



SAFEGUARDING POLICY

Version	Date
1	18 th January 2024 – next review due January 2026



RHINO ARK UK Safeguarding Policy

Purpose

1. 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 coming into contact with Rhino Ark UK – hereafter RAUK .This includes harm arising from:
 - The conduct of staff or all personnel associated with RAUK as defined below under Scope.
 - The design and implementation of RAUK’s programmes and activities
2. The policy lays out the commitments made by RAUK, and informs staff and associated personnel¹ of their responsibilities in relation to safeguarding.
3. This policy does not cover:
 - Sexual harassment in the workplace – this is dealt with under RAUK’s Anti Bullying and Harassment Policy²
 - Safeguarding concerns in the wider community not perpetrated by RAUK or associated personnel

What is safeguarding?

4. In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect³
5. 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 staff or programmes.
Further definitions relating to safeguarding are provided in the glossary below.

Scope

6. This policy covers:
- All staff contracted by RAUK
 - Associated personnel whilst engaged with work or visits related to RAUK, including but not limited to the following: trustees , patrons , ambassadors , consultants , volunteers , contractors , programme visitors including journalists, celebrities and politicians .

Policy Statement

7. RAUK 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. RAUK will not tolerate abuse and exploitation by staff or associated personnel.
8. This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them.
9. RAUK commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

RAUK responsibilities

10. RAUK will:
- Ensure all staff and associated personnel 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 RAUK. This includes the way in which information about individuals in our programmes is gathered and communicated
 - Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
 - Ensure staff and associated personnel 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

Staff and associated personnel responsibilities

Children and young people are defined as those persons under the age of 18 years old .

11. RAUK staff and associated personnel 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

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- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult at risk of abuse or neglect is someone over 18 years of age and over

- who has care and support needs ;
- is experiencing ,or is at risk of , abuse or neglect ;
- as a result of their care and support needs is unable to protect himself or herself against the abuse or neglect or the risk of it ;
- If someone has care or support needs but is not currently receiving care or support from a health or care service they may be still an adult at risk .

12. RAUK staff and associated personnel 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

13. RAUK staff and associated personnel 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

14. Additionally, RAUK staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of this Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations by a staff member or associated personnel to the appropriate Safeguarding Trustee.

Enabling reports

15. RAUK will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

16. Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by RAUK's Disclosure of Malpractice in the Workplace (Whistleblowing) Policy.

17. RAUK will also accept complaints from external sources such as members of the public, partners **and official bodies.**

How to report a safeguarding concern

18. Staff members who have a complaint or concern relating to safeguarding should report it immediately to the Safeguarding Trustee or line manager. If the staff member does not feel comfortable reporting to the Safeguarding Trustee or line manager (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 staff member or trustee. Contact details - Safeguarding Trustee Mr Ian Purcell – Ian@rhinoark.org

Response

19. RAUK will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations (see Procedures for reporting and response to safeguarding concerns in Associated Policies).

20. RAUK will apply appropriate disciplinary measures to staff and associated personnel found in breach of this policy.

21. RAUK will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

Confidentiality

22. 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

- Code of Conduct
- Whistleblower policy
- Volunteer disciplinary policy
- Equality, diversity and inclusion policy
- Volunteer Grievance policy

Visits to Kenya and visiting Rhino Ark Kenya Charitable Trust -RAKCT - Projects

23. All RAUK staff and associated personnel will abide by this policy and the Safeguarding policy of RAKCT which is available on the front page of the website www.rhinoark.org.

Approved by the Board of Rhino Ark UK 18th January 2024