

Radiant Ambitions CIC

Safeguarding Policy

Purpose

The purpose of this policy is to protect people, particularly at risk adults and beneficiaries of our projects and events from any harm that may be caused due to their coming into contact with Radiant Ambitions CIC. This includes harm arising from:

- The conduct of staff, workers, interns or volunteers associated with Radiant Ambitions CIC.
- The design and implementation of Radiant Ambitions CIC's programmes, projects, events and activities.

The policy lays out the commitments made by Radiant Ambitions CIC, and informs all staff, employees or associated personnel¹ of their responsibilities in relation to safeguarding.

This policy does not cover:

- Safeguarding concerns in the wider community not perpetrated by Radiant Ambitions CIC or associated personnel.

What is Safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect²

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our employees, volunteers or programmes.

Further definitions relating to safeguarding are provided in the glossary below.

Scope

- All staff, employees, temporary employees, workers, volunteers and interns contracted by Radiant Ambitions CIC.
- Associated personnel whilst engaged with work or visits related to Radiant Ambitions CIC, including but not limited to the following: consultants, contractors, programme visitors including journalists, celebrities and politicians.
- All beneficiaries and attendees at our projects, events and workshops.
- Projects of community groups sponsored by Radiant Ambitions CIC.

¹ See 'Scope' for definition of associated personnel

² NHS 'What is Safeguarding? Easy Read' 2011

Policy Statement

Radiant Ambitions CIC 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. Radiant Ambitions CIC will not tolerate abuse and exploitation by staff, employees or associated personnel.

This policy addresses the following areas of safeguarding:

- Child safeguarding
- Adult safeguarding
- Protection from sexual exploitation and abuse

Radiant Ambitions CIC commits to addressing safeguarding throughout its work, through the three pillars of **prevention, reporting and response**.

Prevention

Radiant Ambitions CIC Responsibilities:

- Ensure all staff and associated personnel have access to, are familiar with, and know their responsibilities within this policy.
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Radiant Ambitions CIC. This includes the way in which information about individuals in our programmes is gathered and communicated.
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel.
- Ensure staff receives training on safeguarding at a level commensurate with their role in the organisation.
- Follow up on reports of safeguarding concerns promptly and according to due process.

Staff Responsibilities

1. Child Safeguarding

Radiant Ambitions CIC staff and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18.
- Sexually abuse or exploit children.
- Subject a child to physical, emotional or psychological abuse, or neglect.
- Engage in any commercially exploitative activities with children including child labour or trafficking.

2. Adult Safeguarding

Radiant Ambitions CIC staff and associated personnel must not:

- Sexually abuse or exploit at risk adults.
- Subject an at risk adult to physical, emotional or psychological abuse, or neglect.

3. Protection from Sexual Exploitation and Abuse

Radiant Ambitions CIC staff and associated personnel must not:

- Exchange money, employment, goods or services for sexual activity.
- Engage in any sexual relationship with beneficiaries of assistance, since they are based on inherently unequal power dynamics.

Additionally, Radiant Ambitions CIC staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy.
- Report any concerns or suspicions regarding safeguarding violations by a Radiant Ambitions CIC employee, staff member or associated personnel to the appropriate staff member.

4. Accountability and Reporting Concerns about Leadership

Radiant Ambitions CIC is committed to creating a safeguarding culture where all staff, volunteers, interns and stakeholders feel safe, confident, and supported to raise concerns, including concerns about senior leadership.

Where a safeguarding concern involves the Safeguarding Lead, the Founder/Director, or where there is concern that safeguarding procedures are not being followed appropriately, staff and volunteers are encouraged to escalate their concerns without fear of reprisal.

Radiant Ambitions CIC will ensure that clear alternative reporting routes are communicated to all staff and volunteers, so that no individual feels that concerns must be handled solely within one line of management.

All concerns will be taken seriously, handled sensitively, and investigated appropriately in line with statutory guidance. No individual will suffer disadvantage, victimisation, or negative treatment for raising a genuine safeguarding concern in good faith.

This commitment reflects our belief that safeguarding is a shared responsibility and that robust governance, transparency, and accountability are essential to keeping children, young people, and adults at risk safe.

Enabling Reports

Radiant Ambitions CIC will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Radiant Ambitions CIC will also accept complaints from external sources such as members of the public, partners and official bodies.

Beneficiaries of our activities and projects who have a complaint or concern relating to safeguarding would be encouraged to report it to our designated safeguarding lead for that activity or project.

Radiant Ambitions CIC will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

Radiant Ambitions CIC will apply appropriate disciplinary measures to staff or employees found in breach of this policy.

Response

Child protection in the London Borough of Barking and Dagenham Council is managed by the Multi-Agency Safeguarding Hub (MASH), which can be reached at 020 8227 3811 (Mon-Fri, 9am-4.45pm) or by email at childrens@lbbd.gov.uk.

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 would be shared on a need to know basis only, and would be kept secure at all times.

Associated policies

Equality and Diversity Policy

Health and Safety Policy

Next update: January 2028

Glossary of Terms

Beneficiary of Assistance: Someone who directly receives goods or services from Radiant Ambitions CIC's programmes.

Child: A person below the age of 18

Harm: Psychological, physical and any other infringement of an individual's rights.

Psychological harm: Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13).

Safeguarding

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect³

Radiant Ambitions CIC understands it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our staff, activities, events or programmes.

Safeguarding applies consistently and without exception across our programmes, projects, events, partners, volunteers, staff and employees. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks happens. Our systems will be survivor-centred but also protect those accused until proven guilty.

Safeguarding puts beneficiaries and affected persons at the centre of all we do.

Sexual abuse: The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation: The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor: The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive. However, it is the individual's choice on how they wish to identify themselves.

At risk adult: Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

³ NHS 'What is Safeguarding? Easy Read' 2011