



Global Challenge (GC) Safeguarding Policy

September 2023

Purpose and Scope of the safeguarding policy

The purpose of this policy is:

- to ensure that procedures are in place to protect all those who are vulnerable, from deliberate or unintended actions that place them at risk of abuse or exploitation carried out by any member of GC or other representative.
- to highlight our approach to safeguarding, with guidance on complaints mechanisms.
- binding for all GC representatives, including (but not limited to) partners, employees, volunteers, trustees and visitors accompanying trustees on visits to Uganda.

GC is committed to ensuring that all GC employees and representatives can operate in an environment in which they are not simply safe from harm but safe to realise their rights and work with dignity.

GC recognises that all vulnerable people should have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity.

GC will ensure that procedures are in place to protect the beneficiaries and communities we work with, including adults at-risk, from sexual abuse or exploitation carried out by any member of GC or other representative. GC defines an adult at-risk as someone over the age of 18 who, for physical, social, economic, environmental or other factors can be more vulnerable to abuse, exploitation or other harms in particular sexual abuse and exploitation.

The Ugandan National Child Policy October 2020 lists 5 Specific Policy Objectives :

- a) To prevent child mortality and promote children's health, including refugee children
- b) To promote nurturing, care, stimulation and holistic development and learning for all children
- c) To prevent, respond to, and protect children from all forms of violence, abuse, neglect and exploitation
- d) To promote the right of all children to be heard and express their opinions in all matters that affect their lives according to their developing capacities
- e) To strengthen systems for planning, programming and delivery of quality child care and protection services

Through the Charity Objectives, GC is committed to support the UNCP 2020 targets, in the following areas:

- *Alleviate poverty and malnutrition.*
- *Provide support to beneficiaries, for medical requirements as identified by GC Coordinators in Uganda.*
- *Enable wider access to education for those in extreme poverty or those impeded due to physical or sensory impairment.*
- *Provide access to training and apprenticeships thus advancing educational and job opportunities.*

Commitment and Responsibilities

Our safeguarding policy outlines our commitment to protecting anyone from abuse in all its forms. GC recognises that these harms are gross violations of human rights, which are rooted in an imbalance of power.

GC is committed to:

- Promoting a culture that recognises the impact of abuse on people of different ethnicities, religions, race, class and abilities;
- Creating a safe organisational and working culture that upholds the rights and dignity of all, founded on our values and mission.
- Upholding the power and dignity of survivors by respecting their confidentiality and their right to make decisions over what happens to them, where it is safe and appropriate for them to do so.
- Demonstrating our zero-tolerance approach to sexual harassment, exploitation, abuse of any kind and other safeguarding concerns by:
 - ensuring that all allegations of sexual harassment, exploitation, abuse and other safeguarding concerns are responded to in a timely and robust manner and one which allows the survivor to have control where it is safe to do so.
 - ensuring that we embed our Safeguarding approach into every aspect of our work – how we recruit, how our programmes are designed – so that we uphold the rights of all to live and work with integrity, free from violence and harm.

We **all** have a responsibility to:

- Uphold the rights and dignity of everyone we come into contact with through our work;
- Build a work culture which ensures that people who come into contact with GC are not simply safe from harm but safe to realise their rights and be active agents of change;
- Report, if we believe someone has experienced or is at risk of experiencing harm.
- Embed these policies by making sure our work incorporates safer recruitment, safer programming, risk assessments, and other recommended practices.

We acknowledge that representatives could use their position of power for personal gain, exploiting the trust placed in them to harm others. We will do everything we can to reduce the likelihood of this happening and respond swiftly and robustly if such incidents take place.

Accountability

All GC employees and other representatives must familiarise themselves with the GC Safeguarding policy, alongside GC's Codes of Conduct for Trustees, Volunteers, Visitors and Roles and Responsibilities for the Ugandan Coordinators.

GC Trustees hold overall accountability for this policy and its implementation. They are responsible for ensuring the policy is reviewed and updated annually.

GC trustees will ensure adequate funding is in place to support Safeguarding activities and training for our employees in Uganda.

