

Safeguarding Policy

Safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect; this includes physical, sexual and psychological abuse, and other forms of exploitation.

The purpose of this policy is to prevent and reduce the risk of harm to any individual who come in contact with WSUP including community members and anyone who benefits from WSUP work staff, volunteers, anyone representing the organisation, partners, and contractors.

WSUP's commitment extends to protecting staff and anyone within its duty of care from inappropriate behaviour such as bullying and harassment, and misuse of power. These areas of safeguarding may have different procedures associated with them.

WSUP requires that partners, members, service providers, including their consultants or sub-contractors, and any other third-party organisation that WSUP has a business relationship with, have adequate safeguarding policies and procedures in place.

WSUP abides by the following principles:

1. WSUP believes that everyone we come into contact with, regardless of age, sex, sexual orientation, gender identity, gender reassignment, disability, , religion or belief, or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation.
2. WSUP recognises that children, young people, and vulnerable adults are especially vulnerable to harm and promotes enhanced duty of care to protect those categories.
3. WSUP will not tolerate abuse and exploitation by staff or associated personnel.

WSUP commits to:

1. Setting an organisational culture that prioritises safeguarding, so that it is safe for those affected to come forward and report incidents and concerns with the assurance they will be handled sensitively and properly
2. Having adequate safeguarding policies, procedures and measures to protect people
3. Setting out specific measures to protect children, young people and vulnerable adults and training staff members to identify sign of potential abuse.
4. Having clear and well communicated processes for reporting and investigating concerns
5. Always taking concerns or allegations of incidents seriously and investigating appropriately

6. Always keeping the best interests of those affected by abuse or exploitation at the front of our response to any incidents, adopting a survivor-centred approach¹
7. Following best practice and to learn from any incidents that arise
8. Work closely with other agencies to minimise risk
9. Transparency in reporting incidents to regulatory authorities and funders where required.

WSUP staff, including volunteers, and anyone working on behalf of WSUP, including consultants and sub-contractors, are expected to:

1. Behave with respect and integrity in all their dealings with colleagues, beneficiaries, partners and other third parties they have business dealings with
2. Be sensitive to the cultural, political and environmental context of their work
3. Abide by WSUP's safeguarding policies and procedures
4. Immediately follow the reporting procedure contained within these policies or follow WSUP's Whistleblowing Policy if they suspect any harm has come to someone in the course of WSUP's work, or if they consider there is a risk of harm occurring.

Responsibility for adherence to this policy is delegated by the WSUP Board to the CEO of WSUP.

The policy will be reviewed and revised as necessary at regular intervals (at least every five years or after a related incident) in consultation with the Risk Committee of Board.

This policy was approved by the WSUP Board of Director on 29th of July 2021.

¹ The Foreign, Commonwealth and Development Office (FCDO) define a survivor-centred approach to safeguarding as putting the victims' or survivors' needs at the centre of thinking, based on principles of safety, confidentiality, respect and non-discrimination".