

VOLUNTEERING @ THE HEART OF CIVIL SOCIETY

SAFER RECRUITMENT AND MANAGEMENT

SHAUN DELANEY
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NCo100
A CENTURY OF CHAMPIONING VOLUNTARY ACTION

Style on Wednesday
London Fashion Week Eight instant updates
Fashion and Features, pages 22 & 23

Plus Colours that boost your mood
Allison Pearson Admit it – we're rubbish at the Winter Olympics
Features, page 25

BRITAIN'S BEST-SELLING QUALITY DAILY

The Daily Telegraph

NEWS BRIEFING

Corbyn accused of trying to muzzle press
Jeremy Corbyn has warned the media that "change is coming" if he becomes prime minister as he described disclosures about his meetings with a Communist spy as "lies and misuses". The Labour leader suggested that newspapers had investigated his links to former Czechoslovakian agent Jan Sarkisov because they were "sacrificed" by the prospect of a Labour government. But Tony Blair accused him of wanting to "muzzle" the press.
Page 2

Panic as KFC chicken drought continues
The closure of 900 KFC branches caused near hysteria yesterday, prompting 999 calls, chicken smuggling and even the intervention of an MP. A change in KFC's chicken delivery company meant branches remained closed for a fourth day because their core ingredient was unavailable. The Metropolitan Police confirmed it had received "time-wasting" calls about the closures. THE former chief executive of Save the Children resigned after he admitted making "mischievous and thoughtless" comments to three young female members of staff. It emerged last night, DHL, blamed operational issues for the shortages.
Page 3



Save the Children boss in text scandal

Charity's former chief quit after admitting he sent inappropriate messages to staff

By Steven Swinfen and Victoria Ward
Mr Forsyth's behaviour told the BBC he sent them a "barage" of text messages that left them feeling deeply uncomfortable.
If they did not respond, he allegedly sent them emails, and if they still refused to engage, they were called over by Mr Forsyth for a private "chat".
Save the Children is said to have dealt with each complaint by implementing a mediation process where Mr Forsyth apologised to women.
Last night, one of the complainants, who remained anonymous, said: "The complaints of harassment were not treated with the appropriate degree of seriousness."
"It seems there was more interest in preventing the exposure of misconduct than in protecting its female members from predatory behaviour."
Another told the BBC: "It was my dream to work for an organisation that Save the Children but the longer you are there, the more you are exposed to some of their bravado and that's both at head office and in the field."
"Other women tell you to watch out. Mr Forsyth is a predator."



Listen now

Abuse in Charity Shops

Scores of charity shop staff were investigated for sexually inappropriate behaviour in the workplace in the last 12 months according to figures obtained by 5 Live Investigates.

Available now
 46 minutes

Top Oxfam staff paid Haiti survivors for sex

Charity covered up scandal in earthquake zone • Girls at 'Caligula orgy' may have been underage

TIMES INVESTIGATION

Sean O'Neill, Chief Reporter

One of Britain's biggest charities covered up the use of prostitutes by senior aid workers in earthquake-torn Haiti.
A Times investigation has found that Oxfam, which receives £300 million a year in British government funds and public donations, allowed three men to resign and sacked four for gross misconduct after an inquiry revealed sexual exploitation, the downloading of pornography, betting and intimidation.
A confidential report by the charity said that there had been "a culture of impunity" among some staff in Haiti and concluded that children may have been among those sexually exploited by aid workers. The 2011 report stated: "It cannot be ruled out that any of the prostitutes were under age".
Oxfam was part of a massive international relief effort in Haiti after the earthquake in Port-au-Prince in 2010, which killed 230,000 people, injured 300,000 and left 1.5 million homeless.
One of the men allowed to resign without disciplinary action was Oxfam's country director there, Roland van Haeremelen. The report said that Mr Van Haeremelen had admitted using prostitutes at the villa rented for himself and his family.
Despite the admission, the charity's chief executive at the time, Dame Barbara Stocking, offered the Belgian "a chance and a lifeline out" because sacking him would have "potentially serious implications" for the charity's work and reputation. After the internal inquiry two other men in management were able to resign while four were dismissed for gross misconduct, including over the use of prostitutes at the apartment block where Oxfam housed them.
A number of sources with knowledge of the case said they had concerns that some of the prostitutes were under age. One said that men had invited groups of young prostitutes to their private booze and held sex "parties". The source claimed to have seen footage from a night there that was "like full-on Caligula orgies", with girls wearing Oxfam T-shirts. The charity is understood to have no record of the footage being given to the investigation.
Prostitutes in Haiti and the age of consent at 16. Paying for sex is illegal. Oxfam's staff code of conduct and in breach of United Nations statements on the behaviour of aid workers, which the charity supported. Oxfam said it did not report any of the incidents to the Haitian authorities because "it was extremely unlikely that any action would be taken". None of those accused has been arrested or faced any criminal charges.
The charity said that it declined the sexual misconduct to the Charity Commission but the regulator told THE Times last night that it never received the final investigation report and Oxfam "did not detail the precise allegations, nor did it make any indication of potential sexual crimes involving minors". The commission said that it was asking Oxfam to review what happened "in line with awareness that it has learnt lessons from past incidents about taking all necessary steps to ensure risks are minimised".
An spokesman for the investigation Continued on page 2, col 4



