

RENEWABLE WORLD SAFEGUARDING CHILDREN AND VULNERABLE ADULTS POLICY

Version 1.0 of the policy was approved by the Renewable World Board (the Board) on 22nd May 2018.

CONTEXT

Safeguarding is everyone's responsibility and as an organisation Renewable World is committed to ensuring compliance with best practice safeguarding standards and guidance.

This policy has been drawn up on the basis of relevant UK law and guidance that serves to protect our most vulnerable members of society.

As an organisation Renewable World recognises that everyone - regardless of age, gender, racial heritage, religious belief, sexual orientation, disability or identity has the right to live their lives free from abuse.

SCOPE

This safeguarding policy applies to all Personnel including volunteers, the Board of Trustees, staff, agency staff, students or anyone working on behalf of Renewable World. The policy should be read and applied in conjunction with Renewable World's Global Code of Conduct.

It also applies to Renewable World partners, contractors and suppliers working on our projects.

This safeguarding policy applies in the majority of cases to the communities who benefit directly from the projects we deliver.

This policy applies to the all Renewable World offices.

PURPOSE

The purpose of the policy is to:

- Protect children and vulnerable adults who may come into contact with our overseas programme or at RW fundraising or promotional events in the UK or worldwide.
- Provide volunteers, staff and Trustees with the overarching principles that guide a robust approach and commitment to safeguarding.

RENEWABLE WORLD POSITION STATEMENT

Renewable World will provide programmes interventions in a manner that as far as possible prevents any vulnerable adult or child from experiencing harm.

When Renewable World has reasonable grounds for concern that identifiable vulnerable adults or children are being, have been, or are at risk of being, seriously harmed Renewable World will

escalate their concerns in accordance with Renewable World safeguarding procedures and where appropriate, statutory guidance.

IDENTIFIED PERSONS AT RISKS

Renewable World core function is to deliver technical projects through our community implementation model in low income countries. This requires teams from Renewable World and our partners understanding and monitoring delivery against the needs of a predominately adult beneficiary group but will include adolescent and child groups. Robust procedures are in place to ensure that appropriate protection.

OUR RESPONSIBILITIES

We will fulfil our safeguarding responsibilities by;

- Listening to children, young people and vulnerable adults without judgement, valuing and respecting them, and ensuring their views are taken into consideration.
- Providing mandatory training and guidance for staff and volunteers in dealing with situations where there are safeguarding concerns and provide clear procedures for escalation of concerns.
- Adopting robust safeguarding procedures and codes of practice for all staff, volunteers and Trustees.
- Ensuring that all contracting and commissioning is undertaken with regard for safeguarding.
- Providing effective management for staff, and volunteers through robust supervision and support.
- Ensuring suitably experienced designated safeguarding leads are appointed for each regional office.
- Recruiting staff, volunteers and Trustees in accordance with good practice guidelines, ensuring all necessary checks are made.
- Routinely sharing good practice findings with staff, volunteers and Trustees.
- Ensuring that appropriate action is taken where there are concerns regarding staff, volunteers or Trustees conduct with children or vulnerable adults.

PRINCIPLES

Renewable World adheres to four principles in relation to safeguarding. These are awareness, training, procedures and quality assurance.

1. Awareness

Safeguarding culture and practice will be embedded in all aspects of the organisation:

- All staff, volunteers and Trustees will attend to safeguarding in their recruitment, training and management procedures.
- All staff, volunteers and Trustees will understand what safeguarding is, will be alert to safeguarding issues, and will be clear and confident in their ability to alert the organisation to concerns as they arise.

- All HR policies including recruitment and performance appraisal policies will reflect this safeguarding stance recruitment policies will reflect this safeguarding stance.
- Safeguarding policy will apply to all work with external partners and donors, and be reflected in the relevant organisational policies, commissioning and contracts associated with this work.
- The safeguarding policy for Renewable World will be updated as required to reflect any changes in legislation in the UK and host project countries.

2. Training

Training on safeguarding principles and procedures will be mandatory for all staff, volunteers and Trustees.

- The training will ensure that the organisation is confident and competent in its approach to safeguarding, and achieves consistency in approach.
- Training will enable Renewable World to be able to identify the range of possible safeguarding scenarios, and to understand how best to manage these situations to ensure best possible practice.
- Training will enable staff, volunteers and Trustees to respond as an 'educated and aware member of the general public'. Appendix 2 contains more details about the training.

3. Procedures

Procedures cover the recruitment and selection of staff and volunteers, dealing with children and vulnerable adults and dealings with external suppliers and contractors.

- Procedures are in place to enable volunteers and staff to make reasonable good practice judgments in relation to safeguarding concerns, as they might arise in all aspects of service delivery.
- The procedures support the need for a balance between exercising personal but informed judgement, and achieving organisational consistency.
- Procedures include guidance on escalation when required.

See Appendix 1- Safeguarding Procedures and Guidance

4. Quality Assurance

An effective safeguarding organisation is one which can demonstrate good governance and oversight in relation to key aspects of safeguarding.

- Renewable World will review all safeguarding concerns, as they arise and report for regular oversight from the Ethics Committee and the Board of Trustees.
- An annual review of the safeguarding policy and associated relevant policies and procedures will be undertaken to ensure compatibility with best practice in safeguarding.

Procedure for Reporting

Breaches of the Renewable World Safeguarding Policy should be reported promptly to the relevant regional or country manager. The country manager should report all breaches cases for review after any initial investigation and confirmation of the facts within 48 hours to

- the Chief Operating Officer and Company Secretary (cosecretary@renewable-world.org) or
- Chair of Renewable World Board (chair@renewable-world.org)

See our other policies
Global Code of Conduct
Whistleblowing