Coordinators must:

- Ensure their area of responsibility is a safe environment where safeguarding is embedded and everyone feels able to raise concerns without fear of retribution.
- Ensure employees and volunteers in their line of management are recruited safely and in line with safer recruitment standards, that they receive an induction and training on the safeguarding policy, that they know how to report concerns and are encouraged to report.
- Support GC employees and volunteers who raise safeguarding concerns.
- Ensure that poor practice or negative behaviour by employees or volunteers in their line of management is challenged, to help create a safe environment and prevent safeguarding harms.
- Ensure that all processes, procedures, and activities are designed and carried out in a way which seeks to minimise the risk to staff.

Key policy positions:

All GC employees and other representatives have a duty to protect the rights of all and ensure that our safeguarding approach is embedded into all areas of our work, including **Safer Programming**, which means that we ensure that our programmes and processes are safe. We make every effort to ensure that GC employees or representatives do not cause harm, and we do not put ourselves or those we work with at risk. All programmes and wider activities (e.g events, meetings, campaigns) include safeguarding in their planning, implementation, and review.

- GC strictly prohibits its employees and other representatives from engaging in any kind of sexual activity with children (defined as anyone under the age of 18, or older if the local law indicates this). Mistaken belief of age is no defence.
- GC strictly prohibits its employees and other representatives from engaging in any form of sexual activity with beneficiaries (those receiving direct assistance from GC or involved directly in any programming activities) or adults at-risk.

- GC strictly prohibits its employees and other representatives from engaging in any form of abusive, exploitative or harmful behaviour towards beneficiaries or any adult- at-risk.

How to report a Safeguarding concern

It is the duty and the responsibility of all GC employees and other representatives to report any suspicions or incidences of sexual harassment, exploitation and abuse. This applies to GC employees, trustees and representatives including (but not limited to) partners and volunteers.

GC employees and other representatives can report safeguarding concerns, through any of the following channels, in person, via email, via the website or by telephone:

Global Challenge

% Queens Road Baptist Church

2 Queens Road,

Broadstairs

CT10 1NU

Tel: +44(0)1843 602762

Email: globalchallengecharity@qrbc.net

Website: www.globalchallengecharity.com

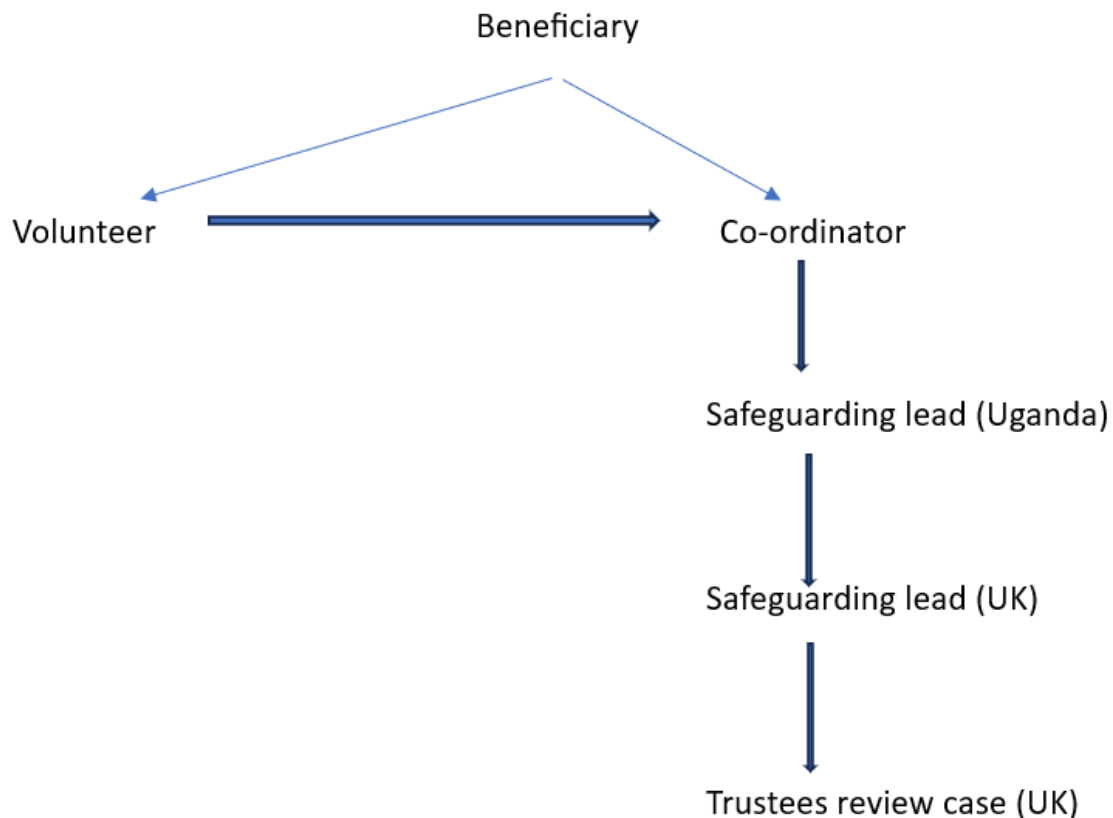
All GC employees and other representatives are required to report if:

- A beneficiary or community member alleges that they or another person is experiencing or at risk of experiencing sexual exploitation or abuse carried out by a GC employee, trustee, volunteer or representative.
- A GC employee or other representative suspects that someone connected to GC is or may be about to carry out sexual exploitation and abuse towards beneficiaries, community members or somebody not connected to GC.
- A GC employee or other representative suspects that someone external to GC (e.g. a Teacher or Community Leader) is or may be about to carry out sexual exploitation or abuse towards beneficiaries, community members, or others. GC is committed to creating a working culture in which everyone feels safe to raise a concern. If an employee or other GC representative does not report an incident or suspicion, they will be not be following their roles and responsibilities as a GC coordinator, and so their position may be in jeopardy. This does not apply to survivors who can decide if, when and how to report.

Members of the public (e.g anyone external to GC) can also raise concerns about GC employees.

GC trustees will support the relevant persons to respond to all concerns and complaints raised, and monitor action taken.

ROUTES FOR REPORTING



APPENDIX 2 provides the form that is required when reporting any incident.

The report should be a record of exactly WHAT was witnessed, WHO was involved, the DATE, TIME, PLACE of the incident as well as what activities were taking place prior to the incident. Also a record of the ACTION TAKEN. It must be SIGNED, DATED and a record of the TIME that the report was written.

Responding to Concerns and Complaints

Anyone can raise a concern or complaint. An individual can raise a complaint even if they have no evidence other than their own experience, recognizing that sexual harassment, exploitation and abuse usually occur away from the public eye and therefore it can be difficult to produce evidence (e.g a witness). GC will work with survivors and complainants to understand how they would like the issue they raised to be addressed; this policy does not prejudice the right of survivors and complainants to use external procedures (e.g criminal justice procedures) where that is their preference to do so. Support options will be offered to survivors and complainants regardless of whether or not they decide to make a formal complaint.

Local law may need to be taken into account (for instance if internal processes must take place within a certain timeframe; if there is mandatory reporting to police; or if a Subject of Concern has a right to cross-examine the complainant). All parties should be able to participate in the investigation without fear of retaliation.

Confidentiality

Confidentiality is critical to carrying out safeguarding work. Maintaining confidentiality around people's personal data and information is particularly important when managing issues relating to sexual harassment, exploitation and abuse. We are committed to working with survivors/complainants and others involved in an incident management process in a confidential and respectful manner. Information must be shared on a 'Need to Know' basis – that is, only those who need to be informed so they can support an investigation, or because they hold overall accountability, will be given information, and they will receive only as much information as they need in order to be effective. If information is shared confidentially which relates to a child or suggests that someone's life is in danger, then action will need to be taken outside of standard confidentiality procedures in order to ensure that everyone is safe. This will be managed on a case by case basis, and the safety and wellbeing of the child or at-risk adult in question is always paramount. GC will ensure that it complies with local and international data protection laws when gathering, storing, or sharing any data relating to individuals involved in Safeguarding incidents, and will follow the Data Protection policy.

Support

Support will be offered to survivors/complainants regardless of whether a formal response is carried out (e.g. an investigation). Support will also be offered as appropriate to others involved in an incident management process, recognising the impact this can have, for example on witnesses and those accused of carrying out inappropriate or harmful behaviours. Survivors and complainants can choose if and when they would like to take up the support available to them. GC is committed to listening to and learning from survivors about what support they want, and being guided by them where safe and appropriate to do so.

Further guidance and advice is available via the links below:

Keeping Children Safe

CAN Mezzanine, 49 - 51 East Road, London N1 6AH

Tel: 44 (0) 207 250 8325

Email: info@keepingchildrensafe.org.uk

Website: <https://www.keepingchildrensafe.global/>

Keeping Children Safe is an independent not-for-profit out internationally recognised child safeguarding standards that ensure all organisations working directly for and with children have comprehensive safeguarding measures in place.

