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Safeguarding Focal Persons:

Thomas Doughty, CEO Email: thomas@network4africa.org Telephone: +44 (0)20 3951 0863 In Annabel's absence: Jemma Hogwood, Mental Health Impact & Partnerships Email: jemma@network4africa.org Telephone: +250 788 305 630	Nadiya Tucker, Trustee Email: nadiya.tucker@gmail.com Telephone: +1 (804) 536 9193 In Nadiya's absence: David Russell, Chair of Board of Trustees Email: david@thesocialenterprise.org Telephone: +44 (0)7590 329 267
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Country Legislation:

Details of any government bodies or organisations with statutory authority for the safeguarding of children or adults	Foreign, Commonwealth & Development Office (FCDO) King Charles Street London SW1A 2AH United Kingdom Telephone: 020 7008 5000
Summary of legislation governing welfare/safeguarding/protection of children and adults	Children Act 2004 Care Act 2014
Legal age of consent	16
Legal age of marriage	16 although this requires consent of parents and guardians if a participant is under 18.

Community Attitudes, Customs & Practices (identify any practices such as early marriage, female genital mutilation etc.). Give details of where this is known/believed to be particularly prevalent. Please also note any informal observations regarding attitudes or behaviours seen in country that may cause harm:

n/a

Other organisations (health/welfare services, NGOs, networks and alliances):

Medical services	For UK emergency services, call 999 or 111
Mental health and psychosocial support services (MHPSS)	Mind – 0300 102 1234 (support line) or 0300 123 3393 (info) https://www.mind.org.uk/ Carers UK – 0800 808 7777 (free helpline) https://www.carersuk.org/ Age UK - 0800 678 1602 (free helpline) https://www.ageuk.org.uk/ YoungMinds – 0808 802 5544 (free helpline) https://youngminds.org.uk/ Childline - 0800 1111 (free helpline) https://www.childline.org.uk/get-support/ Samaritans - 116 123 www.samaritans.org
Legal aid services	Legal Aid Agency - 0300 200 2020 https://www.gov.uk/government/organisations/legal-aid-agency

	Citizens Advice Bureau - 0800 144 8848 https://www.citizensadvice.org.uk/
Safety and security services	For UK emergency services, call 999 or 111 Crimestoppers – 0800 555 111 (free helpline) https://crimestoppers-uk.org/
Disability services	Scope – 0808 800 3333 (free disability helpline) https://www.scope.org.uk/ Disability Rights UK – https://www.disabilityrightsuk.org/ Mencap – 0808 808 1111 (Information & Advice Helpline) https://www.mencap.org.uk/
Children’s services	NSPCC Child Protection - 0808 800 5000 (free helpline) https://www.nspcc.org.uk/what-you-can-do/report-abuse/ The Children’s Society – 0300 303 7000 https://www.childrenssociety.org.uk/advice-hub/am-i-being-abused-what-are-the-signs Kidscape - 0300 102 4481 / WhatsApp: 07496 682785 https://www.kidscape.org.uk/ Family Action - 0808 802 6666 (free helpline) / text 07537 404 282 https://www.family-action.org.uk/
Shelter services	Shelter - 0808 800 4444 (free helpline) https://www.shelter.org.uk

Safeguarding Policy

Purpose

The purpose of this policy is to strive to protect everyone, including children, at-risk adults and programme participants from any harm that may be caused due to their coming into contact with Network for Africa and/or its funded partners. This includes harm arising from:

- The conduct of staff or personnel associated with Network for Africa.
- The design and implementation of Network for Africa's programmes and activities.

The policy lays out the commitments made by Network for Africa and informs staff and associated personnel, including trustees and employees of Network for Africa's implementing partners of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under Network for Africa's [Equal Opportunities and Anti Bullying & Harassment Policy](#).
- Safeguarding concerns in the wider community not perpetrated by Network for Africa 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.

