

ALLIANCE

FOR WOMEN AND GIRLS (AFWAG)

SAFEGUARDING POLICY

1. Introduction

The Alliance for Women and Girls (AFWAG) is dedicated to upholding safeguarding principles and supporting the involvement of women and girls. This extends beyond career paths in a bid to empower participants into becoming agents of change.

2. Policy Statements

2.1. Definition

Safeguarding refers to the measures taken to ensure the safety, well-being and protection of all individuals within the AFWAG Network, those who may be vulnerable to harm or exploitation.

2.2. Commitment to Safeguarding

AFWAG is fully committed to creating and maintaining an environment where all members are respected. This commitment extends towards preventing and addressing any form of harm, abuse, or exploitation within our network. AFWAGs Code of Conduct outlines the expectations for all members to maintain safe interactions within the network. It is essential to avoid any behaviours that may cause harm or discomfort to others.

3. Safeguarding Framework

In order to uphold strong safeguarding principles whilst also fostering a positive participatory environment when engaging with Girls and Women, AFWAG members must commit to the following safeguarding standards:

- 3.1.1. Have a safeguarding framework in place including an organisational safeguarding policy; ensuring all staff members are familiar with this policy, have access to it and understand the staff responsibilities it sets out.
- 3.1.2. Deliver all programmes and projects in the safest possible manner; undertaking safeguarding risk assessments for all activities which may involve or impact upon girls and women.
- 3.1.3. Have a safeguarding reporting procedure mapped out and shared with all staff members and beneficiaries who know how to make and/or receive reports if concerns arise.
- 3.1.4. Assign staff members specific roles in order to ensure that safeguarding policies and procedures are being followed, respected and implemented

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within the organisation. Each member organisation should share their safeguarding lead's contact details with the AFWAG secretariat if requested.

- 3.1.5. Undertake the gathering, production, storage and use of data (including photos) in an ethical way, adhering to relevant data protection laws or standards and obtaining informed consent before the collection of any new data.
- 3.1.6. Maintain a detailed register of all safeguarding concerns raised as well as a record of how the organisation responded, including responses to historical allegations.
- 3.1.7. Agree to share information with other members of the network on safeguarding initiatives as well as individual cases (with identifying information removed), as appropriate, where sharing that information will lead to learning for the network, or in situations where individual cases may have an adverse impact on members.
- 3.1.8. Foster a working environment that encourages diversity and is safe, healthy and respectful for all staff members.

4. Confidentiality

- 4.1. Reports concerning safeguarding concerns will be handled with confidentiality. Whistle-blowers will be protected against retaliation. Their identity will remain confidential unless required by law.
- 4.2. Any reported safeguarding concerns will be thoroughly investigated by AFWAG. If a concern is found valid appropriate actions such as measures, involvement of law enforcement or other necessary interventions will be taken.
- 4.3. To ensure members are well informed about safeguarding principles and capable of recognizing signs of harm, AFWAG provides training programs and awareness sessions for all members.

5. Review and Update

- 5.1. We will regularly review this policy to make sure it remains effective and relevant. If necessary, we will revise and address concerns and changes, in laws or advancements, in safeguarding methods.
- 5.2. We will periodically update this Safeguarding Standards Policy as necessary. Members will receive notifications about any changes. It is their responsibility to

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become familiar with the recent version.

I confirm that _____[Name of Organisation]_____ fully complies with these safeguarding standards.

Your Organisation Name:.....

Authorised Signatory:.....

Date:
.....