

FIGHT FOR PEACE

SAFEGUARDING ADULTS POLICY



Field	Detail
Status	Awaiting Approval
Document Title	Safeguarding Adults Policy
Policy Owner	Jamie Lowe, Head of Academy
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Frequency of review	Annually
Reviewed by	DSL and the Executive
Date for next review	July 2027
Edition number	V7 2026
Approved by	Board. Summary of recommended changes: see Appendix B.
Does the policy require training for implementation?	Yes. Included in the induction process, line management training and annual refresher training.
Cascade mechanism for communicating this policy	Leadership group; line managers' talking points and development; staff meetings; Things to Know; all staff acknowledge and confirm they have read and understood the policy (via Breathe).
How will implementation be monitored	All staff are clear on the terms of the policy; safeguarding issues are dealt with agility and professionalism; record keeping has been improved.

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1. Fight for Peace Safeguarding Team

All safeguarding concerns must be reported to a member of the team below without delay.

Jamie Lowe, Designated Safeguarding Lead (DSL)
Head of Academy
Email: jamie@fightforpeace.net | Tel: 07436 035 668

Carolina Valesquez, Deputy DSL
Head of Programmes
Email: Carolina@fightforpeace.net | Tel: 07884 543 930

Steven Ita, Deputy DSL
Youth Work Manager
Email: Steven@fightforpeace.net

Silvino Domingos, Deputy DSL
Sports Manager
Email: silvino.domingos@fightforpeace.net | Tel: 07805 987 850

If your concern relates to any member of the Safeguarding Team, report directly to the Chief Executive without delay.

CEO: Lee Hemmings, lee@fightforpeace.net

HR Support: Hannah Eghweree (HR and Wellbeing Officer), hannah@fightforpeace.net | 020 7474 0054

2. Legislation and Statutory Framework

This policy is based on the following legislation and guidance, and has been developed to complement local Safeguarding Adults Board policies and procedures.

- Care Act 2014 (the primary statutory framework for adult safeguarding)
- Care and Support Statutory Guidance (updated 2023)
- Mental Capacity Act 2005, as amended by the Mental Capacity (Amendment) Act 2019
- Equality Act 2010
- Human Rights Act 1998
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Domestic Violence, Crime and Victims (Amendment) Act 2012
- Sexual Offences Act 2003
- Data Protection Act 2018 and UK GDPR
- Online Safety Act 2023
- Police, Crime, Sentencing and Courts Act 2022 (Serious Violence Duty)
- Pan London Safeguarding Procedures (Adults)
- Safeguarding Adults in Sport Framework (Ann Craft Trust / Sport England)
- Charity Commission of England and Wales guidance on safeguarding, including Serious Incident Reporting requirements

3. Related Policies

This policy should be read alongside the following Fight for Peace policies:

- Safeguarding Children and Young People Policy
- Champions Code (Fight for Peace Code of Conduct)
- Safer Recruitment Policy
- Complaints Policy
- Disciplinary and Grievance Policy
- Whistleblowing Policy
- Health and Safety Policy
- Anti-Harassment and Bullying Policy
- Data Protection and Privacy Policy
- Social Media and Online Safety Policy
- Professional Boundaries Policy

The governance arrangements set out in this policy, in particular the role and membership of the Concern Management Group (CMG), are aligned with the equivalent arrangements in the Safeguarding Children and Young People Policy. Section 6 and Section 10.3 set out this alignment in full.

4. Key Terminology

For the purposes of this policy, an adult is anyone aged 18 or over. Fight for Peace works with people aged 7 to 25. This means some participants are adults. This policy governs our responsibilities to all participants aged 18 and over. For participants under 18, the Safeguarding Children and Young People Policy applies. Staff working with 18 to 25 year olds must hold adult safeguarding training (Care Act 2014) in addition to children's safeguarding training.

An adult at risk of harm (as defined by the Care Act 2014) is a person who:

- has needs for care and support (whether or not those needs are being met);
- is experiencing, or is at risk of, abuse or neglect; and
- as a result of those needs, is unable to protect themselves from the risk of abuse or neglect.

Abuse: A violation of an individual's human and civil rights by another person or persons.

Capacity / Mental Capacity: The ability to make a decision at a particular time. The starting assumption is always that a person has capacity unless it is established otherwise (Mental Capacity Act 2005).

Contextual Safeguarding: An approach to understanding harm beyond the family, recognising that relationships young people form in communities, schools and online can feature violence and exploitation.

Transitional Safeguarding: An approach recognising that adolescence extends into the early-to-mid twenties and that the artificial division between children's and adult services can increase risk.

Coercive and Controlling Behaviour: A pattern of intimidation, degradation, isolation and control, with or without physical violence, that significantly impacts a person's autonomy.

DSL: Designated Safeguarding Lead, the named lead responsible for safeguarding at Fight for Peace.