Roland van Haeremelen, Oxfam country director for Haiti, admitted using prostitutes after the disaster in Port-au-Prince



Caligula orgy in Haiti. The charity said that it declined the sexual misconduct to the Charity Commission but the regulator told THE Times last night that it never received the final investigation report and Oxfam "did not detail the precise allegations, nor did it make any indication of potential sexual crimes involving minors". The commission said that it was asking Oxfam to review what happened "in line with awareness that it has learnt lessons from past incidents about taking all necessary steps to ensure risks are minimised". An spokesman for the investigation Continued on page 2, col 4

Human eggs grown in lab offer hope to infertile

Human eggs have been grown to maturity outside the body for the first time in a breakthrough for fertility scientists.

Scientists at the University of Edinburgh announced that they had re-created oviducts from women's ovarian tissue and developed them in a laboratory to the point where they were ready to be fertilised. The advance may one day be used as an alternative to IVF to help older women to conceive. It could also help preserve the fertility of girls undergoing cancer treatment.
Felix Teller, the senior scientist involved, said that the work was the culmination of 10 years of research to better understand the early stages of reproduction. Scientists can now study egg development in the laboratory. "This is critical as a research tool - a window into the developmental aspects of the human ovary," he said.
Her work, published in the journal *Nature*, *Human Reproduction*, involved a multi-stage process of culturing the eggs. The immature eggs were first taken from women undergoing caesarean sections at Edinburgh Royal Infirmary by mimicking the environment they were then grown from minute ovarian cells in full-sized eggs almost invisible to the naked eye.
"Although the intention was to understand the processes involved before, one of the obvious applications of the technology would be in girls with cancer."
"At the moment, prepubertal girls come to the clinic with blood borne cancer that requires long-term chemotherapy," Professor Teller said. This can kill or severely damage existing oviducts. "The only option at present is to remove healthy ovarian tissue and then re-implant it after they have been cured, but this risks reintroducing cancer instead."
"If this new process is perfected, eggs could be taken, matured and stored to be used later.
There's also possibly that it could one day be incorporated into fertility treatment." There's no reason why we couldn't use it in older women as an alternative to IVF, avoiding the use of hormones and multiple cycles, Professor Teller said. Unlike with IVF, couples could take many more eggs and develop them at the same time before choosing the ones that look most promising.
Marco Candiani, medical director of the Scottish fertility clinic GEDM, was excited by this progress. "The potential of this is enormous. In some ways we still going to have these cells in the next year even who say approaching."

- IN THE NEWS
- Isis 'Beetles' captured** - The remaining two members of the British Islamic State cell known as the Beetles, Alexander Jones and 13 others, have been captured by forces in Syria. Page 6
 - Student dies in crush** - Olivia Bart, a 20-year-old student at Durham University, was crushed to death under a metal barrier as people tried to get into a busy nightclub. Witnesses have claimed. Page 8
 - Meat products recall** - Most products have been recalled by a leading online healthy eating business, MashedGood, after inspectors raised concerns about incorrect use of dates. Page 9
 - China fortifies islands** - A newly released series of photographs has revealed the pace at which Beijing has developed and militarised a chain of disputed islands in the South China Sea. Page 20
 - Carney's Brexit call** - Mark Carney, governor of the Bank of England, has urged the government to publish the text of a Brexit deal before assessments and defend the Bank's own forecasts. Page 22
 - Jones on the attack** - Eddie Jones, the England rugby union coach, has accused Alan Wain Jones, who will captain Wales for their showdown tomorrow, of intimidating a referee. Page 22

Tory minister told to resign after attending grope gala
Max rebukes her families minister for debauched City dinner
THE SUN
WETHERSPUN COATS SPREADS WIN £50K
Apel!
PRESIDENT'S CLUB SCANDAL
Tory aide quits over 'gropers' gala
Minister carpeted by furious PM
Charity bash axed, cop probe urged
SLEAZE BALL
It was ha bottoms, on hips hands c up ski
Inside the £2,000-a-the age of polit

“

Safeguarding is non-negotiable. These measures will help protect and empower people to speak up and ensure charity leaders tackle poor behaviour head-on.”



