

Global Fund for Women UK Safeguarding Policy

Our vision:

Our vision is a world where every woman and girl is strong, safe, powerful and heard. No exceptions.

We want every woman and girl to realise the rights that are enshrined in the [Universal Declaration of Human Rights](#). We also stand for other rights that are vital for women's equality, for example, a woman's right to decide if and when she has children and the right of every woman to live equally and free from discrimination, no matter her sexuality or identity.

What do we mean by 'safeguarding'?

The term 'safeguarding' is broadly understood to mean protecting people from harm and keeping people safe. Harm includes any form of bullying, harassment, exploitation, coercion and abuse. It is essential to understand what specific harms different groups of people are exposed to, and to recognise the conducive contexts that enable those harms.

As an organisation working in the women's rights movement, GFWUK sees harassment, abuse and exploitation as manifestations of power inequalities which are deeply rooted in inequitable gender dynamics. We also recognise these inequalities intersect with other inequalities for example disability and race, particularly in the context of international staff from the global North working in internationally.

We acknowledge that access to, and control of, resources underpin and enhance inequitable power dynamics, which can create a conducive context for the sexual exploitation of women, girls and trans people.

We also recognise some women's rights organisations work in extremely complex, dangerous and fragile environments, which can also expose them to threats of state sponsored violence. These situations require specific safeguarding processes from GFWUK to protect their identity.

As a grant maker rather than an operational charity, we seek to play a positive role in addressing inequitable power dynamics. We do this by directly funding grassroots women led organisations, and by supporting women to develop and deliver their own solutions to the problems they face.

We have a zero tolerance to any abuse of power and our safeguarding policy seeks to:

- Ensure all women, girls and trans people who come into contact with¹, and/or receive funding from GFWUK do so in a way that recognises and enhances their right to be treated as equal partners with rights, agency, and power.
- Ensure the voices, stories and images of women, girls and trans people are amplified and shared with their informed consent; and in a way which accurately portrays them as powerful agents of change without compromising their safety or security.

- Ensure all women, girls and trans people who come into contact with or receive funding from GFWUK do so in a way that does not create any harm or increase their exposure to violence, harassment, coercion, bullying or abuse.
- Ensure all people who work with GFWUK (including staff, contractors, volunteers and other stakeholders) are aware of their right to live and work without harassment, abuse, coercion or bullying); and that they are aware of our safeguarding policies, including GFWUK's Child Protection Policy (which specifically outlines the processes for any funding, work or interaction with girls under 18 years as defined by the UN Convention on the Rights of the Child); and the procedures to raise a concern or to make a complaint
- Ensure all grantee partners in receipt of GFWUK funding have appropriate safeguarding policies and processes in place which are fully implemented, regularly reviewed, and understood within the grantee organisation

Purpose:

To inform staff², contractors, freelancers and grantee partners of their contractual and moral responsibilities to safeguard children, young people, and vulnerable adults in all areas of GFWUK's activities. This includes but is not limited to harm arising from:

- The conduct of GFWUK staff, GFWUK Associated Personnel or grantee partners in receipt of GFWUK funding; and
- The design and implementation of GFWUK-funded programmes and activities.

To share our procedures to prevent and deal with the actions/behaviour of our staff, associated personnel, volunteers and supporters

To inform those we work of our responsibilities to prevent and respond to any actions or behaviours of our staff, associated personnel, grantee partners, volunteers and supporters

This policy does not cover sexual harassment in the workplace.

Scope:

All staff contracted by GFWUK and GFWUK Associated Personnel whilst engaged with work, events or field visits related to GFWUK. All organisations in receipt of GFWUK funding. All supporters, journalists or influencers on trips arranged by GFWUK.

Policy Statement:

GFWUK is committed to undertaking all its work, including the funding it makes to other organisations, in a manner which does not put people at risk. We have a zero-tolerance approach to anyone who abuses their power to harm, exploit, coerce, or abuse; or who exposes others to the risk of harm.

- (i) For staff, contractors, supporters and associated personnel, breach of this policy will result in: disciplinary action being taken in accordance with the GFWUK Disciplinary and Capability Policy and Procedure, up to and including summary dismissal for gross misconduct; termination of all relations including contractual and partnership agreements, and where relevant, appropriate legal or other such actions; and
- (ii) For grant holders, breach of this policy may result in the immediate suspension or cancellation of funding, and may result in efforts to reclaim any disbursed funds made as part of the cancelled grant and where relevant, appropriate legal or other such actions

GFWUK staff, Associated Personnel and Grantee Partners (those organisations in receipt of funding) must not:

² Including those contracted by either GFWUK or Global Fund for Women, Inc.

