



**THE PAIDEIA
PROJECT**

The Paideia Project Safeguarding Policy

February, 2024

INTRODUCTION

The Paideia Project (TPP) is a grassroots education management Non-Governmental Organisation (NGO) established in February 2020. We support teaching and learning in schools by interpreting teaching methodologies into interactive classroom techniques. We do this through the development of eco-friendly interactive visual aid (IVA) models from recycled material for equitable and quality education and to promote lifelong learning opportunities for all.

In partnership with the Ministry of Education, Global Fund for Children (GFC) and the LEGO Foundation, we are implementing an interactive climate education framework for holistic and sustainable learning.

SAFEGUARDING STATEMENT

The Paideia Project has a strong commitment to protecting those most at risk and to acting as a role model for child- and youth-serving organisations. Although children and youth may be extremely resourceful and resilient in our activities, they are also particularly vulnerable to abuse due to their lack of status and power, their stage of development, and their reliance on adults. Our organisation is dedicated to creating an environment that is safe for vulnerable, marginalised and minority groups who are the people we serve to promote lifelong learning. In addition, we seek to protect the wellbeing of our board, staff, volunteers, consultants, contractors, and partners, and create an environment that promotes and supports human rights.



We recognize that:

- Organisations and professionals working or in contact with children and youth have a duty to ensure safety and well-being.
- The welfare of the child is a paramount consideration, as enshrined in the UN Convention on the Rights of the Child.
- All children and youth have an equal right to protection, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or gender identity.
- It is our responsibility to minimise the harm that may be done as a result of our activities, including where any activities may lead to re-traumatisation.

This Safeguarding Policy reflects our commitment to respect, promote, uphold, and protect the rights of the child as set out in the UN Convention on the Rights of the Child and in line with TPP values.

POLICY COVERAGE

Safeguarding is the responsibility of all. The procedures and processes contained in this Policy apply equally to:

- All TPP directors, trustees, and committee members
- Senior leadership team
- All staff
- Volunteers and interns
- All TPP visitors, including journalists and media personnel, and any individual visiting TPP's work or TPP-supported work in any capacity at TPP's request or Instruction, are expected to comply with this Policy.

This policy has been developed and approved by TPP's leadership in consultation with a human resource and legal consultant and is informed by all relevant labour laws of Zambia. The policy should be reviewed and updated on a regular basis and/or as needed and clearly communicated to all involved in our organisation. Signed copies of this policy manual should be kept in each collaborator's permanent file (initialled on each page) and all partners should be notified in writing whenever policy changes occur (additional acknowledgement forms may be required). At minimum, all collaborators should be oriented to the child safeguarding policies during their initial onboarding process and during regular refresher training held at least once per year.

To guarantee the effectiveness of this Policy, TPP will ensure that:

- There is a designated safeguard officer (DSO).

TPP will treat any breach of this Policy seriously. Failure to comply with this Policy may incur sanctions ranging from disciplinary action (including possible dismissal) to termination of contracts or partnerships, and where appropriate, may result in referral to the police or other relevant authorities.

SAFEGUARDING ROLES AND RESPONSIBILITIES

Designated Safeguard Officer (DSO)

- To promote awareness of this Safeguarding Policy and monitor its implementation
- To act as a source of support and information for staff and others who are required to comply with this Policy
- To identify training needs and provide capacity development where needed
- To maintain clear records of any child protection concerns that are reported and the actions taken to address these concerns
- To report any in-country issues or concerns to the program manager and the executive director.

DEFINITIONS

Children

While the definition of a child varies around the world, this Policy refers to an individual under the age of 18, in line with the UN Convention on the Rights of the Child.

Youth

An individual between the ages of 18 and 24, in line with the upper age limit in the UN definition of youth.

Unless otherwise noted below, all references to children in this Policy should be read as a reference to children and youth.

SAFEGUARDING

Child and youth safeguarding is the responsibility that an organisation has to develop and implement policies and procedures designed to ensure that its staff, operations, and programs do not harm children and youth; that they do not expose children or youth to the risk of harm or abuse; and that any concerns the organisation has about children or youth's safety within the communities in which it works are reported to the appropriate authorities, as appropriate.

Safeguarding means:

- Protecting children from abuse and maltreatment
- Preventing harm to children's health or development
- Ensuring that children are provided with safe and effective care Taking action to enable all children to have the best outcomes²

Child protection is part of the safeguarding process. It focuses on protecting individual children identified as suffering or likely to suffer significant harm. This Policy includes response and reporting procedures, which detail how to respond to concerns about a child. GFC acknowledges that the safeguarding context is different in each region in which we operate and that local context will be considered when making safeguarding decisions.

