

Mission Morogoro Safeguarding Policy



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Context. Mission Morogoro is a small registered charity working to alleviate maternal and child mortality and to improve the health and wellbeing of those living in the Tunguli area of the Tanga region of Tanzania. It has a small number of trustees, volunteers and associates who work together as a team.

Purpose

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

- The conduct of Trustees, volunteers and personnel associated with Mission Morogoro
- The design and implementation of Mission Morogoro's programmes and activities

The policy lays out the commitments made by Mission Morogoro, and informs Trustees, volunteers and associated personnel¹ of their responsibilities in relation to safeguarding.

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 neglect²

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our Trustees, volunteers and associated personnel or programmes.

Scope

- All Trustees, volunteers and associated personnel used by Mission Morogoro.

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Policy Statement

Mission Morogoro 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. Mission Morogoro will not tolerate abuse and exploitation by Trustees, volunteers or associated personnel.

This policy will address the following areas of safeguarding : child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.

Mission Morogoro commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

Mission Morogoro's responsibilities

Mission Morogoro will:

- Ensure all Trustee, volunteers and associated personnel 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 Mission Morogoro. 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 Trustees, volunteers 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

Trustees, volunteers and associated personnel responsibilities

Child safeguarding

Mission Morogoro 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

Mission Morogoro Trustees, volunteers 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

Mission Morogoro Trustees, volunteers 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, Mission Morogoro Trustees, volunteers 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 Mission Morogoro Trustee, volunteers or associated personnel to the Trustee responsible for safeguarding.

Enabling reports

Mission Morogoro will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to Trustees, volunteers and associated personnel and the communities with whom we work.

Any Trustee, volunteer or associated personnel or communities with whom we work reporting concerns or complaints through formal whistleblowing channels will be protected by confidentiality maintained by the Trustee responsible for safeguarding.

Mission Morogoro will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Complaints or concern relating to safeguarding should report it immediately to the Trustee responsible for safeguarding.

Response

The safeguarding Trustee will record and follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations and act as appropriate.

Mission Morogoro will offer support to survivors of harm caused by Trustee, volunteers or associated personnel.

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.

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 neglect³

In our sector, 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. One donor 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 beneficiaries 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.

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 or other disability, 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.

³ NHS 'What is Safeguarding? Easy Read' 2011