NSPCC

Children Protection Helpline: 0808 800 5000 (open 24 hours)

Safeguarding Email: help@nspcc.org.uk

Safeguarding Fax: 020 7825 2750 - marked for the attention of the duty manager.

Helpline website: www.nspcc.org.uk/helpline

Head Office: 42 Curtain Road, London EC2A 3NH

Tel: 020 7825 2500

Fax: 020 7825 2525

Website: www.nspcc.org.uk

Helpline gives advice to anyone about child abuse issues.

The Disclosure and Barring Service

Tel: 0870 909 0811

Email: customerservices@db.s.gsi.gov.uk

Website: www.gov.uk/db.s

The DBS provides comprehensive information on the new criminal record checks and the role of the DBS.

It provides information on who is eligible for criminal record checks, in the following document:

<https://www.gov.uk/government/collections/db.s-eligibility-guidance#eligibility-guide>

The DBS should be contacted to refer information on individuals BCT considers have caused harm or posed a risk to children or vulnerable adults.

To refer someone to the DBS: <https://www.gov.uk/government/publications/db.s-referrals-form-and-guidance>

Helpline: 01325 953795

Policy Agreed and Adopted: September 2023 (Minutes of meeting 14 September 2023 Point 6.1)

By the Trustees of Global Challenge

To be reviewed Annually thereafter

Sept 2023

Safeguarding Leads in Uganda

GC Coordinator - Abraham

GC SNP Coordinator – Billy

Safeguarding responsibility in the UK

QRBC Safeguarding Lead

Trustee Safeguarding Lead – Angela Harding

APP 1.

Commitment Safeguarding form

TO BE COMPLETED BY ALL Global Challenge STAFF, TRUSTEES, VOLUNTEERS, OR THOSE REPRESENTING Global Challenge.

I [name] have read and understood the Global Challenge's Safeguarding Policy and promise to abide by it.

I have never been accused of child abuse in the past or present and commit myself to protect children from all forms of abuse.

I will discreetly report any suspicious activity or inappropriate behaviour towards children according to the procedure set out in this policy.

I am aware that if proven guilty of any form of child abuse as described in this policy it will result in instant dismissal from the paid or unpaid employment of Global Challenge.

Name:

Signature:

Date:

App 2:

Reporting Safeguarding Concerns

THE INFORMATION IN THIS FORM IS CONFIDENTIAL. IT SHOULD BE USED TO REPORT CONCERNS IN ACCORDANCE WITH GC'S SAFEGUARDING POLICY. IT SHOULD ONLY BE SENT TO GC'S SAFEGUARDING

OFFICER in Uganda AND GC'S SAFEGUARDING OFFICER in the UK. IT WILL BE HELD IN A SAFE AND SECURE PLACE IN ACCORDANCE WITH DATA PROTECTION REGULATIONS.

You should attempt to fill in as much of the form as possible. Leave blank those areas for which you have no knowledge. If you are raising a general concern about behaviour that you have observed then please make this clear.

Part One- About You

Your personal details:

Surname: First Name:

Title: Mr/Mrs/Ms/Miss (delete as appropriate)

Your address:

Your telephone: Landline: Mobile:

Name of the agency you work for:

Your relationship to the child/young person:

Part Two- About the Child/Children

Child/young person's name:

Child/young person's address:

Who does the child live with:

Child/young person's date of birth/Age:

Part Three- About Your Concern

How did you come to have a concern?

- Was abuse observed or suspected?
- Was an allegation of abuse made?
- Did a child disclose abuse?

Date(s), time(s), and location(s) of any incident(s):

Nature of concern/allegation:

Observations made by you (e.g. description of visible bruising, other injuries, Child/young person's emotional state etc.)

N.B. Make a clear distinction between what is fact, opinion or hearsay.

Exactly what the child/young person has said and what you have said:

(N.B. Do not lead the child or young person- record actual details. Continue on a separate sheet if necessary).

Any other information:

For example: Is the child disabled? Do they have communication problems or a learning difficulty?

Were any other children involved?

External agencies contacted (if any)- date and time name of person and any advice received:

Action Taken:

What action do you plan to take next?

Signed: _____

Date: _____