



Fishing into the Future

Safeguarding Policy

1. Policy statement

Safeguarding is everyone's responsibility. The Fishing into the Future Executive Director, staff, and board members have a responsibility, within their designated duties, to safeguard and promote the welfare of employees, board members and those who participate in the charity's work who need care and support and are considered "at risk". Especially any children and vulnerable adults with whom we may have direct contact.

Safeguarding is accordingly embedded within all our work and this commitment is reflected in standards and the values of Fishing into the Future

2. Guiding Principles

Prevention – We will put sensible measures in place to prevent abuse, including the use of safe recruitment practices, promoting safe working practices and raising awareness of safeguarding.

Protection – We will ensure that all staff and board members are equipped to identify and respond appropriately to concerns about abuse.

Partnership – Fishing into the Future will work in partnership with statutory, regulatory and other relevant organisations to ensure that safeguarding concerns are responded to appropriately.

Accountability - We aim to be transparent in our approaches and recognise the need for continuous learning and improvement.

3. Roles and Responsibilities

This policy applies to the Executive Director, employees and board members of Fishing into the Future.

Fishing into the Future aims to ensure that no act or omission on the part of the Charity, its staff, board members and or partner organisations, puts an employee or others at risk; and will proactively safeguard and promote the welfare of employees, board members and those who participate in our work to prevent abuse and to report any abuse discovered or suspected.



Fishing into the Future will carry out its responsibilities under all relevant legislation, regulation and formal guidance for the protection of employees.

Fishing into the Future recognises that any employee and other individuals can be subject to abuse and all allegations of abuse will be taken seriously and reported to appropriate authorities.

Safeguarding Responsibility:

Head of Safeguarding - Designated Person for Safeguarding (DPS)

The Head of Safeguarding is the Executive Director who is the Designated Person for Safeguarding (DPS). Contact information for this person can be found here:

<https://www.fishingintothefuture.co.uk/more/contact/>

The Executive Director is responsible for developing and quality assuring safeguarding activity across Fishing into the Future and supporting best practice for board members and external stakeholders. They have responsibility to ensure that safeguarding is included, where appropriate, in the strategic plans, risk assessments, communications and quality assurance processes of Fishing into the Future.

This is supported by board members who oversee the Charity's Governance practices.

Fishing into the Future Partners

Fishing into the Future's partners will make their own arrangements for safeguarding, in accordance with Fishing into the Future's standards for safeguarding.

4. Breaches of Policy

Failure to comply with our safeguarding policy may be managed in a number of ways, depending on the nature and consequences of any incident.

5. Potential concerns

It is not within the general scope of our charitable activities to work with children or adults at risk, either online or in person.

In practical terms, safeguarding concerns for our members or staff, board or those who participate in our work could arise in relation to:

- Organisations or individuals who are at risk and are involved with delivering or participating in our charitable activities, events, workshops or meetings.
- Visits to external events and meetings, such as ports, fishing communicates and educational facilities where contact with individuals at risk is unknown.



6. Requirement

In the case that employees or board members have direct contact with children and vulnerable adults when running events and meetings, and/or when visiting ports on behalf of Fishing into the Future, in addition to a risk assessments, Fishing into the Future requires:

- No member of staff or board members to be in sole contact with children or vulnerable adults when travelling, visiting ports, or attending an event. They must refuse to do so if asked.
- No member of staff or board members to have regular undisclosed contact digitally with children or vulnerable adults participating in our charitable work. Should there be any doubt, for transparency, any occasional or unexpected contact can be reported to the DSP (emma@fitf.co.uk).

7. Procedural guidelines

Safeguarding concerns may take a number of different forms:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Significant harm
- Financial abuse

Should any staff or board member have any concerns about safeguarding they should contact the DSP. If the staff member does not feel comfortable reporting to the DSP (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to FITF Chair or Vice-Chair, or any member of the FITF Executive Committee. Contact details are available on the Fishing into the Future website: <https://www.fishingintothefuture.co.uk/about/meet-the-team/>

The priority will be the safeguarding of the individual(s) potentially at risk. In the case that there is a significant risk of immediate harm to a person, they must first call 999 and then inform the DSP of the action taken.

If following initial contact with the DSP it is decided that the matter should be taken further, a written report must be prepared and should be sent to the DSP within 24 hrs of the safeguarding concern arising.

The report:

- is essential to prevent any misrepresentation of findings



- should be factual and should not include opinions or personal interpretations of the facts presented
- should contain as much detail as possible, including any apparent physical signs of safeguarding concern
- should be signed, dated and a copy stored in a secure place.

Fishing into the Future will apply appropriate measures to anyone found in breach of policy.

8. Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only and should always be kept secure.

9. Communication

This policy will be made available to all Directors and employees of Fishing into the Future under the governance section of the website:

<https://www.fishingintothefuture.co.uk/about/governance/>

10. Monitoring & Review

The content of this policy will be monitored & reviewed on a regular basis not exceeding one year from the previous revision date.

The Safeguarding Policy has been prepared by the FITF Executive Director and made available to the Board of Trustees. It is available publicly to all associated individuals and organisations.

Signed:

Date: 01/07/2024