



## Equality, Safeguarding and Due Diligence Policy

The Trustees will fulfil the purposes and objectives of ABF in ways which provide for equality of treatment as regards Protected Characteristics as defined in the Equality Act 2010 and any subsequent regulations.

The Trustees are committed to ensuring, so far as it is realistically and practicably possible to do so, the safeguarding of all vulnerable adults and children who may be affected directly or indirectly by the carrying out of ABF's functions. This includes consideration of tackling modern slavery. The Trustees will hold this consideration fully in mind in terms of their own acts as Trustees; and will embed relevant requirements in ABF's Letters of Offer.

The Trustees will act at all times in accordance with relevant legislation. In addition, Trustees will review this Policy and their practices in line with new legislation and recommended good practice.

The Trustees will take reasonable steps to ensure that beneficiaries of ABF and others who come into contact with it do not, as a result, come to harm. Such steps include:

- requiring potential recipients of funding from ABF to provide details of their identity and that of their employer and / or any educational establishment with which they are affiliated;
- making any appropriate inquiries and taking reasonable precautions to ensure that funding is directed to and received by the individual or organisation identified by ABF as being entitled to receive it.

The Trustees will consider any breach of this Policy to be a serious matter.

The Trustees will report to the Charity Commission and to any other relevant authority, as soon as practicable, any serious incident. A serious incident is considered to be one which results in or risks:

- significant harm to ABF's work, beneficiaries or reputation; or
- significant loss of ABF's financial assets.

**This version approved by Trustees on 19 February 2025 as an update to the October 2019 policy**