Tracey Crouch
Minister for Sport and Civil Society



Department for
Digital, Culture,
Media & Sport



What is harm?

WHAT IS HARM?

- sexual harassment and exploitation
- negligent treatment
- physical abuse
- emotional abuse
- financial abuse
- bullying or harassment
- health and safety failure
- commercial exploitation
- commercial exploitation
- extremism and radicalisation
- forced marriage
- child trafficking
- female genital mutilation
- discrimination on any of the grounds in the Equality Act 2010
- people may abuse a position of trust they hold within a charity

WHAT DO WE MEAN BY SAFEGUARDING?

For the Charity Commission's purposes

As part of fulfilling your trustee duties, you must take reasonable steps to protect people who come into contact with your charity from harm.

This includes

- People who benefit from your charities work
- Staff
- Volunteers

It may also include people who come into contact with your charity through its work.

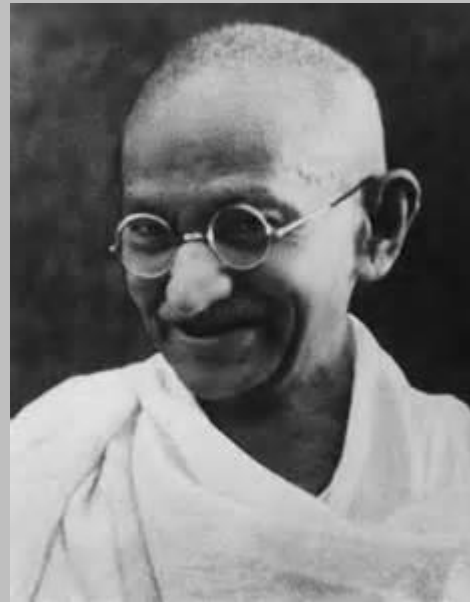


**Who poses more of a risk,
new or existing volunteers?**





Who is safe?



Supreme Court rejects government appeal on criminal records scheme

🕒 30 January 2019



DISCLOSURES AND BARRING SERVICE

LEVELS OF CHECK

Level of check	Discloses	Eligibility
Basic	Unspent criminal convictions, cautions and warnings.	Anyone
Standard	Spent and unspent criminal convictions, cautions and warnings.	Specific circumstances, e.g. magistrates
Enhanced	All of the above plus local police information	Specific circumstances including those working with children and vulnerable adults
Enhanced + barred	All of the above plus checking barred lists	Specific 'regulated activities' only (e.g. teaching, nursing)

TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Dentist

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TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Teacher

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**TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...**

Workman repairing a
school roof

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TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Scout leader

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TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Parent driving the
neighbour's scouts
to their meeting

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TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Lunch club
coordinator for
retired people

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TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Charity shop manager



TO CHECK OR NOT TO CHECK,
THAT IS THE QUESTION...

Tesco Metro manager

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SAFER RECRUITMENT

DBS CHECKS

- Expensive
- Out of date as soon as completed
- Organisation decides to check or not
- Organisation decided to recruit or not
- No one specific law to govern
- Only reports if someone was caught

SAFER RECRUITMENT

METHODS

- Make it clear you do not tolerate abuse
- Clear role descriptions and boundaries
- Understand why you are checking a person's criminal record
- Assess values and behaviours
- Taking up references and check ID
- Check unexplained gaps in employment history
- Ask for declarations
- Training and inductions



TACTICS

Training and guidance

- Inductions / training
- Role descriptions
- Pocket guides
- Simple steps
- Leadership training
- Values statements
- Posters
- No lone working

Monitoring

- Whistleblowing procedures
- Publicising for feedback
- Absence monitoring / turnover
- Safeguarding incident log
- Complaints log
- Accident book
- Supervision and appraisals

