

SCI SAFEGUARDING POLICY FRAMEWORK

Functional Area:	People and Organisation
Owner (Name + Position):	Chet Kuchinad, Chief People Officer
Approved by:	Senior Leadership Team
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Languages (Inc. hyperlinks):	English, French, Spanish, Arabic plus any other to ensure the document is fully understood
Applicable to:	All staff, Save the Children members' staff deployed/seconded to SCI, 'all third parties: partners, implementing partners, consultants, contractors, visitors and volunteers involved in the work of SCI'

SECTION I: PURPOSE

Save the Children is committed to safeguarding those who come into contact with our organisation, from all forms of abuse and harm. To do this, SCI's safeguarding framework has three pillars:

1. Safeguarding children
2. Safeguarding adults in the affected populations and who come into contact with our work
3. Safeguarding our staff

This document sets out SCI's Safeguarding Policy Framework. The intention is that staff clearly understand what we mean when we use the term 'safeguarding'. Additionally, staff must clearly understand the standards expected of them at all times, and know which policy to use if they have any safeguarding suspicions and concerns

SECTION 2: SAFEGUARDING FRAMEWORK

1	<p>Code of Conduct</p> <p><i>Standards of staff behaviour</i></p> <p>The Code of Conduct contains essential principles and rules that reflect the behaviours and standards SCI expects from its employees, trustees, volunteers, interns, trainees, contractors, consultants, partners, and other representatives working for or on behalf of the organisation in any capacity. The Code of Conduct outlines the high standards of integrity and professionalism that we expect.</p> <p>The Code of Conduct applies 24 hours a day, 7 days a week and 365 days a year. It sets out an ethical and behavioural framework, which is as relevant and applicable to our personal life as it is in our daily work.</p>
2	<p>Child Safeguarding Policy</p> <p><i>Safeguarding children</i></p> <p>This policy is specifically concerned with safeguarding children, defined as anyone under the age of 18 years. The Child Safeguarding Policy covers all forms of child abuse. Save the Children recognises five categories of child abuse, which are sexual abuse, physical abuse, emotional abuse, neglect and exploitation. Other sub-categories may be adopted from time to time. The policy also covers any poor safeguarding practice.</p>
3	<p>PSEA Policy (Protection from Sexual Exploitation and Abuse)</p> <p><i>Safeguarding adults in the communities where we work and who come into contact with our work</i></p> <p>This policy is specifically concerned with the Protection from Sexual Exploitation and Abuse (PSEA) of adults ie over 18 years. This includes direct or indirect beneficiaries of our programming and adults in the wider communities in which we work or who come into contact with our work.</p>
4	<p>Anti-Harassment, Intimidation and Bullying Policy</p> <p><i>Safeguarding our staff</i></p> <p>This policy is specifically concerned with providing a safe working environment for all those who work for us. It covers sexual harassment and other discriminatory or inappropriate behaviour within the workforce, including intimidation and bullying.</p>

SECTION 3: FRAMEWORK DOCUMENTS – [DOCUMENTS](#)

[FOUND ON THE QUALITY FRAMEWORK](#)

1	SCI Code of Conduct
2	SCI Child Safeguarding Policy
3	SCI PSEA Policy
4	SCI Anti-Harassment, Intimidation and Bullying Policy
6	UN Secretary General's Bulletin: Special measures for protection from sexual exploitation and sexual abuse (ST/SGB/2003/13)