Harm and Abuse

According to the World Health Organisation “child abuse” or “maltreatment” constitutes “all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power.” It is important to recognize, however, that definitions of abuse vary significantly across locations. Harm may also be caused to children or youth in ways that do not meet the threshold of “abuse” or do not fit easily within traditional definitions.

For the purposes of this Policy, staff of TPP and others required to adhere to this Policy should be alert to any actions that may cause harm to children or youth, whether these reach the threshold of abuse or not and whether the harm is caused intentionally or unintentionally, or directly or indirectly.

SAFEGUARDING WITHIN HUMAN RESOURCES

Safe Recruitment

TPP seeks to recruit staff who are committed to the highest standards of personal and professional conduct. This goes beyond simply complying with protocols and extends to ensuring that individuals have an appropriate set of personal and professional values and are committed to promoting the safety and well-being of children and youth.

- All staff are required to provide three references (phone and email references), as well as proof of identity, police clearance certificate, and employment eligibility, which includes a copy of an official photo ID, and these items are stored securely in personnel files.
- For staff roles that include contact with children and youth, questions are included in interviews relating to safeguarding.
- Compliance with the Safeguarding Policy is a contractual requirement for each staff member.
- The level of background check is determined by the following:
 1. The type of activity the individual is engaged in at TPP and the level of potential risk this poses to children and youth, and
 2. The frequency of unsupervised contact with children and youth at TPP.
- To the extent available (taking into account cost and other factors) jurisdictional background checks shall be obtained
- These steps should be taken and our standards should be strictly adhered to even in a remote working environment when physical interviews are not possible. TPP has suitable facilities in place to carry out recruitment activities online.

Board of Directors, Board of Trustees, and Committee Members

In order to support our Boards in understanding safeguarding, this Safeguarding Policy is included as part of the Board Orientation Manual and are invited to attend further training should they wish to. An acknowledgement of receipt of this Safeguarding Policy is included in the onboarding forms that directors/trustees sign when joining the Boards. All directors/trustees are required to provide at least one reference (reference names and contact information), as well as a copy of an official photo ID as proof of identity, police clearance certificate, and these items are stored securely in confidential files.

Staff Training and Support

TPP shall provide training and support designed to ensure that staff and others required to comply with this Policy understand their safeguarding responsibilities and have the knowledge and skills necessary to fulfil their obligations:

- Compliance with this Policy is a requirement for all TPP team members.
- All staff receive an induction on safeguarding within the first three months of work.
- Capacity development on safeguarding is provided across the organisation on an annual basis, including mandatory training detailing the new policy changes within three months of the Safeguarding Policy being updated.
- Supervision of staff and volunteers shall be provided where appropriate.

Volunteers and Interns

Volunteers and interns follow safe recruitment processes based on the nature of their engagement.

- All volunteers and interns are required to complete an application form, including providing two references (phone and email references), as well as proof of identity,

police clearance certificate, and employment eligibility, which includes a copy of an official photo ID, and these items are stored securely in personnel files.

- Face-to-face interviews must be conducted with prospective volunteers and interns to understand their motivations and to inform them about their prospective role, program operations, screening mechanisms and compulsory training.

Associates

- Associates include consultants, contractors and service providers whose work for TPP involves direct or indirect contact with children and youth (to the extent such contractors or providers are legal entities, then the references to Associates shall refer to those individuals whose work for TPP through such entities involves direct or indirect contact with children and youth).
- Associates are provided with a copy of this Policy prior to work commencing, which they must read and sign a commitment to adhere to.
- Expectations with regard to safeguarding are explained in induction prior to undertaking assignments that involve direct or indirect contact with children and youth.
- Contracts for Associates include a clause requiring compliance with this Policy and the consequences of a breach.
- Associates of TPP partners must adhere to the partner organisation's own safeguarding policies during the duration of the partnership.

Visitors

When TPP guests participate in partner visits with our staff, we will ensure that:

- There is a clear purpose and reason for their visit (e.g., donor visiting a project, volunteer from a corporate partner offering a brief training session).

- We provide a view of relevant local context and customs.
- We provide them with a copy of this Safeguarding Policy and they are briefed on any additional safeguarding measures required by the partner.
- TPP will make every effort to ensure that visit or commit in writing to comply with the Policy and partner specific safeguarding measures. We acknowledge that there are certain circumstances where a written confirmation might not be possible (ex. Large events, events open to the public, co-sponsored events where TPP does not manage registration, etc.). In these circumstances, TPP Safeguarding Commitments for Volunteers will still be distributed to or displayed for all participants.
- They are not left unsupervised at any time with children and youth.

