

REACT SAFEGUARDING POLICY AND PROCEDURES

1.0 Our Policy and commitment to Safeguarding

REACT is committed to safeguarding all people we engage with through our work, as well as safeguarding everyone at REACT (trustees, employees, volunteers, workers, interns and contractors).

REACT means both REACT Disaster Response and REACT Group Solutions (RGS) the commercial subsidiary of REACT.

All REACT colleagues are responsible for safeguarding. Therefore, they have the responsibility to report any incident and respond when there is a concern or suspicion that someone may be at risk of harm. REACT's Designated Safeguarding Lead and/or the People Team should be made aware immediately on such occasions.

Everyone at REACT is expected to conduct themselves in a way that demonstrates their commitment to the protection and safeguarding of children and adults in vulnerable positions and the affected populations that we work with.

As a UK based charity, REACT applies the standards of the Equality Act 2010 to all its activities in the UK and in its International work, this means that where there are standards and requirements of the prevention and avoidance of discrimination by third party association, these will also apply in all of our work irrespective of the country of delivery.

1.1 Policy Objectives

This policy aims to:

- Ensure that colleagues of REACT (trustees, employees, volunteers, workers, interns and contractors), do not experience harassment, any type of abuse and/or harm.
- Ensure that any child or adult we come into contact with through our work does not experience harassment, any type of abuse and/or harm as a result of their engagement with REACT.
- Ensure that the welfare of children and adults in vulnerable positions using our services are paramount.
- Ensure the safety and welfare of all REACT colleagues.
- Ensure, that everyone at REACT know how to respond appropriately when concerns arise about children, at risk adults or others within the organisation. Please see the procedure flow diagram that immediately follows at the end of this document.
- Provide clarity of our expectations and the process and consequences if any individual is found to be in breach of this policy and associated procedures.

1.2 Scope

This policy applies to REACT colleagues, including (but not limited to) trustees, employees, volunteers, interns, contractors and casual workers.

Everything mentioned in this policy under REACT, also applies to its commercial subsidiary REACT Group Solutions to full effect.

1.3 Policy Framework

In addition to this document, you should be aware of the supporting policy framework

- Code of Conduct
- DBS Policy and Procedures
- Disciplinary Policy
- Volunteer Performance Policy
- Whistleblowing Policy
- Early Resolution and Grievance Policy
- Equality, Diversity & Inclusion Policy
- Dignity at work – prevention of harassment and bullying

1.4 Roles and Responsibilities

Whilst everyone in REACT is responsible for Safeguarding, there are some individuals who have specific roles and responsibilities for Safeguarding.

If there is an urgent matter please call **0300 330 9488** to be connected to an appropriate colleague.

Name	Role	Contact
Kate Holt	Trustee Safeguarding portfolio lead	people@re-act.org.uk
Toby Wicks	Chief Executive Officer	toby.wicks@re-act.org.uk
Jane Pound	Director People & Resources and Designated Safeguarding Lead	jane.pound@re-act.org.uk
Sharon Hughes	Deputy Safeguarding Lead	Sharon.hughes@re-act.org.uk
Stephanie Adams	People Team Support to Safeguarding	people@re-act.org.uk

This table is reviewed and updated regularly to reflect any organisational changes.

As a REACT colleague you will:

- Support and uphold the REACT Safeguarding Policy and all efforts the organisation makes to protect anyone from harm.
- Contribute to creating, promoting and maintaining an environment that prevents sexual exploitation/abuse and safeguarding violations.
- Proactively report any concerns or suspicions regarding safeguarding violations by any REACT member. It is a disciplinary offence not to disclose knowledge of such an incident.
- Ensure you meet all safeguarding responsibilities.

As a REACT colleague you will not:

- Sexually abuse or exploit any person.

- Subject any person to any form of abuse, harm or neglect.
- Engage in any form of sexual activity with a child (anyone below 18 years of age). Mistaken belief in the age of a child is no defence.
- Engage in any commercially exploitative activities, particularly with children or adults in vulnerable positions, including child labour or trafficking.
- Exchange (or offer/imply an offer of) money, employment, goods or services for any form of sexual activity. This includes but is not limited to, using the services of sex workers, demanding sexual activity in exchange for assistance/service and demanding sexual activity in exchange for employment or administrative service.
- Engage in any form of sexual activity with people we serve (of any age), since they are based on inherently unequal power dynamics and pose a risk of conflicted interests.
- Engage in intimidation, witness tampering or influencing in a reported matter or investigation, making any intentionally false, malicious or vexatious statement, misrepresentation or accusation against another employee, volunteer or third party.

