Safeguarding Policy for Senior Leaders - Clarification and Prevention of Harm and Allegations

Policy Statement: This safeguarding policy aims to provide clarity on the safeguarding practices surrounding senior leaders within the organization. The purpose of this policy is to ensure the well-being and safety of all individuals involved, mitigate the possibility of harm, and prevent unfounded allegations. It establishes guidelines for maintaining appropriate boundaries and conduct, fostering a secure and inclusive work environment.

1. Policy Overview:

1.1. Senior leaders hold influential positions within the organization, and it is essential to establish safeguarding practices that prevent any potential harm to individuals and protect against baseless allegations.

1.2. This policy aims to provide clear guidelines and practices that ensure the safety and well-being of everyone involved, fostering an environment of trust, respect, and transparency. We are mindful that as an organisation, we do not operate as a democracy but understand people's views are essential to be heard and they will be respected.

2. Professional Boundaries and Conduct:

2.1. Senior leaders must maintain professional boundaries in all interactions, ensuring their conduct is respectful, inclusive, and free from harassment or discrimination.

2.2. It is imperative that senior leaders exercise care and professionalism in all their interactions, recognizing and respecting the power dynamics inherent in their positions.

2.3 It is essential that boundaries are reflected upon by those in positions of influence and externally with those leaders who have been invited to offer peer accountability.

2.4 Social media is not a recognised channel of communication, and both parties will be re-directed to email.

2.5 It is seen as best practice to have meetings, both face to face and online with another person present.

3. Preventing Harm:

3.1. Senior leaders have a responsibility to prevent any harm that may occur in the workplace, whether physical, emotional, spiritual or psychological.
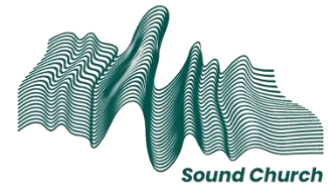
3.2. Senior leaders should be proactive in identifying potential risks or situations that may lead to harm, taking appropriate measures to mitigate them, and fostering a culture of safety and well-being.

4. Communication and Transparency:

4.1. Communication between senior leaders and employees should be clear, transparent, and respectful, ensuring a shared understanding of expectations, responsibilities, and boundaries.

4.2. Senior leaders communicate with the knowledge of other senior leaders and confidentiality always remains within the senior team, or safeguarding team as appropriate rather than one lone worker.

5. Reporting and Confidentiality:

5.1. Employees who experience or witness behaviour that may violate this policy or have concerns regarding the conduct of senior leaders should report it promptly through established reporting channels (please view the whistleblowing policy).

5.2. All reports will be treated with the utmost confidentiality, and individuals making reports will be protected from retaliation as per the organization's policies and applicable laws.

6. Awareness & Reflection:

6.1. The senior team will review practice around any people who hold influence or leadership roles and the impact of that and if there could be any potential manipulation, control, intimidation or inappropriate influence on those around them.

7. Review and Modification:

7.1. This policy will be periodically reviewed and updated to ensure its continued effectiveness, alignment with legal requirements, and best practices for safeguarding senior leaders and preventing harm and unfounded allegations.

By implementing and adhering to this safeguarding policy, the organization seeks to create clarity around the practices involving senior leaders, promoting a safe and inclusive work environment while preventing harm and baseless allegations.

Reviewed May 2023