



Malawi Schools Trust: CIO 1182866

Safeguarding Policy and Procedure

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Policy Owner	Andrew Fisher Sign.....	Date
Approved by	Peter Everett Sign.....	Date:

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Safeguarding Policy

1. 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 interactions with Malawi Schools Trust. This policy works in conjunction with the Diocesan Safeguarding policy of the Dioceses of Lake Malawi.

This includes harm arising from:

- The conduct of people associated with Malawi Schools Trust
- The design and implementation of Malawi Schools Trusts' activities

The policy lays out the commitments made by Malawi Schools Trust, and informs those associated with the Trust of their responsibilities in relation to safeguarding.

This policy does not cover:

- Safeguarding concerns in Malawi not perpetrated by Malawi Schools Trust or associated personnel
- Any safeguarding concerns raised by Diocesan employees or their activities within Malawi.

2. 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 neglect¹

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 or programmes.

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

3. Scope

Malawi Schools Trust works from the U.K. through trusted Partner organisations. Most of our interactions with Malawi are text based.



Our local partner in Malawi is the Anglican Diocese of Lake Malawi. They deliver projects and resources on our behalf.

The work of the Diocese is undertaken within terms of the Diocese Child Protection/Safeguarding Policy (available upon request).

For Malawi Schools Trust this means limited physical interaction with Schools, Staff and Pupils.

Where Malawi Schools Trust does send representatives to Malawi we ensure our staff and associated personnel comply with this Policy and the Diocese Policy.

Associated personnel whilst engaged with work or visits related to Malawi Schools Trust, include but are not limited to the following: Volunteers; Trustees; Contractors

4. Policy Statement

Malawi Schools Trust 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. Malawi Schools Trust will not tolerate abuse and exploitation by Trustees or associated volunteers.

This policy will address the following areas of safeguarding [as appropriate]: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. These key areas of safeguarding may also be covered separately in the Diocesan policy.

Malawi Schools Trust commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

5. Prevention

Malawi Schools Trust responsibilities

Malawi Schools Trust will:

- Ensure all Trustees and volunteers 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 Malawi Schools Trust. This includes the way in which information about individuals in our programmes is gathered and communicated
- Implement stringent safeguarding procedures when managing and deploying volunteers and associated personnel
- Ensure Trustees and volunteers 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
- Request and review the Safeguarding policies of our partners

Trustee and Volunteer's responsibilities

Child safeguarding

Malawi Schools Trust Trustees and volunteers 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

Malawi Schools Trust Trustees and volunteers 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

Malawi Schools Trust Trustees and volunteers 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, Malawi Schools Trust Trustees and volunteers 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 any Malawi Schools Trust Trustees or volunteers to the Designated Safeguarding Trustee

6. Enabling reports

Malawi Schools Trust will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to Trustees, volunteers and the communities we work with.

Malawi Schools Trust will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Trustees or volunteers who have a complaint or concern relating to safeguarding should report it immediately to the Designated Safeguarding Trustee. If the Trustee or volunteers do not

feel comfortable reporting to the Designated Safeguarding Trustee (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 Trustee. For example, this could be the Chair of Trustees.

The Designated Safeguarding Trustee is MR A Fisher.

7. Response

Malawi Schools Trust will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

Malawi Schools Trust will forward any safeguarding reports or concerns to the Anglican Diocese of Lake Malawi and ensure that they fulfil their obligations for safeguarding.

8. 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

Anglican Diocese of Lake Malawi Child Protection/Safeguarding Policy(Available on request)

9. Glossary of Terms

Child

A person below the age of 18

Harm

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

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 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 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, Trustees and volunteers. 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 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.