DBS: Disclosure and Barring Service, responsible for criminal record checks and maintaining barred lists.

MASH: Multi-Agency Safeguarding Hub, the local multi-agency point for reporting safeguarding concerns in Newham.

Position of Trust: A relationship where a young person has some dependency on an adult, creating an element of vulnerability. All staff and volunteers hold positions of trust in relation to all participants, irrespective of age.

Making Safeguarding Personal (MSP): An approach placing the adult's wishes and outcomes at the centre of any safeguarding process.

Professional Curiosity: The skill of exploring and testing information rather than accepting it at face value, and of remaining alert to what may lie beneath a single incident or explanation.

Cumulative Harm: The compounding effect of a series of incidents or omissions, each of which might seem minor in isolation, but which together indicate a pattern of risk.

5. Policy Statement

Safeguarding is the core business for Fight for Peace. We acknowledge our duty of care to all adults involved in our activities, programmes and services, including young adults who may be additionally vulnerable or at risk.

Fight for Peace is committed to:

- Safeguarding adults in line with national legislation, the Care Act 2014 and relevant national and local guidelines.
- Delivering activities in a way that actively reduces risks, promotes improved outcomes and keeps people safe from harm.
- Ensuring our policies and practice reflect both contextual and transitional safeguarding, recognising that adolescence extends into the early-to-mid twenties.
- Creating and maintaining a safe and positive environment, accepting our responsibility to safeguard the welfare of all adults involved in our activities and services.
- Supporting adults with lived experience of social disadvantage and adversity, recognising that they often have the best insight and solutions for improving outcomes.
- Ensuring safeguarding training addresses adult safeguarding (Care Act 2014) as well as children's safeguarding, including online harms, coercive control and duties under the Online Safety Act 2023.
- Making a referral to the DBS barred list (or other appropriate body) in all circumstances where this is a legal requirement. Guidance: www.gov.uk/guidance/making-barring-referrals-to-the-dbs

- Encouraging and supporting partner organisations, external service providers, and consultants to demonstrate their own commitment to the principles and practice of this policy. A formal safeguarding commitment must be included in all partnership agreements.

5.1 Safeguarding Principles (Care Act 2014)

- **Empowerment:** People are supported and encouraged to make their own decisions and give informed consent.
- **Prevention:** It is better to take action before harm occurs.
- **Proportionality:** The least intrusive response appropriate to the risk presented.
- **Protection:** Support and representation is provided to those in greatest need.
- **Partnership:** Local solutions are achieved through services working with their communities.
- **Accountability:** Safeguarding is delivered with transparency and accountability.

5.2 Fight for Peace Values

- **Embracing:** We believe in a society without exclusion. Everyone is welcome.
- **Champion:** We work with pragmatism and preparedness to be the best in all we do.
- **Solidarity:** We work in unity across our staff, young people and the community.
- **Inspiring:** We aim to inspire our young people and be inspired by them.
- **Courage:** We work where there is need and are proud to stand up for peace.

6. Roles and Responsibilities

All staff and volunteers have a duty to safeguard and promote the welfare of adults. Everyone must read and understand this policy.

Board of Trustees

Collective responsibility to ensure the organisation operates safely and in line with its statutory safeguarding duties. Safeguarding must be a standing agenda item at all Board meetings. The Board must regularly review the Safeguarding Action Plan and ensure all trustees complete ACT Board safeguarding training.

Safeguarding Trustee

Provides oversight and assurance on behalf of the Board, as set out in the Safeguarding Trustee role description.

Chief Executive

Overall accountability for all safeguarding matters and the named point of contact for concerns involving the DSL.

DSL / Head of Academy

Lead responsibility for ensuring this policy is adhered to; overseeing all safeguarding arrangements; ensuring policies and procedures are in place, reviewed and updated; managing the Safeguarding Steering Group (SSG); and ensuring appropriate training is in place for all roles, including Level 3 adult safeguarding training for the DSL and Deputy DSLs.

Deputy DSLs

Support the DSL in carrying out safeguarding responsibilities and act as lead in the DSL's absence. Must hold Level 3 adult safeguarding training, not children's safeguarding training alone. Training must be kept up to date.

All Staff and Volunteers

Report any concerns, however small, to the DSL or a Deputy DSL without delay; complete required safeguarding training appropriate to their role; maintain professional boundaries; uphold the Champions Code.

All job descriptions must include adult safeguarding responsibilities appropriate to the role. Level 3 adult safeguarding training must be listed as a requirement, not 'desirable', for the DSL and Deputy DSL roles.

All interviews should explore candidates' understanding of professional boundaries, online abuse and values-based safeguarding practice.

Governance Alignment with the Safeguarding Children and Young People Policy

The Concern Management Group (CMG) operates as a single, consistent governance structure across both this policy and the Safeguarding Children and Young People Policy. Its membership, decision-making thresholds and escalation routes do not differ according to the age of the person at the centre of a concern. Where a case involves both a young person under 18 and an adult, for example within the same family, friendship group or programme, the

CMG will manage the case as a single body of work with reference to both policies, rather than splitting oversight between them.