SAFEGUARDING CODE OF CONDUCT

All TPP personnel should be aware of their impact in their local context and should familiarise themselves with different cultural norms prior to going out into the field. This Safeguarding Code of Conduct outlines the behaviour we expect of all our directors/trustees, senior leadership team, staff, Associates, volunteers and interns, and others visiting TPP programs or TPP-supported programs at TPP's request or instruction. It aims to help us protect children and youth from abuse but also serves to protect from allegations of inappropriate conduct.

Any breach of this code will be taken seriously and investigated. This may result in disciplinary action (including termination) and/or referrals to relevant authorities such as the police or social services.

Responsibility

- Ensure that you have read and follow TPP policies and procedures at all times.
- Never engage in any action that harms or exploits children or youth.
- Never engage in illegal activities or use illegal substances.
- Never behave in ways that are contrary to the values and mission of TPP or could negatively affect the organisation's reputation.
- Never smoke or consume alcohol while on site or during an off-site convening session during working hours.
- TPP staff, consultants, interns, and volunteers will use their best judgement when consuming alcohol during events where TPP is a host or co-host and where alcohol is provided or sponsored (including fundraising Galas, celebratory meals, awards ceremonies, etc.).

- It is expected that all TPP personnel behave in a manner that will uphold the reputation and values of the organisation at all TPP supported events.
- Report all allegations or suspicions of abuse immediately, using the TPP reporting procedures outlined in this Policy.

Rights and Respect

- Respect differences and never discriminate on the grounds of gender, sexual orientation, culture, race, ethnicity, disability, and religious belief systems.
- Never act in a way that could be perceived as threatening, including the use of physical punishment or physical force to manage children or youth.
- Listen to children and youth and take their contributions seriously.
- Never make sarcastic, insensitive, derogatory, or sexually suggestive comments or gestures to or in front of children and youth.
- Respect a child or youth's right to personal privacy and use caution when discussing sensitive topics.

Relationships with Children and Youth

- Ensure that there is more than one adult present during direct interactions with children and youth partner program participants.
- Avoid spending excessive time with any one child or youth or otherwise showing favouritism.
- Never give money or a gift of any kind to individual program participants, or their families. If you wish to give a gift to a child or youth program participant, this must be agreed upon with the TPP senior leadership in advance.

- Never give children or youth program participants your personal contact details (cell number, email, or address) or have contact with them via a personal email, phone or social media account.
- All email communication with minors must be for a valid work related reason, must be via your official TPP work phone and email address, and must include at least two TPP team members on the email chain.
- Never take any child or youth partner program participant to your home, hotel, or any other private space.
- Never engage in any form of sexual contact with any child or youth partner program participant. Mistaken belief regarding the age of a child or youth is not a defence.

Social Media Use and Communicating Online

The following rules must be followed by all TPP personnel to help ensure behaviour is not open to misinterpretation and to safeguard both themselves and the children and youth TPP personnel communicate with:

- Never directly post images or stories about children or youth who are engaged with TPP and/or our partners on your personal social media accounts. Consent, when obtained, is given to TPP as an organisation and not to the individual for personal use.
- When posting on behalf of TPP, identifying information about a child or youth (such as their name, address, images of their face, or any other information that could identify the child or youth) should only be posted where express consent has been received and only ever in accordance with this policy, in particular the below section: 'Safeguarding Storytelling'."
- Never accept contact requests or engage via personal social media with children or youth you have met through GFC or our partners.

- Always think twice about what you post/share and what implications this may have for the organisation.
- Never upload or post any racist, defamatory, obscene, or abusive content.
- TPP personnel may only communicate with children and youth through pre-authorised channels of communication.
- TPP personnel should set appropriate online communication boundaries with partner organisations – including but not limited to channels of communication, hours of communication, and content of communications.

Upholding This Safeguarding Code of Conduct

If you become aware of any breaches of this code, please follow the procedure below:

- Report to your direct supervisor.

CHILDREN AND YOUTH PARTICIPATION

The United Nations Convention on the Rights of the Child establishes children's right to participate and to have their views taken into account in matters that affect them. For the purposes of this Policy, participation is understood to be activities or initiatives where TPP invites children or youth to take an active role in the delivery of our initiatives or to share their views, ideas, and experiences as part of our work.