A breach of any of these expectations is a disciplinary matter, and following investigation may lead to a disciplinary outcome up to and including dismissal from employment and/or removal from the charity as a volunteer. Furthermore, these matters will be reported to the appropriate authorities and may result in police action.

More information about all roles and responsibilities is available in **appendix** to this document

2. Policy Guidance

You should read this guidance section to learn how REACT will achieve its Safeguarding policy and objectives.

2.1 What is Safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. This means protecting people, including children and at risk adults, from harm that arises from coming into contact with REACT.

Safeguarding children is defined in [Working Together to Safeguard Children](#) as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- acting to enable all children to have the best outcomes

Safeguarding adults at risk is defined in the [Care and Support Statutory Guidance](#) issued under the Care Act 2014 as:

- protecting the rights of adults to live in safety, free from abuse and neglect
- people and organisations working together to prevent and stop both the risks and experience of abuse or neglect

- people and organisations making sure that the adult’s wellbeing is promoted including, where appropriate, taking fully into account their views, wishes, feelings and beliefs in deciding on any action
- recognising that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances and therefore potential risks to their safety or well-being

2.2 Our context and how Safeguarding applies

We recognise that at different times or in certain situations due to crises or disaster some people may be more vulnerable or at risk and therefore need additional consideration or protection to ensure they are not harmed, abused, or exploited.

Whilst these harms can occur anywhere, it is accepted that as an organisation, we are operating/conducting work in the proximity of children and adults in vulnerable situations.

In the Humanitarian sector the physical, mental, or emotional effect that a disaster event may have on someone has the potential to make anyone temporarily vulnerable and that vulnerability may last hours, days or months or even years after the event.

REACT will meet its duty of care to protect anyone associated with the organisation, especially children and adults in vulnerable situations from abuse through Prevention, Reporting, Responding and Learning.

2.3 PREVENTION

To prevent harm, abuse or exploitation REACT will take the following steps,

- Ensure that colleagues are trained in and apply our values and behaviours that enable them to create and promote a culture of respect and an environment where concerns can be reported openly and without prejudice.
- Provide training and supporting guidance during recruitment, onboarding and induction so that colleagues know, understand and commit to their responsibilities within this policy, the code of conduct and other related policies and procedures.
- Undertake its operations in a way that protects people from any risk of harm that may arise from their coming into contact with or receiving support from REACT.
- Ensure that risks of harm are carefully considered and mitigated, including how information about individuals is gathered and processed.
- Ensure that measures are in place for safer recruitment across all roles whether employment, volunteering or contractor; this includes appropriate DBS checks on applicants before they can participate in any employment, operations or deployment.
- Ensure that colleagues receive training on safeguarding at a level that is appropriate to their role within the organisation including those with specific Safeguarding responsibilities e.g. Designated Safeguarding Lead (Director of People & Resources), Designated Safeguarding Officer (or Deputy), Director of Operations and Trustee Safeguarding portfolio lead.

- Document any allegations/reports carefully and ensure to follow up on reports of safeguarding concerns promptly.
- Ensure regular confidential case reviews are held and that a governance reporting framework exists to ensure the CEO and Trustee Safeguarding portfolio lead are engaged in regular safeguarding reviews.
- Where we become aware that any current colleague may pose a risk to children and/or adults in vulnerable positions we will comply with the legislation and relevant guidance in respect of referring that person to the relevant authorities if appropriate.
- Recruitment of trustees will be undertaken in accordance with applicable guidance from relevant local regulators. In England and Wales, this includes guidance issued by the Charity Commission for England and Wales.

2.4 REPORTING

2.4.1 REACT has a legal responsibility to report incidents and its management response to all safeguarding issues. Through our values, and commitment to our humanitarian purpose, we strive to create an organisational culture/atmosphere where colleagues and all those affiliated with REACT feel comfortable stepping forward without fear of judgement or jeopardy of their role with REACT. Anyone stepping forward to report a concern, suspicion or an incident in good faith will be supported by REACT.

Unlike many countries, the United Kingdom has **no statute of limitations for any criminal offence**, except for summary offences (offences tried exclusively in the magistrates' court). This means even if the incident happened a while ago, it can be brought forward by those involved at any time, and proper investigation will be carried out by the REACT People Team.

