



Safeguarding

SAFEGUARDING: Standards and objectives



INTRODUCTION

This framework of Standards and Objectives is the tool the International Federation of L'Arche communities will be using to promote, develop and evaluate a positive culture of safeguarding.

It applies to all communities and structures in the Federation. Therefore, when we write community, we should read « communities and structures ».

The Federation is working on the development of new tools and the sharing of existing tools in the Federation to support countries and communities with the implementation of these standards and objectives. A toolbox is available and will be progressively enriched by the experience and achievement of countries and communities.

A regular evaluation process is developed to help communities to use these standards.

The framework is based on the six safeguarding standards developed by the UK government and already used by the Federation for the 2020 global audit.

For each standard, an overall objective is defined. Then, a number of essential requirements to demonstrate compliance are described.

Each community and country is expected to work on how to meet this objective in its particular regulatory, cultural and social context. The community should describe what it is doing to achieve the objective and essential requirements and its broader safeguarding activity.

Support is provided by a network of resource persons.

FEDERATION COMMITMENT

In order to fully live our mission, we are committed to







- Protect the integrity and the dignity of all those who participate in the life of our communities of L'Arche
- Foster the wellbeing of our members and the quality of our relationships

Therefore, together we want to grow a positive culture of safeguarding, to prevent all types of violence and foster a safe environment.

We will do this

- by fulfilling the objectives of our framework "Safeguarding Standards and Objectives"
- according to local contexts and culture
- with accountability and evaluations.

OVERVIEW ON THE SIX STANDARDS AND OBJECTIVES

 Safeguarding policy and procedures	 Safe space to speak and procedure to report safeguarding concerns and incidents	 Recruitment and Human Resources	 Risk Management	 Code of conduct	 Organizational governance and accountability
<p>Each L'Arche community's safeguarding policies include a statement of commitment to create and maintain a safe environment, where we don't tolerate any violence or kind of abuse towards anyone who participates in the life of L'Arche.</p>	<p>In each L'Arche community, everyone understands who to talk about a concern and how to report any abuse without fear of negative consequences. All reported concerns and incidents are reviewed and a response is provided.</p>	<p>In each L'Arche community, everyone can trust the people who come and take part in the life of L'Arche.</p>	<p>Each L'Arche community is aware of the risks of different forms of abuse in specific contexts and designs protocols and procedures to reduce those risks for all involved in the life of L'Arche.</p>	<p>In each L'Arche community, every person makes a personal commitment to behave respectfully towards everyone.</p>	<p>In each L'Arche community, the leadership and board of directors ensure the accountability for the safeguarding policy and regular safeguarding reporting.</p>

