

SAFEGUARDING POLICY

Trustees and the Appointed Person for The Tim Henman Foundation are committed to Safeguarding all of the below:

Our delivery partners, programme point-people, coaches, teachers, mentors and the young people that access our programmes.

Trustee safeguarding lead: Tim Henman

Appointed safeguarding person: Jamie Feaver - info@henmanfoundation.org

Both are trained in safeguarding and are responsible for recording and dealing with all safeguarding concerns.

Our safeguarding goals:

- Protecting the rights of adults to live in safety, free from abuse and neglect.
- Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

Trustees (and the appointed person) follow their duties as outlined in the 'safeguarding duties for charity trustees' on the charity commission website:

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

Trustees (and the appointed person) take reasonable action to ensure good safeguarding governance, as outlined on the charity commission website:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/756636/10_safeguarding_actions_for_charity_trustees_infographic.pdf

THF PROGRAMMES

- Partners, programme point-people, coaches, teachers and mentors are most likely to highlight safeguarding concerns within the THF list of programmes.
- THF has formal agreements with; partners (including coaches, teachers, mentors) and supported individuals.
- At the implementation stage of each programme, we ensure all of the above share our commitment to Safeguarding and our Duty of Care to the young people we support, and that they inform the participants of the action to take if they have a safeguarding concern.
- Partners, coaches, teachers:
 - i) Are fully compliant; DBS checked, hold the relevant qualifications and licenses.
 - ii) Work in safe and secure facilities.
 - iii) Mentors:

Are trained and understand their role in positively guiding (potentially vulnerable) young people.

Should only hold meetings/workshops in public places and mentors to consider another party to join the meeting if appropriate.

Understand confidentiality and the boundaries of their mentor-mentee relationship.

Disclose information in formal reporting to THF.

- THF works with the point-people for each programme to ensure they are being implemented in the correct and agreed manner. This includes, where possible, visits to the programmes to observe delivery.
- Where a DBS check has raised a criminal conviction or caution, THF will make a thorough judgment as to whether they are in a position to provide safe coaching and mentorship.
- THF ensures there is adequate consent in place for all the images that are used for U18's.

ACTION TO TAKE ONCE RECEIVING A SAFEGUARDING CONCERN

1. In the event of a safeguarding concern, the delivery partner/coach/teacher/mentor will keep a record of the concern and inform the THF appointed person straight away.
2. The delivery partner/coach/teacher/mentor will inform the young person's parent/carer/representative, unless they believe it would put the child/adult at risk, themselves or others at risk.
3. If the highlighted person is in immediate danger:
 - The informer will go straight to the police/ambulance service/social care.
 - If not, they will go to the THF appointed person who will take the appropriate action.

Last reviewed: 15/03/2023