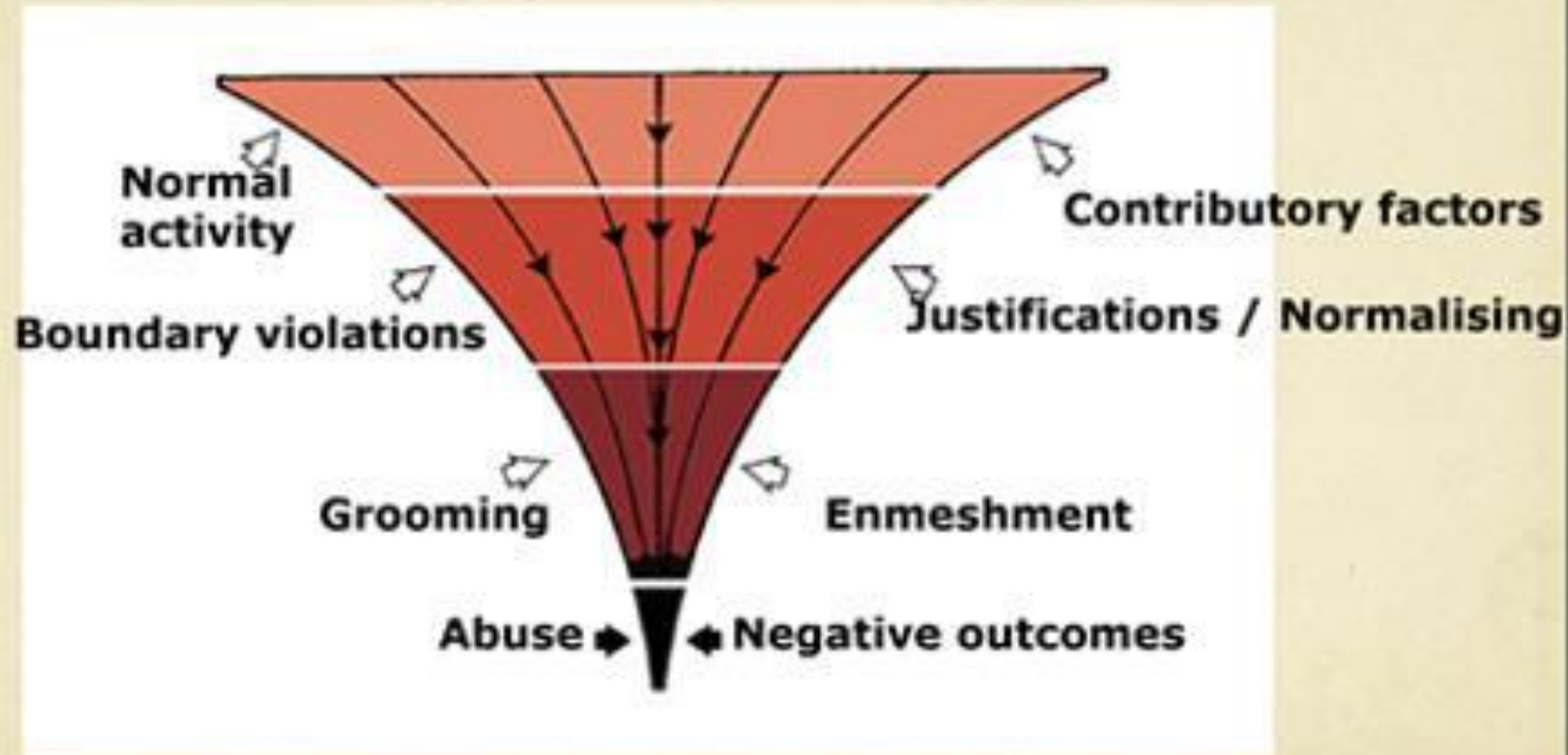
The diagram is an iceberg floating in water. The water is represented by blue brushstrokes. The iceberg is a white, irregular shape with a grey outline. The top part of the iceberg is above the water line and is labeled 'PRACTICES'. The bottom part of the iceberg is below the water line and is divided into two sections: the top section is labeled 'PRINCIPLES' and the bottom section is labeled 'VALUES'. The text is written in a simple, hand-drawn, uppercase font.

PRACTICES

PRINCIPLES

VALUES

Elaborating the 'slippery slope'



Erooga, 2015

WE RECOMMEND...

SAFER MANAGEMENT

- Plan ahead – develop a safeguarding policy
- Understand what you mean by ‘vulnerable’ and ‘harm’
- Regular supervision meetings with staff and volunteers
- Risk assess activities where abuse may occur
- Adapted working practices
- A clear complaint, ‘raising concerns’ or whistleblowing process
- A culture where vulnerable people feel able to give feedback
- Manage and learn from serious incident

NCVO champions the voluntary sector and volunteer movement to create a better society.

We connect, represent and support over 13,000 voluntary sector member organisations, from the smallest community groups to the largest charities.

This helps our members and their millions of volunteers make the biggest difference to the causes they believe in.

- Search for **NCVO membership**
- Visit www.ncvo.org.uk/join
- Email membership@ncvo.org.uk