7. Safer Recruitment

Fight for Peace's Safer Recruitment Policy sets out the full approach, including advertisement, application, interview and pre-employment checks. Key principles:

- Our commitment to safeguarding is clearly communicated at all stages of recruitment.
- Interviews explore attitudes, values and behaviour, including candidates' understanding of professional boundaries, online abuse and adult safeguarding.
- All staff and volunteers in any role with responsibilities for service users require an enhanced DBS check. No individual may commence work in any capacity until clearance has been received by the DSL.
- All job descriptions must clearly state whether the role constitutes regulated activity and the DBS level required, with a clear DBS renewal timeline.
- Any DBS disclosures are risk-assessed through the Concern Management Group (CMG). The Candidate Risk Assessment ensures recruitment is inclusive while maintaining safety, and outcomes are cross-referenced with relevant agencies (e.g. probation) as appropriate.
- Fight for Peace is legally required to refer individuals to the DBS barred list when the threshold is met. This duty is explicitly held by the DSL.

8. Positions of Trust

All Fight for Peace staff and volunteers hold a position of trust in relation to all participants, irrespective of age. Under the Sexual Offences Act 2003 (as amended), it is an offence for a person in a position of trust to engage in sexual activity with a person under 18. This protection extends to sports coaching, training, supervising or instructing 16 to 17 year olds on a regular basis. Fight for Peace extends this principle to all participants regardless of age.

Any staff member who enters into an intimate or otherwise inappropriate relationship with a participant of any age will face disciplinary action and possible referral to the LADO (Local Authority Designated Officer). Full guidance is in the Professional Boundaries Policy.

9. Types of Abuse and Neglect

The Care Act 2014 identifies the following types of abuse and neglect. This list is illustrative, not exhaustive. Any concern must be reported, even if it does not clearly fit a listed category.

- **Physical Abuse:** Hitting, slapping, pushing, kicking, misuse of medication, restraint or inappropriate sanctions.
- **Sexual Abuse:** Rape, sexual assault, sexual harassment, inappropriate touching, sexual photography, image-based abuse, or subjection to pornography without consent.
- **Psychological / Emotional Abuse:** Threats, intimidation, humiliation, coercion, harassment, isolation or deprivation of contact.
- **Coercive and Controlling Behaviour:** A pattern of intimidation, degradation and control with or without physical violence.
- **Financial or Material Abuse:** Theft, fraud, internet scamming, coercion in relation to financial affairs, wills, property or benefits.
- **Domestic Abuse:** Including psychological, physical, sexual, financial and emotional abuse between family members or partners, including honour-based violence.
- **Discriminatory Abuse:** Abuse based on a protected characteristic under the Equality Act 2010, including race, gender, disability, religion, sexual orientation or age.
- **Organisational / Institutional Abuse:** Neglect or poor care practice within an institution, service or organisation, whether a single incident or ongoing.
- **Neglect and Acts of Omission:** Ignoring medical or physical needs; failure to provide access to services; withholding medication, nutrition or heating.
- **Self-Neglect:** Neglect of one's personal hygiene, health or surroundings, including hoarding behaviour.
- **Modern Slavery and Trafficking:** Slavery, human trafficking, forced labour and domestic servitude.
- **Online / Cyber Abuse and Digital Exploitation:** Abuse via social media or digital platforms including catfishing, sextortion, image-based abuse and grooming via apps or gaming platforms. The Online Safety Act 2023 requires platforms to actively reduce these harms. Staff must not delete digital evidence and must report immediately to the DSL.

- **Criminal Exploitation / County Lines:** Where a person is coerced into criminal activity, including drug running. Victims may not identify themselves as being exploited.
- **Radicalisation:** Attempts to attract individuals to extreme views, directly or through social media. Fight for Peace staff have duties under the Prevent strategy.
- **Forced Marriage and Honour-Based Violence:** Marriage without consent is a criminal offence under the Anti-Social Behaviour, Crime and Policing Act 2014. Honour-based violence includes practices such as FGM and other crimes committed to protect or defend perceived family or community honour.
- **Mate Crime:** Where vulnerable people are befriended and then exploited or abused by those they have come to trust.

9.1 Signs and Indicators of Concern

There may always be other explanations, but the following should never be ignored:

- Unexplained injuries or lack of medical attention
- Missing personal belongings or money
- Disengagement or withdrawal from Fight for Peace activities
- Sudden changes in weight, personal hygiene or appearance
- Changes in behaviour or confidence, particularly around a specific individual
- Self-harm, expressions of suicidal ideation or statements about hopelessness
- Unexplained sources of income or new possessions
- Fear of a particular person or group
- A direct disclosure of abuse
- Secretive online activity, sudden digital withdrawal or use of encrypted messaging
- Indicators of substance misuse
- Signs of neglect, poor physical health or malnutrition

9.2 Professional Curiosity and Recognising Cumulative Harm

Professional curiosity means testing and exploring information rather than accepting the most straightforward explanation, particularly where an explanation for an injury, absence or change in presentation does not fully account for what has been observed. Staff should ask themselves what else could explain this, and should not let a plausible single explanation close down further thinking.

