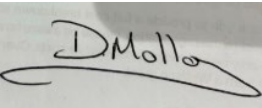
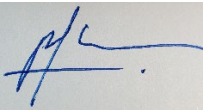




First **Star** Scholars **UK** Adult Safeguarding Policy

Date of Last Review	16/04/2025
Review Cycle	Annually
Date (Month/Year) of Next Review	08/2025
Date Policy was First Ratified	13/11/2024
Named Lead for Writing/Review	E Hollis
Signed: CEO  FSSUK Board of Trustees – Safeguarding Committee Lead 	Date 16/04/25

Purpose

First Star Scholars UK Charity is committed to providing a safe and supportive environment for all adults involved in our programmes, including staff, volunteers, mentors, and participants. This policy outlines our approach to safeguarding adults, ensuring that any potential risks of harm, abuse, or exploitation are prevented and addressed promptly.

Scope

This policy applies to all adults involved in our charity's activities, including online tutoring, mentoring, and university residential programmes. It covers our staff, volunteers, contractors, and any adult participants who engage with our services. Our processes mirror that of our Safeguarding and Child Protection Policy and this policy should be read in conjunction with said policy.

Key Principles

1. Respect and Dignity:
We will treat all adults with respect, recognising their right to make informed decisions and lead independent lives. We are committed to providing services that respect the dignity of every individual.
2. Zero Tolerance of Abuse:
We take a zero-tolerance approach to abuse of any form, including physical, emotional, financial, sexual, and neglect. Any form of abuse will not be tolerated, and any concerns will be acted upon immediately.
3. Prevention and Awareness:
We will ensure that staff, volunteers, and mentors are trained to recognise the signs of abuse or neglect and know how to report concerns. This includes understanding the risks faced by vulnerable adults and responding appropriately.
4. Confidentiality and Reporting:
We respect the confidentiality of adults using our services. However, if there is a concern about an individual's safety or well-being, confidentiality may be breached in order to protect the individual, and the appropriate authorities will be contacted.

Designated Safeguarding Leads (DSL)

We have appointed a DSL to provide oversight of safeguarding and to lead on any incident investigation and reporting. We also have a team of DDSLs and a Board Trustee leading on Safeguarding. Any safeguarding incidents can be reported via our safeguarding online form – <https://forms.office.com/e/8fZE9dqe4X>

The team can also be contacted via the safeguarding email – safeguarding@firststaruk.org

Name: Ian Wyles

Position: National Director and DSL

Email ian.wyles@firststaruk.org

Name: Diarmuid Molloy
Position: CEO and DDSL
Email: diarmuid.molloy@firststaruk.org

Name: Emily Hollis MBE
Position: COO and DDSL
Email: emily.hollis@firststaruk.org

Name: Peter Samuelson
Position: Founder, Chair and Safeguarding Committee Lead
Email: peter.samuelson@firststaruk.org

Our Responsibilities

- Duty of Care: We will ensure that all adults involved in our programmes are treated with care, respect, and fairness, and that their well-being is prioritised at all times.
- Training and Support: All staff and volunteers will receive safeguarding training, including recognising and reporting abuse. Regular refresher training will be provided to ensure awareness is kept current.
- Clear Reporting Channels: Adults who are concerned about their own safety or the safety of others can report any safeguarding issues confidentially to our Designated Safeguarding Lead (DSL). We will respond to concerns promptly and in a supportive manner.

Identifying and Responding to Safeguarding Concerns

- Signs of Abuse: This may include, but is not limited to, unexplained injuries, withdrawal, fearfulness, financial difficulties, or inconsistent explanations for behaviour or actions.
- Immediate Action: If an adult is at risk, the appropriate authorities (e.g., local safeguarding boards, the police) will be contacted immediately.
- Investigation: We will ensure that any concerns or allegations are investigated thoroughly, sensitively, and confidentially, with the safety and well-being of the adult at the centre of the process.

Support for Affected Adults

We will provide support and guidance to any adult who may be affected by safeguarding concerns, including referrals to specialist support services such as counselling, advocacy, and legal support where necessary.

Consequences of Breach

Any staff member, volunteer, or mentor found to be in breach of this safeguarding policy will be subject to disciplinary action, which may include dismissal or termination of their role. Where appropriate, the incident will be reported to the relevant authorities.

Review and Monitoring

This policy will be reviewed annually and updated as needed to ensure it remains relevant and effective. Feedback from staff, volunteers, and participants will be considered to improve safeguarding practices.

Version Control - Approval and Review

Version No.	Approved by	Approval Date	Main Change	Review Period
1.0	Diarmuid Molloy	13 November 2024	New policy format approved	Annually
1.1	Diarmuid Molloy	6 April 2025	Update to roles and responsibilities. Inclusion of safeguarding form and email.	Annually, Aug/Sept update required, in line with KCSIE.

This policy will be reviewed as part of any safeguarding incident investigation, to test that it has been complied with and to see if any improvements might realistically be made to it.