STANDARD 1

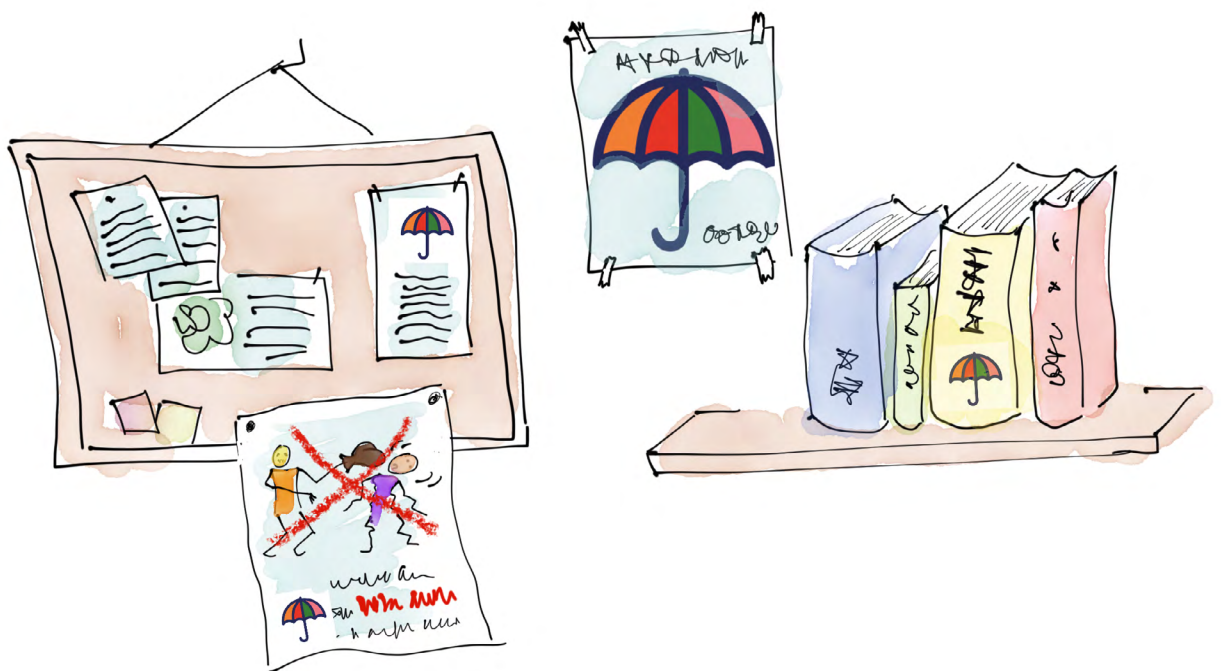
Safeguarding policy and procedures

OBJECTIVE

Each L'Arche community's safeguarding policies include a statement of commitment to create and maintain a safe environment, where we don't tolerate any violence or kind of abuse towards anyone who participates in the life of L'Arche.

For this purpose,

- The community clearly states its policy for the protection of individuals, in a manner easily understood by all.
- The responsibility of safeguarding lies with the community leadership, who can delegate its implementation.
- The policies, procedures, and tools of all aspects of safeguarding are documented in one place.
- The policies include and comply with the local and national legislation and aim to achieve the standards and objectives of the Federation.
- The community has established procedures for handling safeguarding incidents and formations and trainings to build capacity.



STANDARD 2

Safe space to speak and procedure to report safeguarding concerns and incidents

OBJECTIVE

In each L'Arche community, everyone understands who to talk about a concern and how to report any abuse without fear of negative consequences.

All reported concerns and incidents are reviewed and a response is provided.

For this purpose,

- The community has a policy that allows each person to feel free and safe to speak out, raise a concern or make a safeguarding report in good faith without fear of negative consequences from any person who is part of the community.
- The community has a system for making reports that is easy to use and communicated to all involved in the life of L'Arche. The process has clear steps, up-to-date contacts, and alternate contacts outside the community leadership when there is a conflict of interest, with a national, international or external reporting option.
- All involved in the life of L'Arche are trained on the policy and reporting system in a way that makes it easy for them to understand and use the procedure.
- The reporting policy applies to past and present safeguarding incidents.



