



HCF Wellbeing and Protection Policy

We, Hibernian Community Foundation, are committed to protect people's health, wellbeing and human rights, and enable them to live free from harm, abuse and neglect. This policy sets out our approach to ensure this happens in all areas of our work, with specific attention given to those we consider to be vulnerable. That is:

- Anyone aged under 18
- An adult who cannot safeguard his or her own well-being or property and is affected by disability, mental disorder, illness or infirmity and is more at risk of being harmed than other adults who are not so affected.

Guiding principles:

- We are all responsible for the wellbeing and protection of people we work with.
- People, irrespective of age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection.
- We will create a safe and positive environment and an open, listening culture where people feel able to share concerns without fear of retribution.
- We will involve people in matters which affect them.

Our commitment:

- To recruit, train, support and supervise staff, members and volunteers to adopt best practice to safeguard and protect people.
- To require staff and volunteers to abide by our Wellbeing and Protection Policy and associated procedures.
- To respond to any allegations of misconduct or abuse as well as implementing, where appropriate, the relevant disciplinary and appeals process.
- To regularly monitor and evaluate the implementation of this policy and these procedures.
- To review this policy in accordance with changes in legislation and guidance on the protection of children and vulnerable adults.

Our lead Wellbeing and Safeguarding Officer is Joanne Ross, who can be reached on 07788 393 939 or at safeguarding@hiberniancf.org