicing any subsequent investigation.
11. The Safeguarding Officer will convene a meeting of the Safeguarding Committee within five working days to discuss the allegation and make a recommendation to the Board of Trustees as to any precautionary measures to be imposed on the volunteer, clergy or religious while the matter is being investigated. Any report made to the Safeguarding Committee will maintain the anonymity of the individual against whom the allegation has been made.
12. Following the meeting, the Safeguarding Officer will notify the Chair of the Trustees of the recommendation of the Safeguarding Committee in respect of any precautionary measures.
13. The Chair of the Trustees will liaise with the Board of the Trustees to consider the allegation and the recommendation of the Safeguarding Committee. The Chair of the Trustees will notify the Safeguarding Officer if the Board of Trustees has accepted, rejected or amended the recommendation. The Safeguarding Officer will then notify the Safeguarding Committee.
14. The Chair of the Trustees will notify the individual of the decision of the Board of Trustees and of any precautionary measures to be imposed on them, pending investigation of the allegation. Such measures may include stepping aside from their role with the Faith Movement until the investigation is concluded.
15. The Safeguarding Officer will be responsible for liaising with the statutory authorities and monitoring progress of the case to ensure that it is dealt with as quickly as possible, consistent with a thorough and fair process.

This will be done with the support and advice of the Safeguarding Committee.

16. On conclusion of the Statutory Authorities' investigation of the allegation, the matter will be referred back to the Safeguarding Committee to consider the outcome of the investigation and to make a recommendation to the Board of Trustees as to the continued involvement of the volunteer, clergy or religious with the Faith Movement.
  
17. In the event of an allegation or concern being raised against a member of the Safeguarding Committee or a Trustee of the Faith Movement, that individual will not be permitted to participate in any meeting, discussion or decisions in relation to that allegation or concern.

Approved 19 May 2021