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## World Inspiring Network Safeguarding Policy

### Purpose:

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

- The conduct of staff or personnel associated with World Inspiring Network
- The design and implementation of World Inspiring Network's programmes and activities

The policy lays out the commitments made by World Inspiring Network, 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 World Inspiring Network's Anti Bullying and Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by World Inspiring Network 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

At World Inspiring Network, 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 programmes.

### Scope:

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

### Policy Statement:

World Inspiring Network 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. World Inspiring Network will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding: 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.

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



## Prevention:

### World Inspiring Network responsibilities

World Inspiring Network will:

- Ensure all staff 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 World Inspiring Network. 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 organization
- Follow up on reports of safeguarding concerns promptly and according to due process

## Staff responsibilities:

### Child Safeguarding

World Inspiring Network 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

World Inspiring Network 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

### Protection from sexual exploitation and abuse

World Inspiring Network 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

Additionally, World Inspiring Network 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 World Inspiring Network staff member or associated personnel to the appropriate staff member

## Enabling reports:

World Inspiring Network 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 World Inspiring Network's Disclosure of Malpractice in the Workplace (Whistleblowing) Policy.

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



## How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to their Safeguarding Focal Point 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 a member of the HR Team.

You can also report directly to [abuse@worldinspiringnetwork.org](mailto:abuse@worldinspiringnetwork.org).

## Response:

World Inspiring Network 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).

World Inspiring Network will apply appropriate disciplinary measures to staff found in breach of policy.

World Inspiring Network 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

- Code of Conduct
- Anti Bullying and Harassment policy
- Disclosure of Malpractice in the Workplace (Whistleblower) policy
- Child Safeguarding policy
- Adult Safeguarding policy
- PSEA (Protection from Sexual Exploitation and Abuse by staff) policy
- Complaints Policy
- Procedures for reporting and response to safeguarding concerns
- Procedures for safeguarding staff recruitment
- Other policies as appropriate

## Glossary of Terms:

### Beneficiary of Assistance

Someone who directly receives goods or services from World Inspiring Network's programme. Note that misuse of power can also apply to the wider community that the World Inspiring Network 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.