2.4.2 How do I know when to report a concern, or incident?

It is always better to report any concerns and suspicions in good faith and for those reports to have no standing, than not to report and, as a result, a serious incident occurs. (see **appendix 1** for more information on **Identifying Abuse**)

Primary areas to consider before reporting a concern – this applies to both children and adults in vulnerable situations:

- Is the person at risk of abuse, bullying, or harm?
- Is the person in need of support?
- Is the person in question suffering in any way or likely to suffer significant harm?

If you're worried about the wellbeing of a child, adult in a vulnerable position or a case of abuse or maltreatment has already occurred, you **must report it immediately**.

You are encouraged to write down specific/key points of the incident. This could help you remember even tiny details when making a report. It is important to remember to keep notes in written format and to not make these on your phone, if a matter is escalated and reported to the police, the phone may be taken as evidence.

2.4.3 How do I report a concern or incident?

We all have a duty to report safeguarding concerns. Furthermore, REACT has a duty to report matters to relevant external agencies.

You can make a verbal or written report to any of the following. If the matter represents an **Immediate Risk** a verbal report may be timelier, however we will always ask you to follow up with a written statement of the matter. Immediate risk means an immediate and impending threat of a person causing substantial physical injury to self or others.

- **Your line manager or your team leader on task**
- **Director of People & Resources**
- **Director of Operations**

The HQ reporting email is people@re-act.org.uk which is seen **only** by the People Team. The phone number is **0300 330 9488**

In the case of a serious incident or an immediate risk, the DSL will contact the police, social services and/or any other relevant authorities.

If the concern is about your Line Manager or another REACT officer, it should be reported to the Director of People & Resources.

Further guidance on reporting an employee can be found in the REACT Whistle Blowing Policy.

Any **known or suspected** instance of abuse, exploitation, or harassment must always be brought to the attention of REACT as quickly and as accurately as possible.

The reporting of a concern may result in an investigation being conducted. We will take practical steps to protect all those involved from the risk of further harms.

All information related to the matter will be held in the strictest confidence and disclosed only on a need-to-know basis to the relevant stakeholders to resolve the matter.

2.5 RESPONDING

REACT takes all concerns and reports of abuse seriously and immediate action will be taken. The information you provide will be kept confidential* as far as possible and steps will be taken to ensure you are supported by management and that your protection is considered in any actions taken.

We will ensure that all genuinely held reported concerns will be thoroughly investigated. In relation to adults in vulnerable positions, it is always difficult to balance the duty to protect people and prevent further harm with empowering adult survivors to make their own choices about how their allegations are handled. When a concern is reported, the officer receiving the report will take steps to identify

whether anyone is at immediate risk at the time of the reporting and engage with the vulnerable adult to understand their needs and priorities without making inappropriate promises or commitments.

2.6 A note about confidentiality

Any concerns raised will be treated with sensitivity and discretion. The identity of the person raising the matter will be kept confidential, for as long as possible and provided this is compatible with our investigation. REACT has an obligation to ensure that any member who makes a disclosure will not be penalised or suffer any adverse treatment in doing so and we will take practical organisational steps to achieve this.

All suspicions, allegations and investigations will be kept confidential and shared with only those who need to know in accordance with the General Data Protection Regulations.

All investigations are kept confidential in the first instance unless:

- Anyone involved is a danger to themselves, others involved or those of the public.
- The law is being broken such as terrorism, drug trafficking, human trafficking and money laundering.
- Concerns raised relate to child protection, this also includes Female Genital Mutilation (FGM).