Risk assessments are conducted prior to any long-term participatory activities involving children or youth that address all aspects of child safety, including digital safety.

No participant will be obliged to participate in any TPP event where they (or in the case of children or youth, their parent(s)/guardian(s)) have concerns about their health or safety. The choice of an individual or of a group of individuals to not participate in any event or marketing and communications campaign will in no way influence future funding decisions.

Participation

- In order to safeguard their needs, children and youth (and their parents/guardians) are provided with information in advance that explains the initiative and the role they are being asked to fulfil. They are given time to consider the request, and it is made clear that their participation is voluntary.
- Children and youth volunteers should be reminded that they are able to withdraw their participation at any time.
- Where children or youth agree to participate, a written agreement is produced outlining TPP's expectations of them, the support they can expect from TPP, and the extent/limit of their ongoing involvement. The agreement is signed by the child/youth and their

parent/guardian, confirming their informed consent to participate. Separate consent is for the use of any information provided by children and youth. Children and youth should not incur costs as a result of their participation (e.g., travel, materials, meals, refreshments). They are reimbursed in advance for any costs related to participation.

- Children and youth are given clear feedback on the impact of their involvement, the outcome of any decisions, next steps, and the value of their involvement. Feedback is sought about their satisfaction with the participation process and ways in which it could be improved.

Facilitators of Children and Youth Participation

- Staff and consultants facilitating participation by children and youth are provided with appropriate training and tools to enable them to work effectively with children and youth. This includes, at a minimum, training on the safeguarding measures to be implemented throughout the initiative.
- Staff and consultants are expected to review this Policy before any involvement in child or youth participation to ensure they are confident in their knowledge of the reporting procedures.
- TPP personnel and facilitators should take special consideration for events where children and youth are participants to ensure that, to the best of our abilities, content does not cause unintended harm. Specifically, content should be age-appropriate and consider the possibility of re-traumatisation.
- The Designated Safeguarding Officer should be notified before any child or youth participation is due to take place to ensure that staff and consultants are fully supported to carry this out safely.

SAFEGUARDING TPP STORYTELLING

In our marketing and communications, TPP believes in:

- **The best interests of the child/youth:** The public use of images and stories of children and youth inevitably poses potential risks. Where there is a risk of potential negative consequences for children and youth, we make decisions that favour their safety and protection.
- **Dignity:** In our communications, we uphold the rights and dignity of the child or youth, their family, and the wider community. We do not use language or images that stereotype, degrade, or shame children and youth.
- **Privacy:** TPP upholds every child and youth's right to privacy. The sharing of information is kept to the minimum necessary to achieve wider goals, and we never share information that could put a child or youth at risk.
- **Accuracy:** The organisation's portrayal of individuals or groups must not be manipulated or sensationalised in any way, but instead should provide a balanced depiction of their life and circumstances.

We keep children and youth safe in our storytelling by following these guidelines

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- Where children or youth are survivors of violence or human rights violations, both the child/youth (and, if they are under 18, their parent/guardian) and the GFC partner must give informed consent to their story being told. Where consent is given, photos may be taken of the child or youth and used only where the child or youth's safety should not be jeopardised if identified.
1. Use aliases for children and youth featured in stories or photographs, unless you have gotten informed consent from the child and parent to use the child's real first name. When using an alias, include a footnote such as *Names have been changed. Always use an alias

if the child is a survivor of violence or abuse, or if their safety could be in jeopardy if identified. One exception is for survivors over the age of 18 who give written consent to use their real first names.

- Consent must be obtained before taking photographs of children and for images to be used on social media, in recognition of the specific risks associated with posting imagery on the internet. Consent via partner is acceptable if the partner has consent for images to be taken from participants and/or their parents/guardians.
- All content, publications, and presentations featuring children or youth are reviewed by at least one staff member on the communications and marketing team, to ensure that no child or youth is put at risk. Where doubts exist, content decisions will be discussed with the DSO.
- Images that could be considered sexually provocative or where children or youth are not fully clothed are not used.
- TPP obtains informed consent from partners when using their own imagery and the partner must confirm that it has obtained appropriate consent from the children and youth pictured.
- Consent documentation is stored by the marketing and communications team.
- If we receive a request to remove a photo from our archives, we will do this promptly. TPP takes its responsibilities relating to the handling of personal information very seriously.

Children's Voice in Storytelling

Whenever possible, children and youth are given the opportunity to provide their own accounts and personal narratives, rather than having people speak on their behalf. When using content created by children and youth, we share the right to use it with the partner involved, provided we have received any consent to do so.

