



**UK Registered Charity Number 1193788**

[oxarmfoundation.org](http://oxarmfoundation.org)

6 Wellington Road, Upper Heyford, OX25 5AL  
[oxfordarmeniafoundation@gmail.com](mailto:oxfordarmeniafoundation@gmail.com)

# Safeguarding Policy

## 1. Introduction

Oxford Armenia Foundation (OAF) is committed to providing a safe and secure environment for all individuals involved in its activities, including beneficiaries, staff, volunteers, partners, and stakeholders. This safeguarding policy outlines OAF's commitment to preventing harm, protecting individuals from abuse, and responding effectively to safeguarding concerns.

## 2. Principles

OAF operates under the principle that safeguarding is everyone's responsibility. We prioritize the well-being and safety of all individuals involved in our programs and activities.

OAF maintains a zero-tolerance approach towards any form of abuse, neglect, exploitation, or harm. We respect the rights, dignity, and autonomy of all individuals, including their right to raise concerns and access support.

## 3. Responsibilities

OAF's trustees and members are responsible for creating and maintaining a safe environment and implementing safeguarding measures.

All individuals associated with OAF, including volunteers, partners, and stakeholders, are expected to adhere to this safeguarding policy and report any safeguarding concerns promptly.

## 4. Preventative Measures

Recruitment and vetting processes for trustees, member and volunteers may include background checks and reference verification to ensure suitability for working with vulnerable populations.

Training and awareness programs are provided to staff and volunteers to recognize signs of abuse, understand reporting procedures, and uphold safeguarding principles.

Clear guidelines and codes of conduct are established to promote respectful and safe interactions within OAF's activities and programs.

## 5. Reporting and Response

Any safeguarding concerns or incidents must be reported immediately to [oxfordarmeniafoundation@gmail.com](mailto:oxfordarmeniafoundation@gmail.com)

Reports will be handled with confidentiality, sensitivity, and urgency, following established procedures and legal requirements.

OAF will provide support and assistance to individuals affected by safeguarding concerns, including access to counselling, medical care, legal aid, and other necessary services.



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Allegations of abuse involving OAF staff, volunteers, or partners will be thoroughly investigated, and appropriate disciplinary actions will be taken in accordance with OAF's policies and local laws.

## **6. Review and Monitoring**

This safeguarding policy will be regularly reviewed and updated to reflect best practices, legal requirements, and organizational changes.

OAF will monitor compliance with this policy and evaluate the effectiveness of safeguarding measures through feedback mechanisms, audits, and internal reviews.

## **7. Conclusion**

Oxford Armenia Foundation is committed to upholding the highest standards of safeguarding to ensure the safety, well-being, and dignity of all individuals involved in its activities. By adhering to this policy and fostering a culture of vigilance and accountability, OAF strives to create an environment where everyone can thrive free from harm.

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