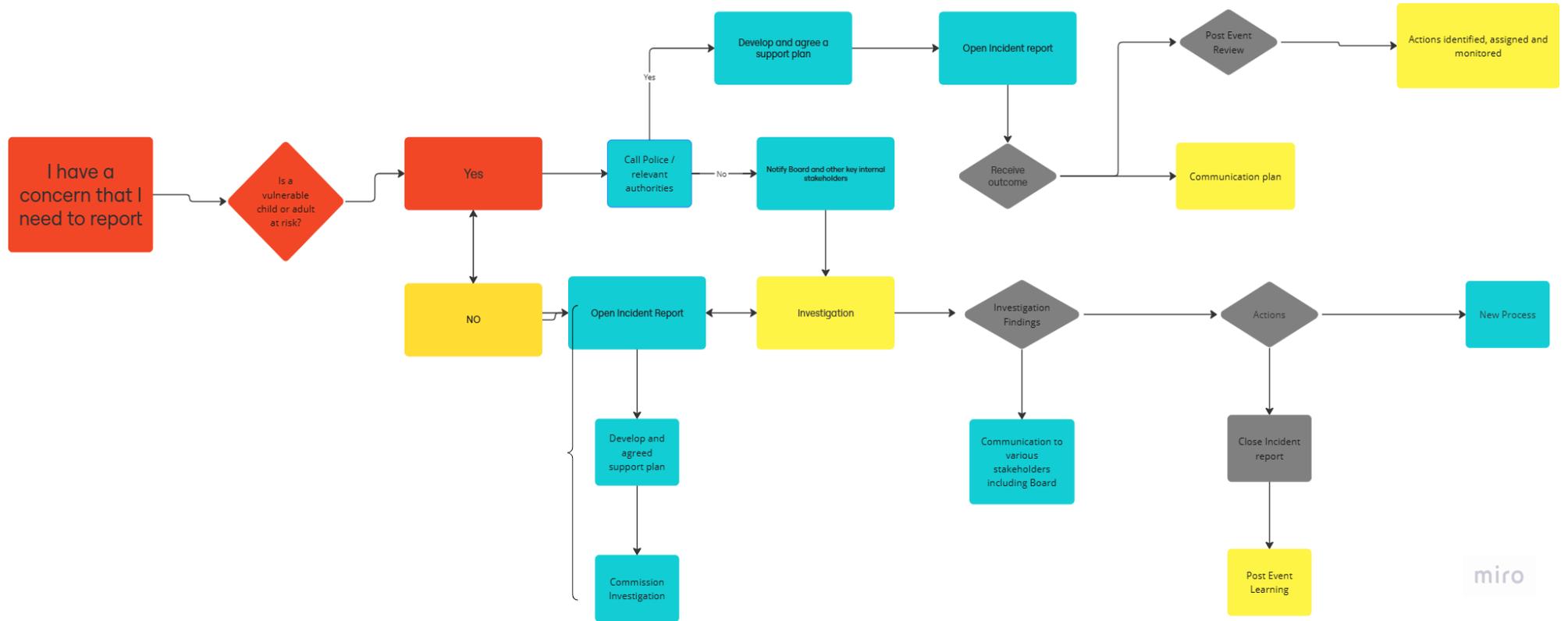
2.7 LEARNING

Following any investigation, whether any disciplinary action is taken or not, we will always carry out a post event review to reflect on how the matter was handled from the point of reporting, to closure. We will identify what worked well and what didn't work well, assessing whether we need to amend our policy, procedures, training, communication or any other aspect of our approach to keeping people safe.

3. POLICY REVIEW

This policy will be reviewed annually, or sooner if there is an organisational change, or change in legislation.

The procedure for reporting, responding and learning follows on the next page.



Appendix 1 – Definitions

- **Volunteers, employees or Interns:** Where volunteers, employees or interns are specifically referred to in this document, these groups of people are included. The term ‘colleague’ may be used to collectively refer to volunteers, employees and interns. All REACT colleagues must comply with the terms of this policy at all times.
- **Child(ren):** a child is deemed to be a person under the age of 18 years. (Age of consent is a separate issue and is defined locally).
- **Adult in a vulnerable position:** a person aged 18 years or over who is at greater than normal risk of abuse because they may be unable to take care of themselves or protect themselves against harm or exploitation.

What makes a person vulnerable:

- Age
- Learning disability
- Severe physical illness
- Mental illness
- Imbalance of power
- Being in domestic violence relationship
- Using substances
- Immigration status
- Language barriers
- Homelessness
- Financial hardship
- Natural Disasters
- Man-made disasters
- **Affected Person/People:** Where someone is in receipt of REACT’s assistance or within a community which is receiving support.
- **Abuse:** It is the violation of an individual’s human and civil rights by any other person or persons. **It can take many forms.**
- Signs of abuse can be many and varied and should always be considered as potential causes for concern.

Types of abuse:

This list sets out possible types of abuse however it is not exhaustive and any behaviour that raises concern should be discussed with a member of the REACT team such as the Director of People & Resources or an officer with a Safeguarding role:

- **Physical Abuse:** This is anything that causes physical harm, injury or illness. Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child/vulnerable person.
- **Domestic Abuse:** this is the use of coercive forms of control and dominance in domestic relationships and can include any of these of examples of abuse.
- **Financial or Material Abuse:** This includes theft, fraud, exploitation, pressure in connection with wills, property, enduring power of attorney, or inheritance or financial transactions, or

the inappropriate use, misuse or misappropriation of property, possessions or benefits as well as holding money back.