Fight for Peace staff and volunteers must:

- Look beyond a single incident and consider whether a pattern is emerging across time, settings or relationships, even where each individual incident appears low-level.
- Record concerns even when they seem minor, so that the DSL and Deputy DSLs can identify cumulative patterns that may not be visible to any one staff member.
- Review an adult's history on Upshot when a new concern is raised, to check whether previous, seemingly unconnected concerns form part of a wider pattern.
- Apply contextual safeguarding thinking, recognising that risk can arise from relationships, environments and peer groups outside the family as well as within it.
- Escalate to the DSL where cumulative concerns, even if individually resolved, suggest an increasing level of risk to an adult.

The DSL and Deputy DSLs will periodically review closed and low-level concerns recorded on Upshot to identify patterns that individual staff members may not be positioned to see.

10. Reporting and Responding to Concerns

Safeguarding is everyone's responsibility. It is not your role to decide whether abuse has occurred. It is your responsibility to report any concern without delay.

If you believe someone is in immediate danger, call 999 immediately.

10.1 What to Do

- Act without delay, do not wait until you are certain.
- If there is immediate risk of significant harm or a need for medical attention, call 999 first.
- Inform the adult that you will be passing your concern to the Fight for Peace Safeguarding Team, unless doing so would increase risk.
- Seek the adult's views on what they would like to happen whilst applying the organisation's policy and procedures. Keep them informed throughout; this is Making Safeguarding Personal.
- Report your concern to the DSL or a Deputy DSL as soon as possible, and no later than the end of the working day.

- Where concerns involve online or image-based abuse, do not delete any evidence. Report immediately to the DSL.
- If your concern relates to a member of the Safeguarding Team, report directly to the Chief Executive.

10.2 How to Record a Concern

- Make a written record as soon as practicable, ideally within 24 hours.
- Record what you observed and / or what was said, using the person's own words wherever possible.
- Describe the circumstances in which the concern arose.
- Clearly distinguish between fact, observation, allegation and opinion.
- Complete a Safeguarding Concern Form and pass it to the DSL. The form covers all Care Act categories of abuse listed in Section 9.
- Maintain confidentiality, share information only with the Safeguarding Team and on a strict need-to-know basis.

10.3 The Safeguarding Process

Once a concern is received, the DSL, in partnership with Deputy DSLs and with external specialist safeguarding support if required, will determine the appropriate level of response. All decisions will be recorded, including reasons for any decision not to refer to statutory services.

The Concern Management Group (CMG) supports risk assessment, decision-making and case management. All matters are managed in accordance with Newham MASH procedures and the London Multi-Agency Adult Safeguarding Policy and Procedures. The CMG's composition and thresholds for adult cases are the same as those applied under the Safeguarding Children and Young People Policy, ensuring one consistent standard of case management across the organisation regardless of the age of the person concerned.

To refer to adult social care: Newham MASH, MASH@newham.gov.uk | Tel: 020 3373 4600 (option 3) | Out of hours: 020 8430 2000

You may contact the Safeguarding Adults Team without initially disclosing the individual's identity, in order to seek advice and clarify the referral threshold.

11. Mental Capacity and Decision-Making

The Mental Capacity Act 2005 applies to all adults. The starting principle is that every person aged 16 and over is assumed to have capacity unless it is established otherwise.

Key principles:

- Always assume a person has capacity unless it has been assessed otherwise.
- Take all practicable steps to support a person to make their own decisions before concluding they lack capacity.
- A person's right to make an unwise decision does not of itself indicate a lack of capacity.
- If a decision must be made for someone who lacks capacity, it must be made in their best interests.
- Any action taken must be the least restrictive option available.

Capacity is decision-specific and can fluctuate. Where an adult is being coerced or threatened, they may not be able to make free and informed decisions, this is itself a form of abuse. Where a person is believed to lack capacity in relation to a safeguarding concern, the DSL must be informed and a referral made to the Local Authority for a formal capacity assessment where needed.

12. Information Sharing and Confidentiality

Effective information sharing is central to good safeguarding practice. Data protection legislation is not a barrier to sharing information, it provides a framework for sharing it appropriately.

As a general principle, consent should be sought from the adult before sharing information about them. However, Fight for Peace may share information without consent where:

- Contacting the adult to obtain consent would put them or another person at further risk.
- There is reason to believe the adult or another person, including a child, is at risk of harm.
- The adult is believed to be under coercion or duress.
- It is necessary to contact the police to prevent or report a serious crime.
- The adult does not have the mental capacity to consent.
- There is a public interest reason that overrides the individual's wishes.