STANDARD 3

Recruitment and Human Resources

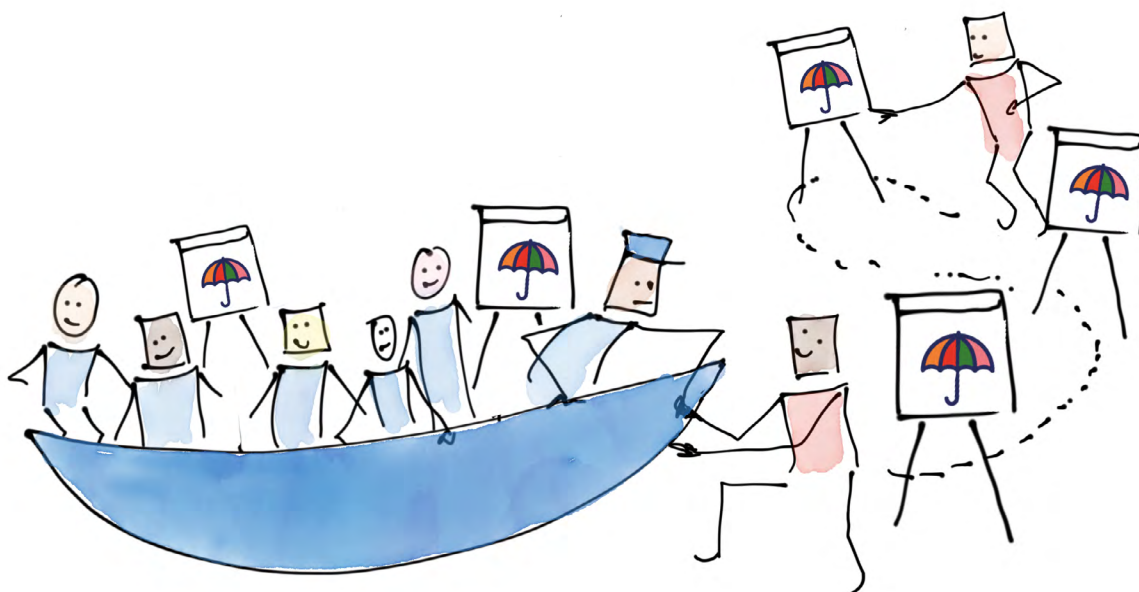
OBJECTIVE

In each L'Arche community, everyone can trust the people who come and take part in the life of L'Arche.

For this purpose,

The community puts in place a strong recruitment and onboarding system:

- The community ensures as fully as possible in the recruitment and selection procedure, that the candidates' behaviour is aligned with the L'Arche Safeguarding Values Statement, as set out in the Code of Conduct.
- The community communicates, during the recruitment and induction period, the importance of safeguarding and the ways everyone contributes to a positive safeguarding culture.
- The community trains by role, around sensitive situations in the accompaniment of people with disabilities and in the life of our communities, that may put members of the community at risk of harm.



STANDARD 4

Risk Management

OBJECTIVE

Each L'Arche community is aware of the risks of different forms of violence or abuse in specific contexts and designs protocols and procedures to reduce those risks for all involved in the life of L'Arche.

For this purpose,

- The community identifies situations where there is a risk of violence or abuse.
- The community evaluates the risks, determines the means of prevention and sets up incident management procedures.
- The community collects these elements in a document that is systematically reviewed.
- The community reports incidents and their follow-up to the Board, their regulatory bodies and the Federation representative as required.



