



SAFEGUARDING POLICY

INTRODUCTION

Technical Rescue International (TRI) will take all precautions necessary to make sure we do no harm to those we help. All TRI activities will be conducted to avoid unequal power relations; reinforce social exclusion and predatory institutions; exacerbate conflict; contribute to human rights or safeguarding risks; create or exacerbate resource scarcity, climate change and/or environmental damage; and/or increase communities' vulnerabilities to shocks and trends. Ensure that our interventions do not displace/undermine local capacity or impose long-term financial burdens on partner governments.

SCOPE AND PURPOSE

This policy applies to all TRI employees (full-time and part-time), contractors, sub-contractors, consultants, agents, volunteers (whether paid or not), interns, casual workers, and any other appointed official that directly or indirectly represents TRI in any capacity (collectively referred to as staff). This policy also extends to journalists, visitors, dignitaries and celebrities that are facilitated in any way by TRI.

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with TRI. This includes harm arising from:

- The conduct of staff or personnel associated with TRI.
- The design and implementation of TRI's programmes and activities.

The policy lays out the commitments made by TRI and informs staff and associated personnel of their responsibilities in relation to safeguarding. This policy does not cover:

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

WHAT IS SAFEGUARDING?

Safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

TRI interprets this to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our staff or programmes.

Further definitions relating to safeguarding are provided in the glossary of terms

POLICY STATEMENT

TRI 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. TRI will not tolerate abuse and exploitation by staff 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. These key areas of safeguarding may have different policies and procedures associated with them (see Associated Policies).

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

POSITIVE ACTION AND PREVENTION

TRI will:

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

Child Safeguarding. TRI 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. TRI 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.

Sexual exploitation and abuse. TRI 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.
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics.

TRI 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 TRI staff member or associated personnel to the appropriate staff member.

Enabling reports. TRI will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

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

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

REPORTING A SAFEGUARDING CONCERN

Staff members who have a complaint or concern relating to safeguarding should report it immediately to their Safeguarding Focal Point [as appropriate] or line manager. If the staff member does not feel comfortable reporting to their Safeguarding Focal Point or line 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 any other appropriate staff member. For example, this could be a senior manager or the TRI Director.

Response. TRI 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).

TRI will apply appropriate disciplinary measures to staff found in breach of policy.

TRI 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

The following policies are associated or support TRI's Safeguarding policy:

- Code of Conduct.
- Anti-Bullying and Harassment policy.
- Public Disclosure (whistle-blower policy).

GLOSSARY OF TERMS

Beneficiary of Assistance. Someone who directly receives goods or services from TRI's programme. Note that misuse of power can also apply to the wider community that TRI serves and includes 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 (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. Safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. TRI understands this to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our staff or programmes.

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.