Any decision to share, or not to share, information must be recorded along with the reasoning. Data-sharing implications under the Online Safety Act 2023 must also be considered when responding to digital abuse disclosures.

13. Multi-Agency Working

The Local Authority holds the lead role for adult safeguarding under the Care Act 2014. Fight for Peace is committed to working collaboratively with statutory agencies and local safeguarding partners, including by:

- Providing further information about any concerns we have raised.
- Making premises available for the adult to meet with police, social workers or advocates.
- Attending safeguarding meetings as required.
- Coordinating internal investigations with police or statutory agency investigations as appropriate.
- Sharing outcomes of internal investigations where appropriate.
- Providing a safe environment for the adult to continue their activity or involvement with Fight for Peace.
- Signposting to local safeguarding partners wherever support may be useful to an individual, so that adults can access specialist help beyond what Fight for Peace itself can provide.

All partnership agreements must include an explicit commitment to meeting equivalent safeguarding standards. Fight for Peace will engage actively with the Newham Safeguarding Adults Board and ensure all external partners are aware of their obligations under this policy.

14. Support for Staff and Volunteers

Managing safeguarding concerns can be challenging, particularly given the severity of some matters handled at Fight for Peace. Support available includes:

- Immediate debrief with the DSL or line manager following a disclosure or safeguarding incident.
- Access to the Employee Assistance Programme (EAP) for confidential counselling and support.
- Regular supervision incorporating a review of any safeguarding concerns or cases being managed.
- Ongoing CPD in safeguarding, including adult safeguarding training.

Line managers must be proactive in checking the wellbeing of any staff member who has been involved in a safeguarding incident. The support set out above applies to staff as well as participants.

14.1 Safeguarding Supervision and Reflective Practice

Safeguarding supervision is distinct from general line management supervision. It is a dedicated, protected space for staff to reflect on the safeguarding cases and concerns they are managing, rather than a review of general workload or performance.

- All staff who hold a Deputy DSL role, or who routinely handle safeguarding concerns as part of their post, must receive safeguarding-specific supervision at a minimum frequency set by the DSL, in addition to standard line management supervision.
- Safeguarding supervision must create space for reflective practice: exploring what a member of staff noticed, what assumptions they made, what alternative explanations were considered, and what they might do differently in future.
- Supervision discussions should specifically consider professional curiosity and cumulative harm (see Section 9.2), asking whether a wider pattern may be present across a caseload.
- Group reflective practice sessions should be offered periodically to staff working directly with adults aged 18 to 25, to share learning and reduce the isolation that can come with holding difficult cases.
- Records of safeguarding supervision must note that supervision took place and confirm any actions agreed, without duplicating the full case record held on Upshot.

15. Codes of Conduct and Professional Boundaries

All staff and volunteers must sign the Champions Code (Fight for Peace Code of Conduct) as part of their induction. The Champions Code must be revisited and referenced in regular supervision and appraisal.

Professional boundaries apply to all staff and volunteers in relation to all participants, regardless of age. Any relationship, whether physical, emotional or online, that blurs professional boundaries will be treated as a serious safeguarding concern. Full guidance is in the Professional Boundaries Policy.

The Induction Checklist must reference all current safeguarding policies, including this policy and the Safeguarding Children and Young People Policy. The employee handbook must reflect current adult safeguarding frameworks and must not contain any reference to 'No Secrets' or to the Newcastle Safeguarding Adults Board.

16. Equality, Diversity and Inclusion

Safeguarding and equality, diversity and inclusion (EDI) are directly interconnected. Discrimination is itself a form of abuse under the Equality Act 2010. Fight for Peace is committed to ensuring that its safeguarding approach is inclusive and anti-discriminatory.

The Inclusion Working Group provides active collaboration between safeguarding and EDI leads. The Anti-Harassment and Bullying Policy references the Equality Act 2010 and makes explicit links to safeguarding. The Complaints Policy is published on the Fight for Peace website so that all service users can access it easily.

17. Working with Adults Outside the Academy

Fight for Peace engages adults aged 18 to 25 in activities and support across a range of settings, including community venues, partner locations, transport between sites and, on occasion, residential or away activities.

The same safeguarding standards that apply within the Academy apply in all external settings. All activities involving adults must be conducted in a way that upholds their dignity, autonomy and safety.

17.1 Off-site Activities and Community Settings

Before any off-site activity involving adults takes place, the lead member of staff must:

Carry out a risk assessment for the venue, activity and group, and share it with the DSL in advance.

- Ensure appropriate staffing levels are in place, taking into account the specific needs of the individuals attending.
- Confirm that all staff and volunteers attending hold current DBS clearance appropriate to their role.
- Ensure all attending staff hold contact details for the DSL and for external emergency services.
- Brief all participants on expected behaviour, safeguarding contact points and how to raise a concern.
- Seek participants' views on any arrangements that may affect their safety, comfort or dignity, consistent with the Making Safeguarding Personal approach.

