



Safeguarding Policy

Context

NDE Network is committed to ensuring children and vulnerable adults are protected from harm. We believe all persons irrespective of age, gender, race, socio-economic status, disability, belief, and sexual orientation have the right to safety.

We're committed to:

1. Protecting the rights of children, vulnerable adults, and participants who take part in NDE Network programs. We will guard them from any harm which may arise through the conduct of employees or associated personnel.
2. Recruiting, training, and supervising personnel so safeguarding practices are implemented.
3. Upholding high standards of accountability and transparency throughout our services.
4. Responding to allegations of misconduct or abuse, as well as implementing relevant disciplinary and appeals procedures.
5. Reviewing this policy on a regular basis.

Purpose

This policy aims to inform employees and personnel of their responsibilities regarding safeguarding. It aims to address child safeguarding, adult safeguarding, protection from sexual exploitation, abuse, slavery, human trafficking, and extremism. It identifies abuse or poor practice by employees, volunteers, or members of the public. It extends to any child, young person, or vulnerable adult in the care of NDE Network or not.

Risk Assessment

NDE Network's employees and associated personnel are to uphold safeguarding measures when they encounter children, young people, and vulnerable adults through:

- Destiny Africa Children's Choir events

- Trips to Kampala Children's Centre
- Correspondence through the child sponsorship program
- Access to participant personal data

Guiding Principles

NDE Network will not tolerate abuse and exploitation by its employees or associate personnel. It commits to addressing safeguarding throughout its work through the three pillars of prevention, reporting, and response.

Prevention

NDE Network will:

- Ensure all employees and associated personnel have access to, are familiar with, and know their responsibilities within this policy and any behaviour protocols.
- Design and undertake organisational activities in a way that protects people from harm.
- Implement stringent safeguarding procedures when recruiting, managing, and deploying employees and associated personnel.
- Ensure employees and associated personnel receive mandatory training and awareness on safeguarding at a level proportionate to their role in the organisation.
- Follow up on reports of safeguarding concerns promptly and according to due process.
- Maintain a work environment that is safe, healthy, and free from unlawful discrimination.
- Ensure its platforms and people are not exploited or used for the expression and promotion of extremism or terrorist ideology.

Reporting

NDE Network will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to all, including members of the public. Clear procedures are also implemented for reporting concerns to statutory agencies that need to know.

NDE Network employees and associate personnel receive training on the definition of abuse and the various categories of abuse that result in actual or potential harm of children and vulnerable adults.

NDE Network will accept complaints from external sources such as members of the public, partners, and official bodies. Anyone who has a complaint or concern relating to safeguarding should report it to the designated safeguarding contacts.

Response

NDE Network will follow up safeguarding reports and concerns according to applicable legal and statutory obligations. If the concern is deemed a criminal offence, it may also be reported to the police or other relevant public bodies such as a Social Services department.

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 always kept secure at all times.

Designated Safeguarding Contacts

The following persons can be contacted at info@ndenetwork.com in the event of a safeguarding concern or complaint.

Role	Name
Charity Director	Arnold Muwonge
Charity Trustee	David Harman

Definitions

Child

Anyone under the age of 18 years.

Discrimination

Abuse based on a person's race, culture, belief, gender, age, disability, sexual orientation.

Harm

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

Human Trafficking

The process of trapping people using violence, deception or coercion and exploiting them for financial or personal gain.

Institutional Abuse

Repeated incidents of poor professional practice or neglect. Inflexible services based on needs of providers rather than the person receiving services.

Modern Slavery

The recruitment, movement, harbouring or receiving of children, women, or men using force, coercion, abuse of vulnerability, deception, or other means for the purpose of exploitation. It is a crime under the Modern Slavery Act 2015 and includes holding a person in a position of slavery, servitude forced or compulsory labour, or facilitating their travel with the intention of exploiting them soon after

Neglect

The persistent failure to meet a child's basic physical and/or psychological needs, resulting in the serious impairment of the child's health or development.

Participant

Any child, youth, individual, or group that receives benefit from an NDE Network program.

Safeguarding

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.

Sexual abuse

The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

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.

Staff & Associated Personnel

Workers, apprentices, volunteers, trustees, ambassadors, independent contractors, third party organisations, suppliers working on our behalf.

Terrorism

An action that endangers or causes serious violence to a person/people; causes serious damage to property; or seriously interferes or disrupts an electronic system. The use or threat must be designed to influence the government or to intimidate the public and is made for the purpose of advancing a political, religious, or ideological cause.

Vulnerable Adult

A person other than a child who is suffering from a disorder of the mind, whether because of mental illness or dementia. Has an intellectual disability or is suffering from a physical impairment due to injury, illness, or age. Has a physical disability which limits self-defence and or requires assistance for daily living.

This policy will be reviewed annually, where there is a change in legislation, or a serious incident.

Review History

Approval Date	Approved by
11.12.2017	Board of Trustees
01.12.2018	Board of Trustees
01.12.2019	Board of Trustees
01.12.2020	Board of Trustees
01.11.2021	Board of Trustees
01.11.2022	Board of Trustees