Safeguarding Policy - LPI Guiding Principles

Langham Partnership believes that everyone with whom we come into contact, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. Langham Partnership will not tolerate misconduct, abuse of power or exploitation of vulnerability by staff or associated personnel.

Langham Partnership commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response. **Good governance helps an organisation prevent abuse and means it can respond quickly and with integrity when concerns arise. Central to this, are the national boards and the International Council.** These governing bodies are appointed to have independent authority and legal responsibility for the organisation and have a critical role in decision making and compliance as well as setting the values, standards and behaviours of the organisation.

Definition

1. **"Physical Abuse" –** The use of physical force, the threat of physical force or mistreatment of one person by another which may or may not result in actual physical harm or injury.
2. **"Sexual Abuse"** – Any behaviour (physical, psychological, verbal, virtual/online) perceived to be of a sexual nature which is controlling, coercive, exploitative, harmful, or unwanted towards another person.
3. **"Emotional and Psychological Abuse"** – Behaviour that is psychologically harmful to another person and which inflicts anxiety or mental distress by threat, humiliation or other verbal/non-verbal conduct.
4. **"Spiritual Abuse"** – a form of emotional and psychological abuse. It is characterized by a systematic pattern of coercive and controlling behaviour in a religious context.
5. **"At-risk Adult"** – Sometimes referred to as a vulnerable adult. Vulnerability can be temporary or permanent and includes people who may be in positions of poverty or in need of care or protection.
6. **"Beneficiary of Assistance"** – Someone who directly receives good or services from Langham Partnership's charitable programmes.
7. **"Abuse of Power"** – Power in the context of human relationships is the ability of a person or group to exert control and influence over another person or group. We recognise that an inequality of power exists between Langham Partnership as the benefactor and those who we support as beneficiaries of assistance.

Policy Statements on Safeguarding

- Prevention by ensuring all staff and volunteers have access to and are familiar with their responsibilities within this policy and related policies and procedures within their own entity. Secondly by making sure that all staff and volunteers have the appropriate safeguarding training.
- Enabling reports – ensuring that safe, appropriate and accessible means of reporting safeguarding concerns are made available to staff and the communities with whom we work.
- Response – Langham Partnership will act quickly, apply appropriate disciplinary measures to staff and volunteers found in breach of safeguarding and offer support to survivors of harm cause by staff or associated personnel.
- Confidentiality is to be maintained at all stages of the process. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only, and should be kept secure at all times.

Suggestions for Langham Partnership National Members and Programs

A. Have a **lead person** (staff or trustee) for governance areas including Safeguarding.
B. Have a **Safeguarding Policy;** this can be either specific as required locally (not inconsistent with LPI guiding principles) or to adopt/follow the LPI policy/ guidance.
C. Ensure **Safeguarding** awareness within the organisation/ program.
D. Overall **responsibility** for managing the Safeguarding Policy; is with the International Director, National and Program Directors
E. Senior Management is to establish an **effective culture** in their area of responsibility that **facilitates and encourages good safeguarding practice** to ensure that action is taken to deal appropriately with concerns raised.
F. Consideration of related areas of governance (may be policies and procedures regarding these) to include: (a) Raising Concerns Policy (b) Code of Conduct Policy.