Any safeguarding concerns arising during an off-site activity must be reported to the DSL without delay, even if this means leaving the activity temporarily to make contact.

17.2 Safe Travel

Where Fight for Peace staff transport adults in vehicles, the following must apply:

- No member of staff may transport an adult participant alone in a vehicle without prior written authorisation from the DSL.
- Where possible, a minimum of two members of staff should travel with participants, or appropriate alternative safeguards must be documented and agreed with the DSL in advance.
- Staff must use only Fight for Peace-approved vehicles, or vehicles that have been assessed and approved for this purpose. Personal vehicles must not be used without prior written authorisation from the DSL.
- Seating arrangements must avoid situations where an adult participant is isolated alone with a single staff member in circumstances that could create a risk or perception of impropriety, or that could place either party in a vulnerable position.
- Any incident, disclosure or concern arising during travel must be reported to the DSL as soon as possible.
- Records must be kept of all journeys involving adult participants, including the names of those travelling, the driver, departure and arrival times, and any incidents.

17.3 Residential Activities and Overnight Trips

For any residential activity involving adult participants:

- A lead safeguarding-trained member of staff must be present and named in advance.
- Sleeping and personal care arrangements must respect participants' dignity, privacy and, where relevant, any specific support needs.
- A clear out-of-hours escalation route must be established and communicated to all staff before departure, including the DSL's emergency contact details.

- Any safeguarding concern arising during a residential must be reported to the DSL immediately, and to statutory agencies where the threshold is met.
- Adults retain the right to make decisions about their own participation and welfare. Where concerns arise about an adult's capacity to make safe decisions, the Mental Capacity Act 2005 principles set out in Section 11 of this policy apply.

17.4 Working in the Community

When staff or volunteers carry out outreach, detached or community-based work with adults:

Lone working with adult participants must be avoided wherever possible. Where it cannot be avoided, a lone working protocol must be agreed with the DSL in advance, including regular check-in arrangements.

- Community settings used regularly must be subject to a venue check confirming they are appropriate and safe.
- Any concerns about the safety or suitability of a community setting must be raised with the DSL without delay.
- Staff must not conduct one-to-one sessions with adult participants in locations that are not visible to others unless this has been risk-assessed and approved by the DSL, and the adult participant has been informed and has consented.
- In all community settings, staff must remain alert to signs of exploitation, coercion or contextual risk, including county lines activity, cuckooing and mate crime, which may be more visible in community settings than within the Academy.

18. Making Safeguarding Personal

Making Safeguarding Personal (MSP) means that adult safeguarding must be person-led and outcome-focused. Adults must be involved in decisions about their own safeguarding wherever possible. Wherever safe to do so, Fight for Peace will:

- Ask the adult what they want to happen and what outcome they are seeking.
- Keep the adult informed of all decisions and actions taken.
- Respect the adult's wishes unless there are overriding reasons to proceed without consent.
- Support the adult's involvement in the safeguarding process to whatever extent they wish.
- Refer to an independent advocate if the adult has difficulty making their views known.

18.1 Involving Young People and Adults in Policy and Practice Development

Making Safeguarding Personal is not only about individual casework. Fight for Peace is committed to ensuring that young people and young adults aged 18 to 25 have a genuine voice in shaping how safeguarding is practised across the organisation, not only in how their own individual concerns are handled.

- Youth Power, Fight for Peace's youth leadership group, will be consulted periodically on the accessibility and clarity of safeguarding messaging aimed at participants, including how concerns are explained and how to raise them.
- Feedback from young adults who have been through the safeguarding process, sought with their consent and without compromising confidentiality, will be used to inform future reviews of this policy and related procedures.
- The DSL will ensure that safeguarding inductions and briefings for participants are pitched appropriately for an audience that includes young adults as well as younger children, reflecting the transitional nature of the 18 to 25 age range.
- Where safeguarding practice changes as a result of this engagement, the change and its rationale will be recorded and reported to the Safeguarding Steering Group.

19. Working with Other Organisations and Delivery Partners

Fight for Peace requires that all partner organisations, external service providers, consultants, and Alliance partners have appropriate and proportionate safeguarding policies and procedures in place. A formal commitment to meeting safeguarding standards must be included in all partnership agreements. Fight for Peace makes its expectations around minimum operating standards explicit in all communications and agreements with partners.

20. Safeguarding Training

Fight for Peace ensures all staff and volunteers receive safeguarding training appropriate to their role. Training must address both children's safeguarding and adult safeguarding. The NSPCC children's safeguarding course alone does not satisfy the adult safeguarding requirement for staff working with 18 to 25-year-olds.

