

The Beatrice Project Safeguarding Policy (revised August 2020)

This policy applies to all Trustees, volunteers in UK and any other UK personnel involved with the Beatrice Project in any way. It also applies to the personnel involved in delivering the objectives of the Beatrice Project in Zimbabwe through any local agency, whether paid persons or volunteers. It also applies to the beneficiaries of the Beatrice Project.

We recognise that the welfare of the children and young adults involved in and benefiting from the Beatrice Project is paramount and that all these have a right to equal protection from all types of harm or abuse regardless of age, gender disability, religious belief or racial heritage. We recognise that some children will be particularly vulnerable because of previous life experience.

The purpose of this policy:

- To protect children and young people who benefit from the activities of and/or any funding by The Beatrice Project and to work in partnership with all those involved to promote their welfare.
- To provide all young people and adults involved in delivering the project with principles that guide our approach to child protection and to the safeguarding of children and adults.
- To provide beneficiaries and staff with a framework which seeks to promote the policy ensuring the welfare of all those involved in delivering the objectives of The Beatrice Project. This framework is intended to ensure that the beneficiaries and staff never experience any abuse and can also be protected from any abusive situation.

This policy is drawn up on the basis of law and guidance in the UK and should also be considered in line with the laws of the country in which the Beatrice Project provides benefits. In the case of any dispute or difference between these laws, international law on child safeguarding shall take precedence.

UK Law:

The Children Act 1989

Human Rights Act 1998

UK Sexual Offences Act 2003

UK Children Act 2004

Safeguarding Vulnerable Groups Act 2006

Protection of Freedoms Act 2012

Children and Families Act 2014

Working together to safeguard children: a guide to interagency working HM Government 2015

Information Governance:

UK Data Protection Act 1998 To be replaced by:

General Data Protection Regulation May 2018

Information Sharing HM Government advice 2015

International Law and Policies.

United Convention of the Rights of the Child 1991(UNICEF)

Zimbabwe Child Protection Policy

<https://dci-zimbabwe.webs.com/documents/DCI-Zimbabwe%20Child%20Protection%20Policy.pdf>

Delivery of this policy:

In order to ensure that this policy and its principles are applied the Beatrice Project will have a named Safeguarding Officer whose contact details will be available to those involved in delivering the Beatrice Project's funded activities. the Beatrice Project will also ensure that any organisations involved in delivery of the Beatrice Project's activities have access to a named Safeguarding Officer in their own country (at present Zimbabwe only). They will also have shared with the Beatrice Project their own safeguarding policies which must be acceptable to the Beatrice Project before funding can be provided.

This policy will apply to:

Recruitment and training of volunteers in UK and Zimbabwe which will cover:

- How to set in place and ensure a code of conduct for all staff and beneficiaries
- Anti-bullying
- Dealing with disclosures or concerns about a child or volunteer
- Whistle blowing

- Managing allegations or complaints against any personnel involved in the project.
- Roles of the Safeguarding Officers
- Information governance especially recording and information sharing
- Use of photos online and in any literature about the project.
- Health and Safety where relevant and lone working if relevant and appropriate
- E safety, use of phones and internet

The Beatrice Project will seek to find ways to train and supervise staff/ volunteers and quality assure the issues above.

We will seek to keep our beneficiaries and volunteers safe by the following core principles and actions which shall be explicitly taught to all staff, volunteers and beneficiaries involved in the project.

- We should value, listen to and respect one another.
- We will make known the contact details of our Safeguarding Officer(s)
- We will adopt safeguarding standards and Child Protection practices in all procedures and delivery of the project's objectives, whether in actual delivery of services to beneficiaries or in the procedures of the Boards of Trustees.
- All those involved in the project shall undergo the agreed safety checks as decided by each Board of Trustees. The mechanism of these safety checks applied at the point of local delivery to beneficiaries, shall be made known to The Beatrice Project.
- We will manage or delegate management of, where appropriate (eg: to Social Services, Childline or Police) all allegations, disclosures and complaints in partnership with local organisations delivering the objectives of The Beatrice Project.
- We will work towards a safe environment for all those involved.

Contact Details:

UK Safeguarding Office Roger Snowdon

Email safeguarding@beatriceproject.org

Zimbabwe Safeguarding Officer Joy Khumalo +263785509253

Local Social Services in Zimbabwe...

Childline in Zimbabwe <https://www.childhelplineinternational.org/child-helplines/>

NSPCC helpline in UK: 08088005000

We the Trustees of the Beatrice Project are committed to working within the principles of this policy. It will be reviewed annually, along with accounts of any UK or Zimbabwe activity relevant to this policy [during the year] and any changes in legislation.

This policy was last reviewed on.....19/01/2025.....