- **Emotional/Psychological Abuse:** Emotional abuse is the persistent emotional maltreatment of a person such as to cause severe and persistent adverse effects on the person’s emotional development. It may involve conveying to a person they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions beyond the child’s developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying causing the person frequently to feel frightened or in danger, or the exploitation or corruption. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone. It includes rejection, ignoring, humiliation or bullying behaviour
- **Sexual Abuse:** Sexual abuse involves forcing or enticing a child or young person or adult who is vulnerable to take part in sexual activities, including prostitution, whether the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g.: rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic material or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- **Female Genital Mutilation (FGM):** FGM is not an issue that can be decided on by personal/cultural preference – it is an illegal (in the UK), extremely harmful practice and a form of child abuse and violence against women and girls. If you suspect a child (or vulnerable adult) may have FGM or is at serious or imminent risk of FGM or this is disclosed to you, act in accordance with safeguarding procedures as with all other instances of child/physical abuse.
- **Neglect:** Neglect is the persistent failure to meet a person’s basic physical and/or psychological needs, likely to result in the serious impairment of the person’s health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Neglect may involve a parent or carer failing to provide adequate food and clothing, shelter for a child or at-risk adult reliant on care, including exclusion from home or abandonment, failing to protect a person from physical and emotional harm or danger, failure to ensure adequate supervision including the use of inadequate carers, or the failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a person’s basic emotional needs.
- **Trafficking/Modern Slavery:** Trafficking/ modern slavery is the recruitment, movement, harbouring or receiving of children or adults through the use of force, coercion, abuse of vulnerability, deception or other means for the purpose of exploitation. Individuals may be trafficked into, out of or within the UK, and they may be trafficked for a number of reasons including sexual exploitation, forced labour, domestic servitude and organ harvesting.
- **Self-Neglect/Harm:** This is not a direct form of abuse but colleagues of REACT need to be aware of it in the general context of risk assessment/risk management and remember they may owe a duty of care to a person who places her/himself at risk in this way. A refusal to engage with services does not override a duty of care to support individuals and they should continue to be encouraged to access support.

- **Discriminatory Abuse:** This includes racist, sexist, or other forms of abuse based on a person's protected characteristics and other forms of harassment, or similar treatment. This can be viewed by a victim as hate crime, and the Police can prosecute on this basis.
- **Inappropriate Relationships/Abuse of power:** Relationships with an imbalance of power or dependency may lead to exploitation. These can include relationships where there is an unreasonable age gap or professionals in relationships with learners.
- **Forced Marriage:** Forced marriage is where one or both people do not (or in cases of a child, cannot) consent to the marriage and pressure or abuse is used to enforce the marriage. The pressure put on people to marry against their will can be physical (including threats, actual physical violence and sexual violence) or emotional and psychological (for example, when someone is made to feel like they're bringing shame on their family). Financial abuse (taking or withholding money) can also be a factor.
- **"Revenge Porn":** In the UK legislation came into force in April 2015 to prevent sexually explicit photographs or videos being shared or posted to cause harm or distress to the person subject of the material. The law includes uploading to the internet, sending by text, email or messaging platforms, as well as simply showing someone a physical or electronic image.
- **Sexting/on-line bullying:** Can take the form of verbal, sexual, physical or emotional abuse done by phone, text, chat rooms, email, Facebook/Twitter, etc.
- **Radicalisation:** Radicalisation refers to the process by which a person comes to support terrorism and/or forms of extremism leading to them committing acts of violence or the support of violence by others in a group.

Appendix 2 - Identifying Abuse

The following will cover **signs and symptoms** of abuse.

- **Physical Abuse**
 - Unexplained injuries – frequent visits to GP or Hospital
 - Person exhibiting self-harm
 - Unexplained bruising (unusual patterns or areas)
 - Unexplained fractures
 - Unexplained burns (particularly in unlikely areas)
 - Person appears frightened or behaves differently when in the presence of particular people
 - Pinch or grip marks on upper arms
 - Bite marks
 - Person exhibits a change in usual behaviour

- **Sexual Abuse**
 - Pregnancy as a result of an act of abuse
 - Person is very withdrawn or unusually subdued
 - Person experiences pain, itching or bleeding in genital/anal area
 - Bruising on inner thighs, upper arms or chest

