

OXFAM IRELAND SAFEGUARDING COMMITMENT (ROI)

Oxfam will ensure that all children, young people and adults at risk, while engaging in our activities or services are in a safe, caring environment where they feel listened to and valued. This includes, but is not limited to, young people and adults at risk engaged in volunteering activities with Oxfam. We are committed to promoting an atmosphere of inclusion, transparency and openness and are open to feedback from the people who use our services, parents, carers, advocates and our staff and volunteers, with a view to how we may continuously improve our services/activities. Oxfam's safeguarding policy is intended to cover all functions of Oxfam where staff and volunteers have contact with children, young people and adults at risk in the course of their duties. Oxfam Ireland comes in to contact with children, young people, and vulnerable adults through its work (shops, offices, campaign activities and events). Oxfam Ireland may also involve young people from the age of 16 years in the organisation as a paid member of staff or as a volunteer. All roles are defined by role descriptions prior to commencement with the organisation; volunteer roles requiring completion of a written parental consent form also.

DECLARATION OF GUIDING PRINCIPLES FOR SAFEGUARDING CHILDREN

OXFAM IRELAND BELIEVES IN REFERENCE TO CHILDREN AND YOUNG PEOPLE:

- 1. The safety and welfare of children and young people IS EVERYONE'S RESPONSIBILITY.**
- 2. The BEST INTERESTS** of the child or young person should be **paramount**.
- 3. The VOICE OF THE CHILD OR YOUNG PERSON SHOULD BE HEARD**, listened to and taken seriously, taking into account the age and understanding of the child/young person. Children and young people should be consulted and involved in all matters and decisions, which may affect their lives and be provided with appropriate support to do so where that is required.
- 4. EQUALITY** - all children and young people have an equal right to attend and participate in an organisation that respects them as individuals and encourages them to reach their potential, regardless of their background.
- 5. PREVENTION** - the importance of preventing problems occurring or worsening through the introduction of timely supportive measures.
- 6. PROTECTION** - we are committed to upholding the rights of every child and young person that is involved or comes in to contact with our organisation. Children should be safe from harm and in circumstances where their needs are not being met they must be protected.
- 7. SHARED RESPONSIBILITY** - our guiding principles apply to all paid staff, volunteers, Council of Trustees and individuals on work placement within our organisation. Oxfam Ireland Council of Trustees, staff, volunteers and students must sign up to and abide by these guiding principles and our child safeguarding procedures.

DECLARATION OF GUIDING PRINCIPLES FOR SAFEGUARDING ADULTS

WITH RESPECT TO SAFEGUARDING ADULTS, OXFAM RECOGNISES THE FOLLOWING PRINCIPLES, TO ACHIEVE BEST PRACTICE IN THIS AREA:

- 1. A RIGHTS-BASED APPROACH:** To promote and respect an adult's right to dignity; participation in society; be safe and secure; to freedom from harm and coercion; to equality of treatment; to the protection of the law; to privacy; to confidentiality; and freedom from discrimination.
- 2. AN EMPOWERING APPROACH:** To empower adults to make informed choices about their lives, to maximise their opportunities to participate in wider society, to keep themselves safe and free from harm and enabled to manage their own decisions in respect of exposure to risk.
- 3. A PERSON-CENTRED APPROACH:** To promote and facilitate full participation of adults in all decisions affecting their lives taking full account of their views, wishes and feelings and, where appropriate, the views of others who have an interest in their safety and well-being.
- 4. Advocacy supported approach:** To enable to know their rights and voice their concerns. To ensure individuals have access to all the relevant and accurate information to allow them to make informed choices.
- 5. A CONFIDENTIAL ASSURANCE APPROACH:** To ensure all adults are secure in the knowledge that information held about them is managed appropriately and there is a clear understanding of confidentiality amongst staff and volunteers.
- 6. A CONSENT-DRIVEN APPROACH:** To make a presumption that the adult has the ability to give or withhold consent; to make informed choices; to help inform choice through the provision of information, and the identification of options and alternatives; to have particular regard to the needs of individuals who require support with communication, advocacy or who lack the capacity to consent; and intervening in the life of an adult against his or her wishes only in particular circumstances, for very specific purposes and always in accordance with the law.
- 7. A COLLABORATIVE APPROACH:** To acknowledge that adult safeguarding will be most effective when it has the full support of the wider public and of safeguarding partners across the statutory, voluntary, community, independent and faith sectors working together and is delivered in a way where roles, responsibilities and lines of accountability are clearly defined and understood. Working in partnership and a person-centred approach will work hand-in-hand.

OXFAM IRELAND STAFF CONTACTS FOR REPORTING SAFEGUARDING CONCERNS IN RELATION TO A CHILD OR VULNERABLE ADULT

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