

Tumaini Fund Safeguarding Policy for Volunteers

Tumaini Fund supports Aids widows and orphans within the Kagera region of Tanzania. The very nature of this work means that volunteers often encounter vulnerable children and adults. As these children and adults are already vulnerable they can be at a higher risk of experiencing exploitation and abuse.

As a Christian organisation Tumaini Fund strongly believe that every human has immeasurable value and deserves to be treated with respect and dignity. With this in mind Tumaini Fund is dedicated to maintaining and promoting the safety of both children and adults at risk within its charity and work. As such, Tumaini Fund promote and maintain a zero tolerance policy towards any abuse or exploitation. Equally, Tumaini Fund will tirelessly work to prevent these from happening and will thoroughly investigate should it ever happen.

Safeguarding children and adults at risk requires everyone to be committed to the highest possible standards of openness, integrity and accountability. As such, we are committed to encouraging and maintaining an open and honest culture within Tumaini Fund. Therefore, all volunteers should regulate their conduct and undertake their duties with these standards in mind, regardless of their location. Equally, all volunteers should feel comfortable and able to raise safeguarding concerns, and be confident that these concerns will be taken seriously and appropriately acted upon.

Volunteers travelling to Tanzania -

Prior to travelling to Tanzania -

To help protect the already vulnerable people that Tumaini supports, there are requirements for volunteers prior to travelling to Tanzania.

- An up to date and relevant DBS check (or worldwide equivalent) is required. If the volunteer does not already hold one, then a DBS check (or worldwide equivalent) is to be obtained at their own expense.
- A discussion with a member of the Tumaini Fund Safeguarding Team regarding the volunteers understanding of safeguarding and the types of situations they may experience whilst in Tanzania.

Whilst in Tanzania –

Tumaini Fund expects all of its volunteers to act with integrity and as representatives of the charity. We also expect volunteers to understand that their behaviour can have an effect on the people who use our charity and its services.

Whilst in Tanzania volunteers will be expected to continue to maintain the high standards set by Tumaini Fund, in this respect safeguarding children and adults at risk. These behaviours include, but are not limited to –

- Behaviour which is consistent with Tumaini Fund’s values and safeguarding policy.
- Treating all people they meet with respect, regardless of race, colour, gender, language, religion, opinions, nationality, ethnicity, social origin, property, disability, sexual orientation or other status.
- Never using language or behaviour that is inappropriate, harassing, abusive, sexually provocative, intended to humiliate or culturally inappropriate.
- Not consuming alcohol or illicit drugs.
- Not discriminating against, or acting in favour of, particular children to the exclusion of others.
- Never engaging in any sort of abuse whether sexual, physical, emotional, neglect, grooming, harassment or exploitation via digital or other means.
- Never engaging in family violence which can include (but is not limited to) female genital mutilation, child marriage, trafficking and inappropriate / unacceptable child labour.
- Wherever possible, ensuring that another adult is present when working near children.
- Not condoning or participating in behaviour with children which is illegal, unsafe or abusive.
- Immediately reporting any concerns for the safety or wellbeing of a child or at risk adult, following the process below.
- Not use any computers, mobile phones, video cameras, cameras or social media to exploit or harass children and at risk adults, or access sexual exploitation material through any medium

- Take care to ensure local traditions or restrictions for personal images are adhered to before photographing or filming any of the Tanzanian people you will meet.
- Ensure images and stories are honest and true representations of the context and the facts. Whilst ensuring photographs and videos show everyone in a dignified and respectful manner.
- Consider their own safety and security at all times, as well as that of their colleagues (both Tumaini Fund staff and volunteers).

If concerns are felt about the safety and wellbeing of a child or at risk adult you the volunteer is required by Tumaini Fund, to report this to the appropriate local Tumaini Fund Staff.

The reporting procedure requires the volunteer to inform the Tumaini Office Coordinator about their concerns as soon as possible. The volunteer must then email and inform their Guernsey safeguarding link of the initial safeguarding concern, and the conversation had with the coordinator. To ensure that the Guernsey Safeguarding Team is aware of all / any safeguarding concerns and to enable them to follow up on these concerns.

If the volunteer is not comfortable discussing their concerns with the Tumaini Fund Office Coordinator they are to email their Guernsey safeguarding link as soon as possible. The email needs to inform them of the safeguarding concern and that it has not been discussed with the coordinator.

When reporting a safeguarding concern they must provide as much information as they possibly can. To make an investigating easier. If possible they are required to provide the following –

- The child or at risk adults name
- The village where they live
- The issues that causing concern
- The date and time the issues were witnessed / informed
- Whether there were any other witnesses present
- Which Tumaini staff were present when informed of / witnessed these issues

Post traveling to Tanzania (once returned home) -

If the volunteer continues to have concern about a child or at risk adult they are to further discuss it by contacting the Guernsey Safeguarding Team.

Equally, if there are any concerns or worries about anything witnessed in Tanzania, the volunteer should get in contact with the Guernsey Safeguarding Team for advice and support.

Volunteers assisting in Tumaini Fund Events in Guernsey –

When assisting and volunteering at Tumaini Fund events in Guernsey, all volunteers are required to adhere to the volunteer expected behaviours listed above.

Volunteers are also required to comply with the Safeguarding policies and procedures set out by the venue of the event and any addition event organisers.

This policy applies to anyone working on behalf of Tumaini Fund. Including coordinators and the board of trustees, paid staff, volunteers, sessional workers, agency staff and students.

Policy Version Control -

This policy will be reviewed and updated every three years, or earlier if required. This is to ensure it complies with The Association of Guernsey Charities Law and any other relevant legislations.

Version	Approved by	Approval date	What has changed
1			New Policy Created