

Top ten lessons – what we've learnt so far about safeguarding

1. Review or develop your safeguarding policy and code of conduct... and regularly socialise it within the organisation
2. Support partners to develop their own policy and code of conduct if they don't yet have one, inserting the requirement to do so in partner contracts
3. When you raise awareness of safeguarding with staff, partners and communities then expect to hear concerns coming forward
4. Allegations are not just formal complaints but anything you get to hear about that is sufficiently concerning
5. Even if an allegation predates your safeguarding policy and code of conduct this does not preclude conducting an investigation
6. Notify stakeholders such as donors and regulatory bodies as early as you can – stay in regular communication with them while maintaining confidentiality – this concerns them and their programmes and reputations as well
7. Often what you find out is grey rather than black and white – determining how to respond requires judgement and integrity
8. Put the needs of communities and those who have less power at the centre of decision-making – try and find out what is in their best interests. Be values-driven in all your actions
9. Get advice from people who have done this before – we are all learning how to improve safeguarding
10. If you treat safeguarding like a paper exercise it won't increase protection for your staff, partners and those with whom you work

We continue to improve our approach to safeguarding and do not claim to be experts but seek to exchange and share with others who are also seeking to improve safeguarding across their work. FPP believes that everyone we come into contact with, 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.

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