

Vulnerable People/Safeguarding Policy

Introduction

The safeguarding policy for Eudaimonia Medical Services will be followed by all members of the organization and promoted by those in the position of leadership within the organization.

The responsibility of this Organization is to ensure that their employees and volunteers are confident and secure in carrying out their responsibilities while also being accountable for safeguarding healthcare when working with vulnerable groups.

The purpose of this policy is to make sure that the actions of anybody working or being engaged in the context of this work carried out by the organization is transparent and safeguarded. Through this we are promoting the best healthcare possible to vulnerable people living in Moria.

Principles upon which this Safeguarding Policy is based

- The welfare of vulnerable groups is of primary concern
- Any concerns about abuse will be reported and are everyone's responsibility regardless of the position and field of work
- All incidents of alleged poor practice, misconduct and abuse will be taken seriously and responded to appropriately and immediately
- Every person has a right to live a life free from abuse, neglect and fear
- All reports of abuse will be treated seriously
- Protection, support and representation for those in greatest need will be provided

- Accountability and transparency in delivering safeguarding will be provided and accessible

Policy Statement

Eudaimonia Medical Services believes that vulnerable groups have the right to be safe and that their welfare is paramount. EMS recognizes all people regardless of age, disability, gender, ethnicity, religious beliefs or sexual orientation have an equal right and is committed to safeguarding vulnerable groups. This policy applies to all people affiliated with EMS.

Recognition of Abuse

Abuse can take many forms: it can be physical, psychological, sexual, neglect, discriminatory, organizational and financial. Abuse is a violation of an individual's human and civil rights by any other persons. Examples of abuse are: hitting, slapping, rough handling, giving medication incorrectly, deprivation of warmth, food, clothing, health care, misuse or theft of money or property, any kind of sexual activity that the person has not consented to or cannot consent to etc.

Abuse can happen anywhere by anyone but is usually someone the victim knows and therefore speaking up can be challenging especially when they are in a dependent or vulnerable position.

Some kinds of abuse are a criminal offence, and therefore must be reported to officials.

EMS's Commitment

EMS is committed to establishing standards for the protection of vulnerable people, raising awareness of risks and managing those risks, fostering a preventative organizational culture, and training staff members and volunteers to ensure that they do respond appropriately in case of any incidents.

If someone tells you they are being, or have been abused

- Stay calm and listen
- Be objective
- Take them seriously and offer support
- Keep them safe if necessary
- Write a record of what you have been told, note the time and date
- Preserve any evidence
- Make sure you are safe yourself while preserving evidence or while listening. You cannot help when putting yourself in danger. Make sure to debrief after with a supervisor as hearing about abuse can be challenging too.

What to do

- Immediately speak to EMS manager or your supervisor
- If there is a concern reported the following information is needed:
 - Is there an immediate or future risk?
 - When and where did the incident take place?
 - Who was involved?

What not to do

- Do not make judgmental comments
- Do not destroy any evidence
- Do not make your own decisions

- Do not promise to keep secrets

Eudaimonia Medical Services Responsibilities

- To ensure that all the staff members including volunteers are aware of this Vulnerable People/Safeguarding Policy and have received appropriate training
- To cooperate with other agencies and the local authority in safeguarding investigations
- To report concerns in regard to a volunteer or staff member to the head of the organization
- To ensure that during the recruitment process staff and volunteer will have had gone through a criminal record check and make sure all references have been verified
- To ensure that this Safeguarding Policy is kept up to date and regularly updated
- To record any concerns raised and keep them secured in the database. This information will be kept confidential.

Responsibilities of volunteers of Eudaimonia Medical Services

- To understand the rules within the Vulnerable People/Safeguarding Policy
- To take appropriate action in regard to safeguarding refugees

This policy will be widely promoted and is mandatory for everyone involved in or affiliated with EMS.