

# **POLICIES** **FRIENDS** **OF** **MUTAKE** **SCHOOL**

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**REPORTING  
SAFEGUARDING  
CONCERNS**

**CODE OF CONDUCT**

**DIVERSITY AND  
INCLUSION  
STATEMENT**

**LEADERSHIP**

# REPORTING SAFEGUARDING CONCERNS

Friends of Mutake School has a zero-tolerance approach to all forms of abuse or exploitation by our representatives and takes all concerns very seriously.

If you see, hear of or suspect that a child or a beneficiary is at risk of abuse, harm, neglect or exploitation by a FOMS representative, you must report your concern within 24 hours to the Lead Trustee.

<https://www.gov.uk/government/publications/guidance-on-reporting-safeguarding-concerns-in-a-charity/guidance-on-reporting-safeguarding-concerns-in-a-charity>

## THE PURPOSE AND SCOPE OF THIS POLICY STATEMENT

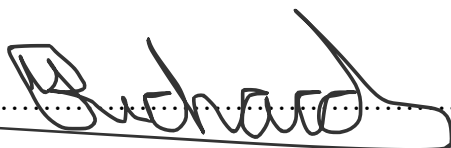
To improve the lives and education of children as well help enhance school facilities at Mutake School, Zimbabwe

The purpose of this policy statement is:

- To protect children and young people who receive Friends of Mutake's services from harm.
- To provide volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone volunteering on behalf of Mutake School, including the board of trustees and volunteers.

Signed: .....



Date: .....16th October 2023.....

# CODE OF CONDUCT

Transparency and accountability have always been the benchmark for the Friends of Mutake School and these are achieved through the promotion of principles of good governance in the processes and practices.

The board periodically reviews the organisation's charitable purposes, and the external environment in which we work, to make sure that the charity, and its purposes, stay relevant and valid. The board leads the development of and agrees, a strategy or plan that aims to achieve the organisation's charitable purposes and is clear about the desired outputs, outcomes and impacts.

# **DIVERSITY AND INCLUSION STATEMENT**

Friends of Mutake School recognises the value of individual differences and managing them in the implementation of projects and campaigns.

Diversity in this context covers gender, age, ethnicity, cultural background, sexual orientation and religious belief.

The charity recognises that to achieve its vision, which is to provide education and educational facilities for children now and in the future; we need to prioritise and champion diversity and be inclusive in all that we set out to achieve.

## **Objectives**

The objectives of this policy are to ensure FOMS:

- has a truly inclusive agenda where every individual can shine regardless of gender, cultural identity, age, work style or approach;
- leverages the value of diversity for all our stakeholders to deliver the best quality service for our sponsors and beneficiaries.

# LEADERSHIP

Good leadership helps us to effectively deliver the aims of Friends of Mutake School. It also sets the tone for our vision, values and reputation. The board agrees on the values, consistent with the our purpose that it wishes to promote and makes sure that these values underpin all its decisions and the charity's activities.

The board encourages, respects and welcomes diverse, challenging and, at times, conflicting trustee views. The board provides oversight and direction to the charity and provides support and constructive comment to the school and its staff and volunteers. The board supports any staff or volunteers to feel comfortable, confident and able to provide the information, advice and feedback necessary to the board. The board and individual trustees take responsibility for their decisions.

The chair provides leadership to the board and takes responsibility for ensuring the board has agreed priorities, appropriate structures, processes and productive culture and has trustees who are able to govern well and therefore add value to the charity. The board ensures that there are proper arrangements for their appointment, discussions and support for each other when required. The board has a key impact on whether a charity thrives. The tone the board sets through its leadership, behaviour, culture and overall performance is critical to the charity's success.