



BRIDGING
DEVELOPMENT GAPS

Safeguarding **Policy**

December, 2025

Safeguarding Policy

Registered charity Number 1203383

Adopted by Trustees of the Organisation on 19th December 2025

Introduction

- 1.1 The safety and welfare of everyone affected by BDG's activities, especially children and adults at risk, is our highest priority.
- 1.2 For these purposes children are defined as those under the age of 18 and adults at risk are defined as those who "are or may be in need of community care services by reason of their gender, mental disability, sensory impairment, age or illness; and who are or may be unable to take care of themselves, or unable to protect themselves against significant harm or exploitation".
- 1.3 This policy applies to Trustees, members of staff (if applicable), volunteers and others involved or associated with BDG, all of whom have a duty to safeguard the welfare of all children and adults at risk with whom they come into contact on behalf of the Organisation, and must therefore familiarise themselves and comply at all times with applicable policies. This policy will be provided to all trustees and (if applicable) staff and volunteers on induction. The principles set out in this policy are applicable in all situations.
- 1.4 The policy covers situations where the Organisation funds, supports and/or partners with organisations that work with children or adults at risk.

General principles

- 2.1 No child or adult at risk will be treated less favourably than others in being able to access services which meet their particular needs.
- 2.2 All children and adults at risk have the right to protection from abuse regardless of gender, race or ethnicity, religion or beliefs, disability, sexual orientation or age.
- 2.3 Abuse is the mistreatment by any other person or persons that violates a person's

human and civil rights. Abuse can vary, from treating someone with disrespect in a way that significantly affects the person's quality of life, cause actual physical or mental suffering.

- 2.4 Child abuse is defined by the NSPCC as "any action by another person – adult or child – that causes significant harm to a child. It can be physical, sexual or emotional, but can just as often be about a lack of love, care and attention. We know that neglect, in whatever form, can be just as damaging to a child as physical abuse".

Code of Conduct (Safeguarding)

- 3.1 All individuals to whom this policy applies should:
- 3.2 avoid: one to one or unnecessary physical contact with children and adults at risk; and/or any behaviour which might be misinterpreted by others, and report and record any incident with this potential.
- 3.3 always: treat everyone with respect; respect a person's right to privacy; and recognise and allow for the needs of people with learning difficulties and/or disabilities.
- 3.4 Breach of this Code may lead to disciplinary action.

Position of trust

- 4.1 Adults associated with the Foundation who work with children and adults at risk are in a Position of trust. A relationship between a member of staff, volunteer or any other individual associated with the Foundation and a child or adult at risk cannot be a relationship between equals. There is potential for exploitation and harm of vulnerable individuals and all members of staff, volunteers and others associated with the Foundation have a responsibility to ensure that an unequal balance of power is not used for personal advantage or gratification.

Responsibility for safeguarding and duty to report concerns

- 5.1 Ms. Nonye Otuonye is responsible for overseeing safeguarding matters - **Safeguarding Lead.**
- 5.2 If any member of staff, volunteer or anyone else involved with the Organisation has a concern relating to the safeguarding of children or adults at risk they should raise this with the Safeguarding Lead as soon as reasonably practicable. If the concerns relate to the Safeguarding Lead, they should be raised with Dr. Adebisi Adebayo (Trustee responsible for safeguarding).
- 5.3 Members of staff, volunteers and others must report concerns immediately to the individual named above and must not investigate concerns themselves.
- 5.4 If a child or adult at risk makes an allegation of abuse or mistreatment by anyone (whether or not that individual is connected with BDG), the child or adult at risk should be listened to and given reassurance, but should not be probed or asked leading questions
- 5.5 The content of the discussion should be noted in writing as soon as possible and the report passed on to the Safeguarding Lead. No guarantee of confidentiality should be given to the child or adult at risk, instead he or she should be informed that the matter will be referred in confidence to the appropriate people in positions of responsibility.