- Engage in sexual activity with anyone under the age of 18
- Exchange money, employment, goods, or services for sexual favours when representing or travelling on behalf of GFWUK
- Sexually abuse and/or exploit children or vulnerable adults
- Engage in any form of sexual relationship with those who are the beneficiaries of GFWUK funding⁴, since they are based on inherently unequal power dynamics
- Knowingly engage in any commercially exploitative activities with children or vulnerable adults including child labour or trafficking
- Physically assault anyone
- Emotionally or psychologically abuse anyone
- Put a child or vulnerable adult at risk as a result of GFWUK's funded activities, either through individual action, inaction or programme design and implementation. This includes the way in which we gather and communicate information about the women, girls and trans people we partner with

GFWUK staff, GFWUK Associated Personnel and Grantee Partners 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 an GFWUK/GFWUS staff member, Associated Personnel or grantee partner via established reporting mechanisms so these can be followed up and GFWUK can gain assurance that they have been dealt with appropriately

Safeguarding in Practice

GFWUK will:

- Recognise the role of power and privilege, especially at the intersection of other experiences, for example and not limited to, sexual orientation, disability, and race by designing and undertaking its funding and associated activities (including but not limited to research and content-gathering or supporter trips) in a way that protects those we seek to work with from the risk of physical or psychological harm that may arise from their coming into contact with GFWUK
- Seek assurance that grantee partners in receipt of funding from GFWUK have in place robust safeguarding policies and procedures, and are acting in accordance with those policies
- Implement stringent safeguarding procedures when recruiting, managing and deploying GFWUK staff and GFWK Associated Personnel
- Be respectful, responsive and treat all stakeholders including the person against whom a complaint has been made, with fairness and dignity. Keep all information relating to safeguarding securely and share with a minimum number of people to ensure safeguarding processes are implemented with fairness and respect
- Take all complaints seriously, and respond to them within a reasonable time, to give confidence to those affected
- Seek to support those who have experienced abuse and/or harm as a result of unlawful, coercive, or exploitative practices perpetrated by GFWUK staff, associated personnel and/or grantee partners in receipt of funding, and help them access the necessary support to overcome their trauma
- Comply with UK legislation in any activities involving contact with children and vulnerable adults taking place in the UK

Reporting

Given the current organisational size of GFUK, **all** complaints or concerns relating to safeguarding are to be reported to the UK Director as the safeguarding lead. They can be contacted at rhanshaw@globalfundforwomen.org.uk If there is a potential or perceived

conflict of interest, the complaint should be directed to the nominated Trustee for Safeguarding at safeguardingtrustee@globalfundforwomen.org.uk

Any staff reporting concerns or complaints will be protected by GFWUK Whistleblowing Policy.

If a complaint or concern does not relate to GFWUK staff, GFWUK Associated Personnel, or a grantee partner in receipt of funding but to a third party, GFWUK will raise the issues with the grant partner to take forward as they see fit, for example, by making a police report. We will not take follow-up actions since we have no contractual or employment relationship with third parties and therefore do not have standing or jurisdiction to take action against them.

However, any safeguarding violations witnessed by GFWUK staff (including partners and volunteers) must **ALWAYS** be reported to the UK Director for recording in the safeguarding log.

Accountability:

Accountability for safeguarding for GFWUK sits with the Board of Trustees. Day-to-day oversight is delegated to the UK Director who will report all safeguarding issues or concerns to the nominated Trustee for Safeguarding, who will report to the UK Board of Trustees, and as required and through the agreed channels, to the CEO and President of Global Fund for Women Inc. our sister organisation, based in the United States.

Safeguarding incidents will be reported promptly to the Charity Commission in accordance with its Serious Incidents guidance, and to donors as required under grant agreements.

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 (available on request from the UK Director)

GFWUK Whistleblowing Policy

Disciplinary and Grievance Policy and Procedure

Glossary of Terms

GFWUK Associated Personnel

Anyone who comes into contact with a child or vulnerable adult as a result of GFUK's work, but who is not employed by GFWUK, including but not limited to: those employed by Global Fund for Women Inc.; consultants; volunteers; contractors; freelancers, programme visitors including journalists, celebrities, and politicians; and supporters.

GFWUK Staff Member

Anyone who is directly employed by GFWUK

Child

A person below the age of 18 years as defined by UN Convention on the Rights of the Child.

Harm

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

Non-Associated Personnel

People not employed directly through GFWUK, GFWUS or its partner organisations and contractors.

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, interrogation, excessive pressure to 'perform' or pose for cameras, excessive repeat interviews around emotionally disturbing experiences, and isolation.

Safeguarding

Safeguarding is the responsibility that organisations have to make sure their staff, operations, and programmes do no harm to children and vulnerable adults, and that is that they do not expose them to the risk of harm and abuse.

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.

-UN Secretary-General's Bulletin on Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13)

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.

-UN Secretary-General's Bulletin on Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13)

Survivor

A 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.

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.

-UK Government Department of Health (abridged)

APPROVED: 22 May 2019

TO BE REVIEWED: October 2019