



Safeguarding Policy

Date reviewed: March 2022
Date of next review: March 2024

Policy Owner: Chair of Trustees

Purpose

The purpose of this policy is to protect children and at-risk adults from any harm that may be caused due to their coming into contact with SWIDN. This includes harm arising from:

- The conduct of staff or personnel associated with SWIDN
- The design and implementation of SWIDN's activities

The policy lays out the commitments made by SWIDN, and informs staff and associated personnel¹ of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under SWIDN's Anti Bullying and Harassment Policy²
- Safeguarding concerns in the wider community not perpetrated by SWIDN or associated personnel

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect³

In our sector, we understand it to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our staff, associated personnel or activities.

Further definitions relating to safeguarding are provided in the glossary below.

Scope

- All staff contracted by SWIDN
- Associated personnel whilst engaged with work related to SWIDN, including but not limited to: contractors, volunteers, partners, trustees and suppliers.

¹ See 'Scope' for definition of associated personnel

² Some NGOs are now including workplace bullying and harassment in their safeguarding portfolio, as it relates to harm caused by coming into contact with our staff or programmes. However accompanying procedures for dealing with workplace bullying and harassment are likely to be different, due to legal and statutory differences in handling workplace incidents

³ NHS 'What is Safeguarding? Easy Read' 2011

Policy Statement

SWIDN believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation, language, religious or other beliefs, ethnic origin or other status has the right to be protected from all forms of harm, abuse, neglect and exploitation.

SWIDN will not tolerate abuse, harassment, bullying or sexual exploitation by staff or associated personnel.

This policy addresses adult safeguarding and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them (see Associated Policies).

SWIDN commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

SWIDN responsibilities

SWIDN will:

- Ensure that all staff and associated personnel have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its activities in a way that protects people from any risk of harm that may arise from their coming into contact with SWIDN. This includes the way in which information about individuals is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
- Ensure that staff and associated personnel receive training on safeguarding at a level commensurate with and appropriate to their role in the organisation
- Follow up on reports of safeguarding concerns promptly and according to due process

Staff responsibilities

Child safeguarding

SWIDN staff and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

SWIDN staff and associated personnel must not:

- Sexually abuse or exploit at-risk adults
- Subject an at-risk adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse

SWIDN staff and associated personnel must not:

- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance

Additionally, SWIDN staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations by a SWIDN staff member or associated personnel to the appropriate staff member

Enabling reports

SWIDN will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff, associated personnel and the people we work with.

Any staff or associated personnel reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by SWIDN's Disclosure of Malpractice in the Workplace Policy.

SWIDN will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Staff or associated personnel who have a complaint or concern relating to safeguarding should report it immediately to their relevant manager or the Chair of Trustees. If the staff member does not feel comfortable reporting to their relevant manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to the Chair of Trustees or any other Trustee.

Response

SWIDN will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations (see procedures for reporting and response to safeguarding concerns in Associated Policies).

SWIDN will apply appropriate disciplinary measures to staff or associated personnel found to be in breach of its safeguarding or associated policies.

SWIDN will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

Associated policies

Code of Conduct

Anti Bullying and Harassment policy

Disclosure of Malpractice in the Workplace Policy

Complaints Policy

Dealing with Reports Procedure and Policy

Other policies as appropriate

Contact details

Chair of Trustees - Frances Hill, chair@swidn.org.uk

Vice Chair - Sarah Galvin, vicechair@swidn.org.uk

Board Safeguarding Officer - Frances Hill, chair@swidn.org.uk

Staff Safeguarding Officer - Hannah Doornbos, hannah@swidn.org.uk

Glossary of Terms

Beneficiary/Stakeholder

Someone who is involved/participates in and benefits from SWIDN activities.

Child

A person below the age of 18.

Harm

Psychological, physical and any other infringement of an individual's rights.

Psychological harm

Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13).

Safeguarding

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect⁴

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our staff, associated personnel or activities. One donor definition is as follows:

Safeguarding means taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur.

This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our activities, partners, staff and associated personnel. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for

⁴ NHS 'What is Safeguarding? Easy Read' 2011

response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty.

Safeguarding puts stakeholders and affected persons at the centre of all we do.

Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor

The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At risk adult

Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.