

Africans in Diaspora UK (AID-UK) Safeguarding Policy Document (2025 Edition)

Last review date: 15 November 2025

Next Scheduled Review

14 November 2026

1. Introduction

Africans in Diaspora UK (AID-UK) is committed to safeguarding and promoting the welfare of children, young people, and adults at risk. This policy aligns with UK legislation, including Working Together to Safeguard Children (2023), Keeping Children Safe in Education (2024), the Care Act 2014, Charity Commission guidance, and the Data Protection Act 2018.

2. Safeguarding Leadership Contacts

Designated Safeguarding Lead (DSL): Bruce Choco

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Deputy Safeguarding Lead (DDSL): Philip Alika

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3. Purpose of This Document

This safeguarding policy outlines AID-UK's approach to protecting all participants, ensuring compliance with statutory duties, and guiding volunteers in recognising and reporting safeguarding concerns.

4. Scope of the Policy

This policy applies to trustees, volunteers, committee members, contractors, and all participants in AID-UK activities.

5. Key Safeguarding Principles

AID-UK adopts the six safeguarding principles: Protection, Prevention, Proportionality, Partnership, Accountability, and Empowerment.

6. Recognising Abuse

Includes child abuse (physical, emotional, sexual, neglect, exploitation) and adult abuse (physical, emotional, financial, domestic violence, discriminatory, neglect, modern slavery, organisational abuse).

7. Reporting Safeguarding Concerns

All concerns must be reported to the DSL or DDSL. In emergencies, call 999. For non-emergencies: report, record, and refer - do not investigate yourself.

8. Safer Recruitment

If AID-UK ever engaged in AID-UK follows safer recruitment procedures, including DBS checks, identity checks, references, training, and supervision.

9. Code of Conduct

Volunteers and staff, if any, must maintain boundaries, treat all individuals with respect, avoid one-to-one unsupervised situations with children, and report concerns immediately.

10. Training

All staff and volunteers complete safeguarding, Prevent, and Equality training, renewed every 2 years.

11. Data Protection

All safeguarding information is stored securely and shared on a need-to-know basis in line with UK GDPR.

12. Equality Policy Review

Last Review Date: 15 November 2025

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Aligned with the Equality Act 2010.

13. Monitoring and Review

This safeguarding document will be reviewed annually or after any major safeguarding event.

Approval

Approved by AID-UK Board of Trustees on 25 November 2025.

Signed: *Bchcco* (DSL) and *phlalika* (DDSL).