Manner in which concerns relating to safeguarding will be treated

- 6.1 Everyone involved with BDG has a duty to report concerns regarding safeguarding. Concerns will always be taken seriously, and individuals who raise concerns in good faith will never be subjected to any detriment as a result.
- 6.2 Concerns should be reported internally as set out above. Where there is reasonable cause to suspect that a child or adult at risk is suffering, or is likely to suffer significant harm, the Foundation will make appropriate referrals to external bodies, such as the Local Authority and/or the Police. Serious incidents will also be reported to the Charity Commission.

Safeguarding vetting checks

- 7.1 BDG is committed to safe recruitment, selection and vetting and carries out appropriate checks on all members of staff, volunteers and others involved with the organization who have contact with children or adults at risk, including (where applicable) DBS checks, checking references, requiring proof of identity and relevant qualifications and carrying out a face-to-face interview.
- 7.2 Under no circumstances will any individual who is considered to pose a risk to children or adults at risk be deployed to work with these groups.
- 7.3 All staff, volunteers and others involved with the Organisation who have contact with children or adults at risk are required to notify the Safeguarding Lead immediately if there are any reasons why they should not be working with children or adults at risk.
- 7.4 It is a criminal offence knowingly to employ an individual barred by the DBS to work in regulated activity with children and adults at risk. For working with children, regulated activity includes unsupervised teaching or supervising, on a frequent (once a week or more often) or intensive (4 or more days in a 30-day period) basis. For adults at risk, regulated activity will generally be the provision of health or personal care, social work, assistance with household matters or the person's own affairs, transporting an adult at risk to receive medical care.
- 7.5 The Organisation complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly, and not to discriminate unfairly against any subject of a criminal record check on the basis of a conviction or other information revealed.

Working with partner organisations

- 8.1 Before BDG funds, supports or partners with an organisation working with children or adults at risk, the trustees shall ask the organisation to:
 - 8.1.1 confirm it has appropriate safeguarding policies and procedures in place;
and

- 8.1.2 confirm that it is committed to safe recruitment, selection and vetting and that it carries out appropriate checks on all members of staff, volunteers and others involved with the organisation who have contact with children or adults at risk, including (where applicable) DBS checks, checking references, requiring proof of identity and relevant qualifications and carrying out a face-to-face interview.
- 8.2 BDG will not fund, support or partner with any organisation that is unable or unwilling to comply with the above requirements to the satisfaction of the trustees.

Further guidance

Please refer to the following for further guidance:

- 9.1 What to do if you are worried a child is being abused (March 2015)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What to do if you re worried a child is being abused.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

- 9.1.2 Working together to safeguard children (March 2015):

- a. <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>
- b. https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_

- 9.1.3 Disclosure and Barring Service:

- a. [https://assets.publishing.service.gov.uk/media/6849a7b67cba25f610c7db3f/Working together to safeguard children 2023 - statutory guidance.pdf](https://assets.publishing.service.gov.uk/media/6849a7b67cba25f610c7db3f/Working_together_to_safeguard_children_2023_-_statutory_guidance.pdf)

- 9.1.3 Charity Commission Safeguarding Guidance: Charities - how to protect children and adults at risk

- a) <https://www.gov.uk/charities-how-to-protect-vulnerable-groups-including-children>
- b) <https://safeguardingsupporthub.org/what-rsh>

- c. https://assets.publishing.service.gov.uk/media/5bed869fed915d6a2bf94bfa/10_safeguarding_actions_for_charity_trustees_infographic.pdf

9.1.5 Working together to safeguard children: Summary of Changes

https://assets.publishing.service.gov.uk/media/65803ff395bf65000d7191a2/Working_together_to_safeguard_children_2023_-_summary_of_changes.pdf

9.1.6 Working Together to Safeguard children 2023: Statutory Framework

https://assets.publishing.service.gov.uk/media/65797f1e0467eb000d55f689/Working_together_to_safeguard_children_2023_-_statutory_framework.pdf

9.1.7 Improving Practice with Children, Young People and Families

<https://www.gov.uk/government/publications/improving-practice-with-children-young-people-and-families>

Contact details of Safeguarding Lead:

Ms. Nonye Ike - OtuOnye (Tel: +447475460106)

Policy Review and Changes

- 11.1 This policy does not form part of any employee or worker's contract and may be amended at any time. The policy is reviewed and approved by the trustees annually or when legislation requires.

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