

Pursuit International
Charity Number 1167084
Adult & Children Safeguarding
Policy

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Author:	Jane Alam Sheikh.
Author's job title:	Founding Director.
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Introduction

Pursuit International (Pursuit) believes that everyone who comes into contact with the organisation has the right to be protected from all forms of harm, abuse, neglect and exploitation. Pursuit is committed to protecting people, particularly children, at risk adults and beneficiaries of Pursuit's programme, from any harm, including harm arising from the conduct of employees or associated personnel.

Key Contacts

If you believe a child, young person and/or adult is in immediate danger, please contact the police on 999.

Safeguarding Coordinator

Name: Naomi Sheikh.

Position: Co-founder.

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Purpose

This policy sets out the commitments made by Pursuit and informs employees and associated personnel of their responsibilities in relation to safeguarding. It aims to address child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.

This policy does not cover the other safeguarding issues, which include:

1. Sexual harassment in the workplace.
2. Child protection in terms of Pursuit's beneficiaries, which is covered by safeguarding policies of our local partners.
3. Safeguarding concerns in the wider community not perpetrated by Pursuit or its employees and associated personnel.

Scope

This policy applies to all Pursuit employees and associated personnel, i.e. volunteers, trustees, ambassadors, independent contractors, and to third party organisations and suppliers working on its behalf. To facilitate the reading of this policy, the term 'employees' has been used with the intention of covering all the individuals mentioned.

Definitions

Beneficiary - *Someone who directly benefits from Pursuit's programme.*

Child - *A person below the age of 18.*

Harm - *Psychological*, physical and any other infringement of an individual's rights.*

**Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling and persistent shaming.*

Protection from Sexual Exploitation and Abuse (PSEA) - *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). It is used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by employees or associated personnel.*

Safeguarding - *Taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur.*

Sexual abuse - *The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.*

Sexual exploitation - *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.*

At risk adult - *A person who is or may be in need of care by reason of mental or other disability, age, illness or in vulnerable circumstances; and who is or may be unable to take care of him or herself, or unable to protect him/herself against significant harm or exploitation.*

Principles

Pursuit will not tolerate abuse and exploitation by its employees or associated personnel. It commits to addressing safeguarding throughout its work, through the three pillars of **prevention, reporting and response.**

Prevention

Pursuit's responsibilities:

Pursuit will:

- Ensure all employees have access to, are familiar with, and know their responsibilities within this policy;
- Design and undertake all its activities in a way that protects people from any risk of harm that may arise from their coming into contact with the organization;

- Implement stringent safeguarding procedures when recruiting, managing and deploying employees and associated personnel;
- Ensure employees 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.

Employee responsibilities:

Child safeguarding

- Pursuit employees and associated personnel must commit not to:
- Engage in sexual/sexually suggestive behaviour with any child under age 18, regardless of the legal age of consent;
- Condone or participate in illegal, unsafe or abusive behaviour of any child, including exploitation, trafficking, harmful traditional practices, and spiritual or ritualistic abuse;

Adult safeguarding

- Pursuit employees 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

- Pursuit employees and associated personnel must not:
- Engage in transactional sex, which includes exchange of money, employment, goods and services for sex or sexual favours.
- Solicit a romantic/dating relationship and will never engage in sexual/sexually suggestive behaviour with any beneficiary, regardless of age.
- Additionally, Pursuit employees 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 a Pursuit employees or associated personnel.

Reporting

Pursuit will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to all, including members of the public. Pursuit will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

- Employees who have a complaint or concern relating to safeguarding should report it to the safeguarding co-ordinator.

Response

Pursuit will follow up safeguarding reports and concerns, and any applicable legal and statutory obligations. If the concern is deemed a criminal offence it may also be reported to the police.

Appropriate disciplinary measures will be applied to employees found in breach of this policy according to Pursuit's. The investigation into a breach of this policy will not end in the event that an employee resigns during disciplinary processes.

Pursuit will offer support to survivors of harm caused by employees 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.

The Trustees declare that they have approved this safeguarding policy above.

Signed on behalf of the Board of Trustees



Andrew Hickford [Chair]

22nd Oct 2020