

Policies and procedures	Criteria	Areas of improvement
	1. Met	
	2. Partially met	
3. Not met		
A robust and effective policy exists, is a key part of induction and is lived day-to-day, with supporting processes in place which are used regularly.		
Policy is well integrated: policies are well understood by everyone in the organisation and staff proactively refer and adhere to policy and processes, which guide behaviour and actions.		
All staff and other adults working within the organisation are clear about procedures where they are concerned about the safety of a child or vulnerable adult.		
Relevant organisational policies have safeguarding as an integrated element.		

Survivor-centred approach	Criteria	Areas of improvement
	1. Met	
	2. Partially met	
	3. Not met	
Children and vulnerable adults are protected and feel safe.		
Survivors report that the organisation is a safe place for the employment of survivors.		
There is a strong, robust and proactive response from adults working with children that reduces the risk of harm or actual harm to them.		
Children can identify a trusted adult with whom they can communicate any concerns (a trusted adult being someone who children may turn to for help and who will take them seriously and act responsibly to ensure that risks are mitigated to prevent harm and concerns are responded to effectively).		
Children report that adults listen to them and take their concerns seriously.		
Survivors are consulted and involved in determining the response to their concerns.		

Awareness-raising	Criteria	Areas of improvement
	1. Met	
	2. Partially met	
3. Not met		
There are regular open discussions and ongoing dialogue about safeguarding with all stakeholders.		
Adults working with children and vulnerable adults know and understand the indicators that may suggest that an individual is suffering or at risk of suffering exploitation, abuse and/or harassment, and that they must take appropriate and necessary action in accordance with local procedures and relevant international legislation.		
Safeguarding training is available and accessible to all staff.		
The relevance of safeguarding training is understood by all.		
The physical environment for children and vulnerable adults is safe and secure and protects them from the risk of harm or actual harm.		
Children and vulnerable adults who go missing are reported.		
Risks of harm to children and vulnerable people are well understood during the implementation of programmes and activities, and their impact is minimised.		
There are strategies in place to minimise the risks from digital technologies for staff, children and vulnerable adults.		
There are policies in place about the safe use of mobile phones and cameras for adults working with children, young people, and vulnerable adults (as covered in Week 3).		