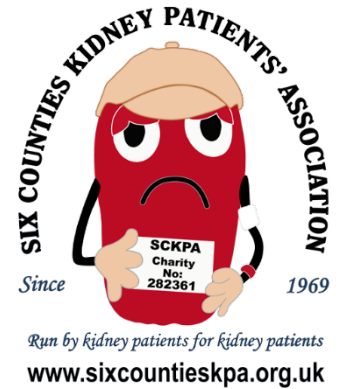


SCKPA Safeguarding Policy

Purpose

The purpose of this policy is to protect people from any harm that may be caused due to their coming into contact with The SCKPA. This includes harm arising from:

- The conduct of volunteers or personnel associated with The SCKPA.
- The design and implementation of The SCKPA's activities and events.



The policy lays out the commitments made by The SCKPA, and informs volunteers and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Safeguarding concerns in the wider community not perpetrated by The SCKPA 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 neglect.

Within The SCKPA, we understand it to mean protecting people from harm that arises from coming into contact with our volunteers or activities and events.

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

Scope

- All volunteers contracted by The SCKPA.
- Associated personnel whilst engaged with work or visits related to The SCKPA, including but not limited to the following: consultants; contractors; visitors including journalists, celebrities and politicians.

Policy Statement

The SCKPA believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. The SCKPA will not tolerate abuse and exploitation by volunteers or associated personnel.

This policy will address the following areas of safeguarding [as appropriate]: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.

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

Prevention

The SCKPA responsibilities

The SCKPA will:

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

Volunteer responsibilities

Child safeguarding

SCKPA volunteers 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

SCKPA volunteers and associated personnel must not:

- Sexually abuse adults.
- Subject any adult to physical, emotional or psychological abuse, or neglect.
- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance.
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics. Additionally, SCKPA volunteers 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 SCKPA committee member or associated personnel to the appropriate SCKPA committee member.

Enabling reports

The SCKPA will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to members and the communities we work with on request.

Any member reporting concerns or complaints will be assured by The SCKPA that their concern will be investigated and the outcome reported back to them.

The SCKPA will also accept complaints from external sources such as members of the public, partners and official bodies. Members who have a complaint or concern relating to safeguarding should report it immediately to a member of the committee [as appropriate]. If the member does not feel comfortable reporting to a committee member (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 direct to the Chairman of the association or another trustee. For example, this could be the Vice-Chair or the Treasurer of the SCKPA. [i.e. vice-chair@sckpa.org.uk or treasurer@sckpa.org.uk]

Response

The SCKPA will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations

The SCKPA will apply appropriate measures to members found in breach of policy.

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.

Glossary of Terms

Beneficiary of Assistance

Someone who directly receives goods or services from The SCKPA's program. Note that misuse of power can also apply to the wider community that The SCKPA serves, and also can include exploitation by giving the perception of being in a position of power.

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

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by volunteers and associated personnel.

Safeguarding

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

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 or program. 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.

Safeguarding applies consistently and without exception across our events, volunteers 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 response, reporting and learning when risks materialize. Those systems must be survivor-centered and also protect those accused until proven guilty.

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.