



TAKE ACTION WITH FREEDOM

Freedom at Work

For employers, People/HR teams and staff networks.

Help people recognise concern. Make the response route usable. Do not build the system around one “champion”.

KNOW

NOTICE

RESPOND

CHANGE

For employers, People/HR teams, staff networks and professional settings.

Online: freedomcharity.org.uk/contact-us/

Downloaded or printed: hello@freedomcharity.org.uk

Bring the issue into work properly

A workplace can help by making accurate information visible, preparing the right people and creating a clear route to specialist help. A volunteer colleague should not be left carrying organisational safeguarding or HR risk.

The Freedom Method

Every Freedom route uses the same four moves. The detail changes by age and setting; the safety line does not.

KNOW	Build accurate knowledge. Separate evidence, law, guidance and opinion.
NOTICE	Recognise warning signs, coercion, unsafe assumptions and gaps in the way people or organisations respond.
RESPOND	Listen, stay within role, use the agreed safeguarding or support route and never investigate or contact family members yourself.
CHANGE	Turn learning into safer practice, better information, campaigning, partnerships or system change - then review what worked.

Start small. Build what is useful.

START	Make reliable information and routes to help visible. Brief the right internal teams.	A colleague can find help without relying on one informal contact.
STRENGTHEN	Train managers/HR/safeguarding teams; review policies and response steps; test internal communications.	The organisation has a response that works in practice, not just a policy document.
PARTNER	Work with Freedom on professional training, staff engagement, fundraising, policy improvement or other agreed collaboration.	Roles, brand use, data, safeguarding and evaluation are agreed in writing.

Who should be involved?

Depending on the activity: People/HR, safeguarding, wellbeing, staff networks, communications, legal, security and data protection. The right mix matters more than creating a new title.

Listen. Protect. Use the route.

- Do not investigate allegations.
- Do not contact family members or alleged perpetrators.
- Do not mediate.
- Do not promise secrecy you cannot keep.
- Do not expose a colleague's location, schedule or contact information.
- Do not store case details in campaign, fundraising or staff-network files.
- Do not use a Freedom title to imply professional authority that has not been given.

Response

Follow the employer's appropriate safeguarding, HR or support procedure and the Freedom route agreed for the activity. In forced-marriage or family-related abuse, contacting relatives or attempting informal mediation may increase risk. If somebody is in immediate danger, call 999.

A 30-day workplace check

- 1 Can staff find reliable information in under two minutes?
- 2 Does the route to confidential help name who does what?
- 3 Would a manager know not to contact family members?
- 4 Do relevant teams know when to seek specialist advice?
- 5 Are staff stories, data and photographs handled safely?
- 6 Is the response dependent on one enthusiastic person?

What good looks like

- Staff know where reliable information is.
- Relevant teams know how to respond and when to escalate.
- The organisation does not depend on an informal “champion” to handle risk.
- The route to help is visible and confidential.
- Training is role-specific rather than identical for everyone.
- Policy and practice are reviewed after learning or incidents.
- Freedom receives useful feedback where a partnership exists.

Go further when it adds value

Freedom can discuss professional training, policy review, educational partnerships, staff engagement, fundraising and other appropriate collaboration. Any formal relationship should set out purpose, responsibilities, use of Freedom’s name and logo, data handling, safeguarding and what each side may say publicly.

Bring Freedom into your workplace

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Need help?

Taking action with Freedom does not make you a safeguarding professional. If somebody needs help, use the safeguarding or support route you have been given. Do not investigate, contact family members or try to manage a case yourself.

Immediate danger

If someone is in immediate danger, call 999.

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Help: freedomcharity.org.uk/helpline/

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