In our sector, we understand it to mean protecting everyone, including children, at-risk adults and programme participants, from harm that arises from coming into contact with our staff or programmes.

Further definitions relating to safeguarding are provided in the glossary below.

Scope

The scope of this policy includes:

- All staff contracted by Network for Africa. This includes staff working for project partners who are actively involved in the delivery of programmes and projects designed and funded by Network for Africa.
- Associated personnel whilst engaged with work or visits related to Network for Africa, including but not limited to the following: consultants; volunteers; contractors; programme visitors including journalists, celebrities and politicians.

Policy Statement

Network for Africa 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. Network for Africa 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 (see Associated Policies).

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

Prevention

Network for Africa's responsibilities:

Network for Africa will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy.
- Ensure all partner organisations who do not have a robust Safeguarding Policy or procedures are signed up to Network for Africa's Safeguarding Policy until they have such policies in place
- Make sure each partner organisation has a dedicated Safeguarding Focal Person in place.
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from coming into contact with Network for Africa and its funded partners. 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, trustees and volunteers receive training on safeguarding at a level commensurate with their role in the organisation.
- Follow up on reports of safeguarding concerns promptly and according to due process.
- Have Safeguarding as a standing agenda item at Board meetings, annual strategy and review meetings, and ensure all monitoring and evaluation project reports include a section on Safeguarding.

Staff responsibilities:

Child Safeguarding

Network for Africa's staff and associated personnel, including employees of Network for Africa's implementing partners 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

Network for Africa's staff and associated personnel, including employees of Network for Africa's implementing partners must not:

- Sexually abuse or exploit any adult or at-risk adult.
- Subject any adult or at-risk adult to physical, emotional or psychological abuse, or neglect.

Protection from sexual exploitation and abuse

Network for Africa's staff and associated personnel, including employees of Network for Africa's implementing partners must not:

- Exchange money, employment, goods or services in return for sexual activity. This includes any exchange of assistance that is due to programme participants.
- Engage in any sexual relationships with programme participants, since they are based on inherently unequal power dynamics.

Additionally, Network for Africa's 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 a Network for Africa staff member or associated personnel to the appropriate staff member.

Enabling Reports

Network for Africa 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 Network for Africa's [Disclosure of Malpractice in the Organisation Policy](#).

Network for Africa 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 [as appropriate] 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 or trustee.

The contact details for Network for Africa's designated safeguarding focal points are as follows:

Network for Africa CEO and Safeguarding Focal Person: Thomas Doughty, thomas@network4africa.org
Or +44 (0)203 951 0863

Network for Africa Designated Safeguarding Trustee: Nadiya Tucker, nadiya.tucker@gmail.com
Or +1 (804) 536 9193

Response

Network for Africa will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations (see [Dealing with Safeguarding Reports Policy](#)).

Network for Africa will apply appropriate disciplinary measures to staff found in breach of policy.

Network for Africa 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.

Glossary of Terms

At-risk adult

Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental health issues, learning or physical disability, sensory impairments, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

Programme participants

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

Neglect and acts of omission (and self-neglect)

Neglect refers to the failure to provide necessary care or support, while acts of omission are specific instances where a responsible party fails to take action, leading to harm or neglect.

Self-neglect is defined as an adult's inability, due to physical or mental impairment, or diminished capacity, to perform essential self-care tasks including: (a) obtaining essential food, clothing, shelter, and medical care; (b) obtaining goods and services necessary to maintain physical health, mental health; or (c) managing one's own financial affairs.

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.

Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. 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).

Safeguarding

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

We understand it to mean protecting everyone, including children and at-risk adults, from harm that arises from coming into contact with our staff or programmes. One definition is as follows:

Safeguarding means 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.

This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our programmes, partners and staff. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty.

Safeguarding puts programme participants and affected persons at the centre of all we do.

Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means 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, however it is the individual's choice how they wish to identify themselves.