Role	Required Training	Renewal
DSL	Level 3 Adult Safeguarding (Care Act) + Level 3 Children's Safeguarding + ACT Advanced Training + Online Safety Act	Every 2 years
Deputy DSLs	Level 3 Adult Safeguarding + Level 3 Children's Safeguarding	Every 2 years
Staff working with 18-25s	Adult Safeguarding Awareness (Care Act) + Children's Safeguarding Awareness	Annual refresher
Coaches and Youth Workers	Adult Safeguarding Awareness + Children's Safeguarding + Online Safety	Annual refresher
Board / Trustees	ACT Board Safeguarding Training + Adult Safeguarding overview	Every 3 years
All new staff (induction)	Adult Safeguarding Awareness + Children's Safeguarding Awareness	Within 6 weeks of joining

Training records must distinguish whether training covers adult safeguarding, children's safeguarding or both, and must include the level of training achieved.

Training updates for the Board must also be documented and reported to the Safeguarding Steering Group.

The impact of training is assessed through case study reflection, evaluation and regular reporting to the SSG and Board.

21. Escalation

Escalation to Board will initially be to the Chair. The decision to escalate will be made by the CEO, or by the DSL where the CEO is unavailable.

Type of Concern	Day-to-day concerns	Specific cases not yet referred	Serious cases referred to Police/LADO	Cases involving staff	DBS concerns
Safeguarding Committee	Yes	Yes	Yes	Person by person	
DSL / Head of Academy	Yes	Yes	Yes	Yes	Case by case
CEO	Yes	Yes	Yes		
CMG	Yes	Yes	Yes	Yes	
Board			Yes	Yes	

21.1 Professional Challenge and Resolving Disagreements with Partner Agencies

Fight for Peace recognises that effective safeguarding sometimes requires staff to challenge the view or decision of a partner agency, for example where a referral is not accepted, a response is felt to be disproportionate to the risk, or a decision does not reflect the adult's wishes as understood through Making Safeguarding Personal. Professional challenge is expected practice, not an act of insubordination, and staff will be supported by the DSL in raising it.

- Where a member of staff disagrees with a decision made by a partner agency, such as Newham MASH, the police or another statutory body, the concern must first be raised with the DSL or a Deputy DSL, who will consider whether to pursue the challenge directly with the agency.

- Where the DSL's challenge does not resolve the disagreement, the matter will be escalated to the Chief Executive and, where the disagreement concerns a serious safeguarding decision, to the Safeguarding Trustee, for a joint decision on further escalation.
- Fight for Peace will use the relevant local escalation and resolution protocol published by the Newham Safeguarding Adults Board (or equivalent partnership) where a disagreement with a statutory partner cannot be resolved through direct discussion.
- Where a disagreement is not resolved through local escalation channels, Fight for Peace may seek independent advice from the Ann Craft Trust or the NSPCC/CPSU Sport Safeguarding Standards helpline to inform its next step.
- All instances of professional challenge, and their outcome, must be recorded, including the reasoning for continuing to escalate or for accepting a partner agency's decision.
- A decision to stand down a professional challenge on a serious safeguarding matter should not rest with a single individual; it requires sign-off from the DSL together with the Safeguarding Trustee or CEO.

22. Serious Incident Reporting to the Charity Commission

As a registered charity, Fight for Peace has a statutory duty to report serious incidents to the Charity Commission for England and Wales. This duty sits alongside, and does not replace, our duties to make referrals to the police, LADO, MASH or the DBS barred list. A single event may trigger more than one reporting duty at the same time.

A serious incident, for the purposes of Charity Commission reporting, includes (but is not limited to):

- Any incident involving actual or alleged abuse or mistreatment of an adult at risk of harm or a young person by anyone connected with Fight for Peace, including staff, trustees, volunteers or delivery partners.
- Any safeguarding incident that has been reported to, or that Fight for Peace believes should be reported to, a statutory authority such as the police, LADO or MASH.
- Any allegation of abuse involving a person in a position of trust at Fight for Peace, whether or not it is ultimately substantiated.
- Any significant breach of safeguarding policy or procedure that has caused, or could have caused, serious harm.
- Any incident that has resulted in, or risks, significant harm to Fight for Peace's beneficiaries, reputation, finances or ability to deliver its charitable purposes.
- Any other incident which the trustees judge to be sufficiently serious to warrant reporting, even if it does not clearly fit one of the categories above.

Process:

- The DSL is responsible for identifying whether a safeguarding concern meets the threshold for Serious Incident Reporting, and must do so as soon as the concern is known, rather than waiting for the outcome of any investigation.
- A decision on whether to report, and the reasoning behind it, requires dual sign-off from the DSL together with the Safeguarding Trustee or the CEO. This decision must not rest with a single individual.
- Where the threshold is met, the report must be submitted to the Charity Commission without undue delay, using the current guidance at gov.uk/report-a-serious-incident-at-a-charity.
- Fight for Peace will report what is known at the time and will provide updates to the Charity Commission as an investigation progresses, rather than delaying the initial report until all facts are established.
- A written record of the incident, the decision-making process, the report submitted and any Charity Commission correspondence must be retained by the DSL and made available to the Board.
- Serious Incident Reports, and their outcomes, must be reported to the Board of Trustees and reviewed by the Safeguarding Steering Group as part of its standing safeguarding oversight.