Refusing to Participate

TPP program participants can refuse to participate in marketing activity if this has a safeguarding consequence for themselves. This will not impact the relationship with TPP, nor will it prevent them from being involved in marketing at a later date.

REPORTING AND RESPONSE PROCEDURES

When a child safeguarding concern is brought to your attention – ACT.

- Act on your concerns. If in doubt, speak out!
- Child-centred. The protection of children is the most important consideration.
- Time counts. Ensure timely, effective, confidential, and appropriate responses to child safeguarding issues.

It is the responsibility of all to take seriously any concerns, complaints, allegations, suspicions, or incidents involving children and youth. Reporting these concerns to the DSO is a TPP mandatory requirement. Failure to report will be considered a serious breach of TPP's Safeguarding Policy. There shall be no retaliation of any sort against any TPP personnel reporting in good faith in accordance with the policies of the TPP in effect from time to time.

TPP Internal Safeguarding Procedures

Concerns about harm or abuse must be internally reported where:

- You observe concerning behaviour/abuse to a child or youth.
- The alleged perpetrator is a TPP staff member, visitor, or associate, or a member of the staff of a partner organisation.
- The alleged perpetrator is a member of the child's family or community, or is unknown to the child.
- The alleged perpetrator is also a child, although responses should take into account the protection and safety of both the child victim and the alleged child abuser.
- The abuse is historical. Most abuse is not disclosed until many years after it has occurred, but the risks of harm to children or youth may persist and require investigation.
- The report is anonymous, as this does not automatically mean that it bears less substance but may indicate fear of reprisal, shame, or other barriers to disclosure.

Duty of Care

TPP has a legal and moral obligation to respond to cases of harm and abuse when these are identified through our engagement with children and youth. We must not, however, initiate interventions or offer advice that requires specialist child protection expertise as this is outside our area of competence and could inadvertently result in further harm to the child. Details of concerns are treated with the highest degree of confidentiality and only shared with the minimum number of people necessary to ensure the safety of the child and consistent with our legal obligations. The responsibility for decisions and actions rests with TPP as an organisation and not with any individual. Staff, Associates, volunteers and interns must not act in isolation but must consult with TPP's DSO and/or their direct supervisor before taking any action in response to child protection concerns (except in the case where a child or youth is in immediate danger, in which case call the police and/or relevant authorities immediately or if there are legitimate concerns around the appropriateness of reporting to authorities take in-country advice on appropriate steps).

A central database of all safeguarding incidents is maintained. The data is anonymized and reviewed in the DSO's annual report to the Board. In this review, the DSO and Board evaluate the effectiveness of response, identify gaps in resources and knowledge, and develop methods to improve practice. Access to confidential records is limited to the DSO, but is shared with other TPP personnel to appropriately respond to safeguarding concerns as deemed necessary by this policy and with written permission from the DSO.

Managing Disclosures

TPP staff may find they are the recipient of a disclosure by a child or a partner in the field. These bullet points should offer some direction in how to receive this disclosure safely and appropriately and follow the correct next steps:

- Is the child safe? If not, how can we ensure their safety?
- Reread the Safeguarding Policy.
- Think about what you might say/do and how you might present it before it happens.
- Try to be available to be spoken to. The child/youth may not be ready when you are.
- Listen carefully without interrupting. When it is appropriate, ask questions to clarify the allegation, but remember you are there to clarify facts, not to conduct an investigation.
- Take any disclosures seriously, even if you cannot see any injury that would support the story.
- Be sensitive—arrange a safe and private environment.
- Stay calm—don't show shock or horror.
- Be reassuring—tell the child/youth that they were right to tell and have done nothing wrong.
- Be responsive—acknowledge how difficult it was for the child/youth to tell, explain what needs to happen next.
- Be honest—don't make promises that you can't keep.
- Be supportive—put arrangements in place for initial support.
- Don't promise confidentiality.
- Don't delay action in response to a disclosure.
- Don't be afraid of being wrong or be concerned about starting an investigation.
- Don't prejudge what you are told or make assumptions.

- Before taking any further action, immediately contact the DSO or, if unavailable, your supervisor to discuss next steps. They will work with you to decide who should be informed in the child's network.
- At the earliest opportunity, make a written record.

Concerns involving TPP staff, Associates, consultants and volunteers

- DSO informed immediately.
- DSO informs the executive director.
- The staff member may be suspended, pending investigation.
- Where the individual is a Zambian national or resident, the DSO reports the matter to the Zambia Police in the area where they live in Zambia if appropriate. This is in addition to any official in-country reporting.

