

SAFEGUARDING POLICY

Policy Statement

RedR UK believes that everyone we come into contact with has the right to be protected from all forms of harm, abuse, neglect and exploitation. We recognise the increased vulnerability of people during humanitarian crises and RedR UK is committed to the protection of children from any harm, abuse, neglect and exploitation that may be caused through:

- the conduct of staff or persons associated with RedR UK, or
- the design and implementation of RedR UK's programmes and activities

Safeguarding applies consistently and without exception across our programmes, partners, staff and volunteers and it applies during or outside of working hours, every day of the year. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for reporting and responding when risks materialise. A child is anyone under the age of 18 and all children have an equal right to protection regardless of any personal characteristic, including their age, gender, ability, culture, racial origin, religious belief and sexual identity.

Scope

This policy addresses child safeguarding and lays out the commitments made by RedR UK. It informs staff, associated persons and downstream partners of their responsibilities in relation to safeguarding and applies to:

- all **staff** contracted by RedR UK
- **associated personnel** whilst engaged with work or visits related to RedR UK, including but not limited to the following: Associates, Members, Trustees, consultants, interns, volunteers, contractors (**known as RedR UK Representatives**) and programme visitors.
- **downstream partners** who are part of the delivery of RedR UK services, including but not limited to downstream partners, suppliers and all sub-contractors.

This policy must be complied with by all RedR UK Representatives, and disciplinary action may be taken by RedR UK for breaches of this policy. This policy does not cover:

- Protection of Sexual Exploitation and Abuse (PSEA) – this is dealt with under RedR UK's Protection of Sexual Exploitation and Abuse (PSEA) Policy
- Sexual harassment in the workplace – this is dealt with under RedR UK's Anti Bullying and Anti-Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by RedR UK or associated persons.

What is Child Abuse

Child abuse consists of anything, which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of a safe and healthy development into adulthood. This policy covers all forms of child abuse. RedR recognises five categories of child abuse, which are sexual abuse, physical abuse, emotional abuse, neglect and exploitation. Other sub-categories may be adopted from time to time. The policy also covers any poor safeguarding practice, which results in or creates a risk of child abuse or harm.

Sexual Abuse

Sexual abuse is the involvement of a child in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Adult males do not solely perpetrate sexual abuse. Women can also commit acts of sexual abuse, as can other children.

Physical Abuse

Physical abuse is the non-accidental use of physical force that deliberately or inadvertently causes a risk of/or actual injury to a child. This may include hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing non-accidental physical harm to a child. Physical harm can also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness or temporary, permanent injury or disability of a child.

Emotional Abuse

Emotional abuse involves doing harm to a child's emotional, intellectual, mental or psychological development. This may occur as an isolated event or on an ongoing basis. Emotional abuse includes but is not limited to any humiliating or degrading treatment (e.g. bad name calling, threats, yelling/screaming/cursing, teasing, constant criticism, belittling, persistent shaming etc.), failure to meet a child's emotional needs, and rejecting, ignoring, terrorizing, isolating or confining a child.

Neglect

Neglect includes but is not limited to failing to provide adequate food, sufficient or seasonally appropriate clothing and /or shelter. Neglect is also failing to prevent harm; failing to ensure adequate supervision; failing to ensure access to appropriate medical care or treatment or providing inappropriate medical treatment (e.g. administering medication when not authorised); or failing to provide a safe physical environment (e.g. exposure to violence, unsafe programming location, unsafe sleeping practices, releasing a child to an unauthorised adult, access to weapons or harmful objects, failing to child-proof a space that children will occupy etc.). It can also be RedR staff, partners, contractors, suppliers and sub-grantees failing to apply minimum requirements as set out in mandatory procedures.

Child Exploitation

Child exploitation is an umbrella term used to describe the abuse of children who are forced, tricked, coerced or trafficked into exploitative activities. For RedR child exploitation includes modern slavery and trafficking of children and children forced or recruited into armed conflict. Child sexual exploitation is a form of child sexual abuse. It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity;

- (a) in exchange for something the victim needs or wants, and/or
- (b) for the financial advantage or increased status of the perpetrator or facilitator. The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur with the use of technology. Within RedR child sexual abuse and exploitation also includes child early and forced marriage.

Child Labour

Child Labour is work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It is work that:

- is mentally, physically, socially or morally dangerous and harmful to children; and
- interferes with their schooling by:
 - depriving them of the opportunity to attend school;
 - obliging them to leave school prematurely; or
 - requiring them to attempt to combine school attendance with excessively long and heavy work.

If a young person, under the age of 18 is part of an apprenticeship scheme within the statutory law of the country and does not meet any of the above, this would not be considered by RedR as child labour. However, any partner, supplier, contractor or sub-contractor must inform RedR of the name of any apprentice who will be directly involved with our work. For RedR it is not acceptable for any staff or representatives to engage anyone under the age of 18 to work as domestic help in their place of work or at home. Child labour may also be a form of child slavery. Child slavery is the transfer of a young person (under 18) to another person so that the young person can be exploited.

