

Wilaya Trust Safeguarding Policy for Children and Adults

Effective Date: 16/07/2025

Organisation Name: Wilaya Trust

Wilaya Trust is committed to the safety, protection, and welfare of all individuals, including both children and adults. We uphold our legal and moral duty to protect from abuse, neglect, or exploitation and promote an environment of trust, dignity, and inclusion.

Scope

This policy applies to:

- Staff, trustees, and volunteers
- Contractors, visitors, and partners
- Any individual working on behalf of Wilaya Trust

It covers activities involving:

- Children under 18
- Vulnerable adults aged 18+ who may be at risk due to age, disability, health, or life circumstances

Types of Abuse

We are alert to signs of abuse, including but not limited to:

- Physical, emotional, or sexual abuse
- Neglect and self-neglect
- Financial or material exploitation
- Discriminatory abuse
- Institutional abuse
- Domestic violence
- Modern slavery

Roles & Responsibilities

- **Designated Safeguarding Lead (DSL):** Ms Caroline O'Connor is responsible for managing safeguarding concerns.
- All team members must attend safeguarding training and report concerns promptly to the DSL.
- Trustees oversee policy implementation and ensure compliance with legislation.

Reporting Concerns

If someone is at immediate risk, call emergency services: **999**

Otherwise, concerns should be raised to the DSL.

We take all reports seriously, ensure confidentiality, and respond sensitively.

Training & Awareness

- All staff and volunteers complete safeguarding induction and refresher training.
- We maintain updated knowledge of safeguarding legislation and guidance, including:
- *Working Together to Safeguard Children* (HM Government) 2023
- *Keeping Children Safe in Education*

Policies & Procedures

We also uphold:

- Safer recruitment procedures including DBS checks
- Clear codes of conduct and disciplinary measures

Monitoring & Review

This policy is reviewed annually or following major incidents/legislative updates. Updates will be documented and shared with relevant stakeholders.