This section applies equally where the person affected is a young person under the Safeguarding Children and Young People Policy, ensuring one consistent Serious Incident Reporting process across both policies.

Appendix A. Key External Contacts and Support Services

Statutory Contacts

Agency	Contact Details
Newham MASH (Adult Safeguarding)	MASH@newham.gov.uk 020 3373 4600 (opt 3) Out of hours: 020 8430 2000
Police	Emergency: 999 Non-emergency: 101

Ann Craft Trust	0115 951 5400 ann-craft-trust@nottingham.ac.uk
NSPCC Helpline (professionals)	0808 800 5000 (24/7) Whistleblowing: 0800 028 0285
London ADASS Safeguarding	londonadass.org.uk/safeguarding
DBS Barring Referrals	gov.uk/guidance/making-barring-referrals-to-the-dbs
Charity Commission (serious incident reporting)	gov.uk/report-a-serious-incident-at-a-charity

Support Services for Adults

Service	Contact
Samaritans	116 123 (24/7) jo@samaritans.org
Mind Infoline	0300 123 3393 (Mon-Fri, 9am-6pm)
SHOUT, Crisis Text	Text 85258 (24/7)
SANEline	0300 304 7000 (daily 4.30pm-10.30pm)
National Domestic Violence Helpline	0808 2000 247 (24/7)
National LGBT+ Domestic Abuse Helpline	0800 999 5428
Men's Advice Line (domestic abuse)	0808 801 0327
Karma Nirvana (honour-based violence)	0800 5999 247
FRANK (drugs advice)	0300 123 6600 (24/7)
Rape Crisis (England & Wales)	0808 802 9999 rapecrisis.org.uk
Victim Support	0808 168 9111 victimsupport.org.uk
CALM (men's mental health)	0800 58 58 58 (5pm-midnight)
PAPYRUS (youth suicide prevention)	0800 068 4141 pat@papyrus-uk.org
Hub of Hope (mental health directory)	hubofhope.co.uk
NHS	111 Emergency: 999

Appendix B. Summary of Changes (V6 to V7)

The following changes were made in this revision, in response to feedback from the Ann Craft Trust and the Safeguarding Trustee following review of V6:

- Section 10.1: wording amended so that staff seek the adult's views on what they would like to happen whilst applying the organisation's policy and procedures, rather than the adult's wishes alone determining the response.
- Section 13: added a new bullet on signposting to local safeguarding partners wherever support may be useful to an individual.
- Section 18: added new subsection 18.1, Involving Young People and Adults in Policy and Practice Development, strengthening how young adults' voice informs safeguarding practice and policy development, including a role for Youth Power.

- Section 21: added new subsection 21.1, Professional Challenge and Resolving Disagreements with Partner Agencies, setting out how disagreements with partner agencies are raised, escalated and recorded.
- Section 14: added new subsection 14.1, Safeguarding Supervision and Reflective Practice, distinguishing safeguarding supervision from general line management supervision.
- Section 9: added new subsection 9.2, Professional Curiosity and Recognising Cumulative Harm, and added defined terms for professional curiosity and cumulative harm to Section 4.
- Added new Section 22, Serious Incident Reporting to the Charity Commission, setting out the threshold, dual sign-off requirement and reporting process.
- Governance alignment strengthened throughout (Sections 3, 6, 10.3 and 22) to confirm that the Concern Management Group and Serious Incident Reporting arrangements operate consistently across this policy and the Safeguarding Children and Young People Policy.
- Minor formatting and house-style corrections applied throughout.

Appendix C: Champions Code — Staff Declaration

The full Champions Code (Fight for Peace Code of Conduct) is held in the Staff Handbook. All staff must read and sign the declaration below as part of their induction. The Champions Code must be revisited in supervisions and appraisals.

The Champions Code guides our work, helps us live our values and have the greatest impact on our young people. It covers Our Commitment (what we commit to as staff) and Our Principles (values in action). Both parts are in the Staff Handbook.

Declaration:

I have read and understood the Fight for Peace Safeguarding Children and Young People Policy and the Champions Code Commitment, and I agree to uphold Fight for Peace's standards through my behaviour and conduct at work.

Name: _____ Role: _____

Signature: _____ Date: _____

Appendix D. Document Sign-Off

Field	Detail
Prepared by	Jamie Lowe, Head of Academy
Reviewed by	The Executive Team and Safeguarding Steering Group
Approved by	Board of Trustees
Date of Approval	5th August 2026
Signature (Chair)	Lisa Ronson