TPP SAFEGUARDING COMMITMENTS FOR VOLUNTEERS

Safeguarding is the philosophies, policies, standards, guidelines and procedures put in place to protect children and people in vulnerable circumstances from both intentional and unintentional harm. Safeguarding involves both prevention of and responding to all forms of abuse.

The Paideia Project is deeply committed to protecting those most at risk and to acting as a role model for child- and youth-serving organisations. We acknowledge that although children and youth may be extremely resourceful and resilient, they are also particularly vulnerable to abuse due to their lack of status and power, their stage of development, and their reliance on adults. We also acknowledge that we have safeguarding responsibilities to vulnerable adults at risk of abuse or neglect.

We recognise that:

- Organisations and professionals working or in contact with children and youth have a duty to ensure safety and wellbeing.
- The welfare of the child is a paramount consideration, as enshrined in the UN Convention on the Rights of the Child.
- All children and youth have an equal right to protection, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or gender identity.
- It is our responsibility to minimise the harm that may be done as a result of our activities.

Our Safeguarding Policy reflects our commitment to respect, promote, uphold, and protect the rights of children and youth. If you are concerned about yourself or any other child or young person at any point, please report to support@thepaideiaproject.org

As The Paideia Project volunteers, we also recognize that we all have a responsibility to keep children and young people safe. During my time as a TPP volunteer, I commit to following GFC's Safeguarding Values.

Courage: When there's an opportunity to spark big change, we're willing to take smart risks that others won't.

- I recognise that I have an active role in ensuring that TPP is a safe space for everyone.
- I will tell TPP about any behaviours or practices which may harm someone, compromise safety or are against TPP values.

Excellence: In our interactions as a team and with partners, donors, and other collaborators, we strive not just to meet commitments but to exceed expectations, making every TPP experience better than anticipated.

- I will behave in a manner consistent with TPP values and avoid words and actions that may harm others.

Learning: We approach work with childlike curiosity and enthusiasm for discovery, and we share our experiences and resources generously.

- I will contribute my own knowledge whilst recognising that this may differ from those of others.

If others raise concerns about my words or actions, I will listen and seek to learn and address the concerns that are raised with me.

Partnership: We amplify our community-based partners' ideas and voices and make choices that maximise their freedom to pursue their goals.

- I will not share other people's experiences without their consent and I will only share my own experiences when I feel comfortable and safe doing so.

- I will listen to others and be respectful of their experiences and opinions.
- I will contribute to discussions without seeking to take over or use language that could scare or discriminate against others.

Passion: We energise and inspire others by drawing on passion and kindness. In a world full of stress and difficulty, a culture of enthusiasm, empathy, and collaboration helps us thrive in our work.

- I will help foster a trusting environment by treating everyone with dignity, respect and kindness.
- I will not post content or use language which is racist, defamatory, obscene, or abusive.
- I will respect confidentiality and will not share information or resources which have been shared in confidence.

Inclusion: Innovation and brilliance exist at the margins, so we make space for diverse perspectives, and we amplify unheard voices. We recognize that intersections of race, class, gender, sexual orientation, ability, and other factors create inequalities, which we work to disrupt.

- I will not discriminate on the grounds of gender identity, sexual orientation, race, ethnicity, disability or religious beliefs.
- I will tell TPP about any conflicts of interest which may impact my decision making, positively or negatively.

ACKNOWLEDGEMENTS

The development of The Paideia Project's Safeguarding Policy was made possible with the assistance of our partners, the Global Fund for Children (GFC). We would like to acknowledge their valuable contribution and express our gratitude for their support. As such, certain extracts within this document have been sourced from materials provided by GFC, and appropriate credit has been given to them.

- Global Fund for Children (GFC), "Global Safeguarding Policy," 2022.
- Keeping Children Safe, "Child Safeguarding Standards and How to Implement Them," 2014.
- Safeguarding definition based on HM Government, "Working Together to Safeguard Children, 2015.
- UN Secretary General's bulletin "Special Measures for Protection from Sexual Exploitation and Sexual Abuse" (ST/SGB/2003/13, section 3, para. 3.2 (5)).
- Plan International, Child Protection Policy Reporting and Responding to Child Protection Issues in Plan.

AGREEMENT

I _____ (full name) have read and understood the policy, agree to comply with its provisions, and will be held accountable for any violations.

Signature: _____

Date: _____