Zero Tolerance

At RedR, we have a culture of zero tolerance for all forms of abuse and mistreatment, including Sexual Exploitation and Abuse, Harassment, Intimidation and Bullying. This means that every single concern is fully responded to and where necessary prompt action (including conducting an investigation and taking disciplinary action, if applicable) is taken. It means that we will hold our people to account against the same standards and subject them to the same processes, as everyone else regardless of their position or reputation within the organization.

Child abuse and exploitation is a violation of fundamental child and human rights. It may also be a criminal act. RedR has a zero-tolerance approach when it comes taking action to protecting children from all forms of exploitation and abuse. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure child exploitation and abuse is not taking place anywhere in our own business or in any of our supply chains or partnerships.

RedR is also committed to ensuring there is transparency in our own business and in our approach to preventing and responding to any child safeguarding violations throughout our supply chains, and relationships with third parties, consistent with our national and international disclosure obligations, and shall comply with all applicable laws, statutes, regulations and codes from time to time in force, including:

- United Nations Convention on the Rights of the Child (UNCRC);
- UN Secretary General's Bulletin: Special Measures for Protection from Sexual Exploitation and Abuse;
- UK Modern Slavery Act 2015;
- US Trafficking Victims Protection Act 2000;
- USAID ADS 303 Mandatory Standard Provision, Trafficking in Persons (July 2015); and
- International Labour Standards on Child Labour and Forced Labour.

Where the guidance in this policy conflicts with any applicable laws or regulations, the higher standard must be observed at all times.

Responsibilities

RedR UK is committed to ensuring that activities do not put vulnerable children at risk and will put measures in place to mitigate this risk. These measures include ensuring:

- safe recruitment, management and deployment procedures
- training and/or guidance on safeguarding for all RedR Representatives at a level commensurate with their role in the organisation,
 - all RedR UK representatives have access to, are familiar with, and know their responsibilities within this policy
 - design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with RedR UK. This includes the way in which information about individuals in our programmes is gathered and communicated
- clear reporting structures and follow up on reports of safeguarding concerns promptly and according to due process clear reporting structures and regular review and follow-up.
- the conducting of safeguarding risk assessments in all areas of work, evaluating the risks and implementing strategies to minimise or prevent risk.
- That downstream partners have a zero-t

RedR UK Representatives must not:

- Engage in sexual activity with anyone under the age of 18 , regardless of age of consent or local custom
- 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
- Physically, sexually, or emotionally harm or threaten to harm a child. This includes beating them or any other form of physical or humiliating discipline
- Exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviours. This includes exchange for assistance that is due to beneficiaries and their families
- Send private messages to children you have met through RedR UK, for example private messaging on social media or by mobile phone
- Engage anyone under the age of 18 in exploitative and harmful labour
- Engage in commercial exploitation of children, for example a hotel employee facilitating sexual abuse by hotel guests or indirectly
- Cause the death of or seriously injuring a child due to reckless or careless driving
- Fail to ensure the required health and safety at construction or other sites where services are being provided and work implemented on behalf of RedR UK
- Fail to follow the law or required procedures and regulations which result in the death or harm of a child

Additionally, RedR UK Representatives 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 RedR Representative to the appropriate staff member.

RedR expects the same high standards from all of our partners, contractors, suppliers and all third parties working with or for RedR, including taking measures to prohibit their staff and representatives from engaging in any child sexual exploitation, sexual abuse or any other form of abuse or exploitation in their working and person lives. We expect;

- a) You to have a zero-tolerance policy on Child abuse and exploitation and take all measures available to you to prevent and respond to actual, attempted or threatened forms of child abuse and exploitation involving RedR staff or representatives, or your organisation's employees or representatives that arises during performance of the terms of this Agreement.
- b) You to ensure that your staff members and those working with RedR under your control are fully aware of this policy and encourage them to report incidents of suspected or actual child abuse involving RedR staff or representatives, or your organisation's employees or representatives that arises during performance of the terms of this Agreement.
- c) You to immediately report any suspicion of child abuse or exploitation occurring in RedR, your organisation or the organisations you work with, that arises during the performance of the terms of this agreement with RedR. Failure to report will be treated as serious and may result in termination of any agreement with RedR.
- d) That when you or any staff/contractor working for RedR under your control suspect or become aware of a child safeguarding concern in relation to work for RedR, that you are obliged to:-
 - act quickly and immediately report suspicions or knowledge of a safeguarding concern or incident to the RedR Safeguarding Lead
 - keep any information confidential between you and the person you report this to.
- e) You will cooperate with RedR in any investigations of concerns reported under this Agreement, and keep RedR promptly updated on any concerns reported under this Agreement, including but not limited to actions taken by you in response.

RELATED POLICIES

- Protection of Sexual Exploitation and Abuse Policy
- Code of Conduct for Staff
- Anti-Bullying and Anti-Harassment policy
- Disciplinary Policy
- Disclosure of Malpractice in the Workplace (Whistleblower) Policy
- Grievance Policy