STANDARD 5

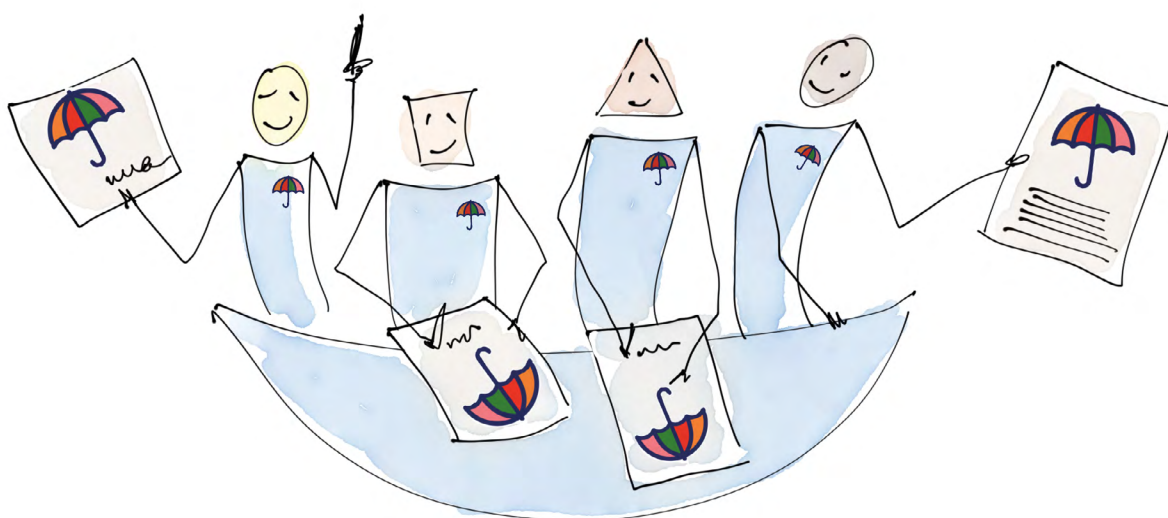
Code of conduct

OBJECTIVE

In each L'Arche community, every person makes a personal commitment to behave respectfully towards everyone.

For this purpose,

- The community has a code of conduct that outlines clear expectations and behaviours for the wellbeing and protection of every person and meets or exceeds the standards of the code of conduct of L'Arche International.
- The community outlines the consequences of not meeting those expectations.
- Every person is trained on, reads, agrees to the code of conduct. Employees, board members and volunteers sign the code of conduct.
- The community provides ongoing formation that is easy for all to access and understand on the code of conduct and personal responsibility to safeguarding. This includes periodic refreshers. Everyone who participates in the life of L'Arche receives this training (employees, board members, volunteers, people with disabilities...).



STANDARD 6

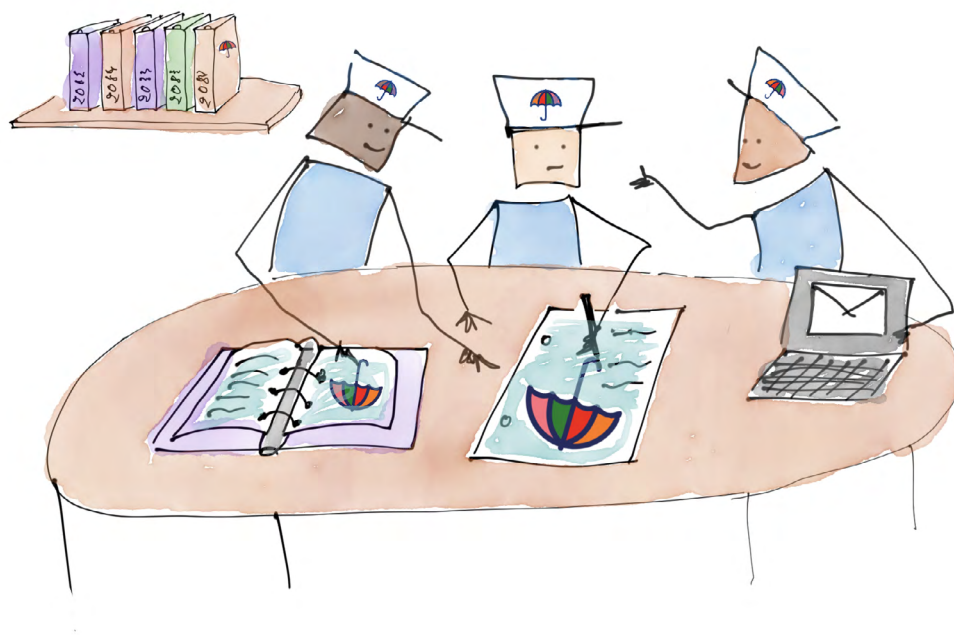
Organizational governance and accountability

OBJECTIVE

In each L'Arche community, the leadership and board of directors ensure the accountability for the safeguarding policy and regular safeguarding reporting.

For this purpose,

- The board and the leadership ensure that a systematic annual review is completed of all safeguarding policies and procedures.
- The leadership provides regular reports of safeguarding activity for board meetings.
- The board and the leadership report safeguarding activity:
 - › Locally to regulatory bodies in the format and timing legally required
 - › In a summary report to the appropriate L'Arche structure (national structure or Federation representative) at least annually. The aim is to gather significant trends and learnings.





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DI - 370-02 – March 2022
This document has been approved by International Leadership Team in March 2022
Next review: March 2024