- **Psychological Abuse**
 - Person has low self-esteem, is fearful, anxious, depressed or withdrawn.
 - Obsessive or ritualistic behaviour
 - Changes in personality
 - Reluctant to give eye contact
 - Self-harming
 - Person may suffer from insomnia or sleep excessively
 - Sudden over-eating and weight gain
 - Loss of appetite and weight loss
 - Person becomes compliant

- **Neglect**
 - Sudden or continuous weight loss
 - Poor physical appearance or condition/body odour, dirty clothes
 - Low mood
 - Decaying teeth, overgrown toenails
 - A person may lack necessary aids like walking frames, hearing aids, spectacles
 - Insufficient or inappropriate clothing

- **Financial Abuse**
 - Lack of money, even on benefit days
 - Considerable debt and lack of money for basic living requirement
 - Always asking to borrow money
 - Someone expressing sudden/inappropriate interest in a person and their money

- Sudden or unexplained withdrawals from a bank account
- Bank books, credit cards cheque books are “lost”
- **Discriminatory abuse**
 - Withdrawn and anxious
 - Self-loathing/self-harm
 - Defensive behaviour
 - Loss of self-confidence - becoming self-critical
 - Reluctance to socialise outside of own/known culture/caste
 - Anger and aggression
 - Feelings of heightened vulnerability
 - Self-neglect in appearance and diet
- **Domestic Abuse**
 - May be a combination of any of the above
- **Bullying/Cyberbullying**
 - Becomes withdrawn, anxious and lacking in confidence
 - Stammers when talking
 - Threatens suicide
 - Feels ill in the morning and feels sick
 - Unexplained cuts or bruises
 - Becomes aggressive, disruptive or unreasonable
 - Does not want to use the internet
 - Nervous or jumpy when a cyber message is received
- **Fabricated or Induced Illness**
 - Becomes withdrawn, anxious and lacking in confidence
 - Stammers when talking
 - Threatens suicide
 - Feels ill in the morning and feels sick
 - Unexplained cuts or bruises
 - Becomes aggressive, disruptive or unreasonable
 - Does not want to use the internet
 - Nervous or jumpy when a cyber message is received
- **Forced Marriage**
 - Truancy/Absence
 - Low motivation
 - Lack of punctuality
 - Self-harm
 - Depression and isolation
 - Attempted suicide
 - Eating disorders
 - Family disputes
 - Domestic violence

- **Child Exploitation**
 - Absences from class, going missing for periods of time
 - Health problems that may indicate a sexually transmitted infection
 - Mood swings or changes in temperament
 - Using drugs and alcohol
 - Displaying inappropriate sexualised behaviours such as over familiarity with strangers, dressing in a sexualised manner or sexting
 - Unexplained physical harm such as bruising and cigarette marks

- **Mental Health**
 - Recent social withdrawal and loss of interest in others
 - Difficulty in performing familiar tasks
 - Problems with concentration, memory or logical thought
 - Heightened sensitivity to sights, sounds, smells or touch
 - Loss of initiative or desire to participate in any activity
 - Fear or suspiciousness of others
 - Uncharacteristic, peculiar behaviour
 - Dramatic sleep and appetite changes or deterioration in personal hygiene

- **Trafficking**
 - Unpaid or paid very little
 - Works excessively long and unusual hours
 - Owes a large debt and is unable to pay it off
 - Recruited through false promises concerning the nature of their job/work conditions
 - Poor mental health or abnormal behaviour
 - Lacks healthcare
 - Has few or no personal possessions

- **Female Genital Mutilation (FGM)**
 - Having difficulty walking, sitting or standing
 - Spending longer than normal in the bathroom or toilet
 - Having unusual behaviour after an absence
 - Being reluctant to undergo normal medical examinations

- **Radicalisation**
 - Changes in behaviour, becoming more withdrawn
 - Extremist tattoos
 - Changes in friends/social activities
 - Suggesting that they are being discriminated against
 - Trying to inflict own religious views on others
 - Unexplained absence
 - Viewing/sharing extremism websites or publications
 - Evidence of homophobic, religion based or racist bullying

Appendix 3 – Reacting to Suspicions of Abuse

If you suspect abuse to have taken place, have witnessed it taking place or you have received a report of abuse you should respond by:

- Remaining calm and not showing shock or disbelief
- Listen carefully to what is being said
- Demonstrate a sympathetic approach by acknowledging regret and concern that what has been reported has happened
- Ensure any emergency action needed has been taken
- Confirm the information given to you is treated seriously
- Record everything you have heard, suspected, or witnessed and pass on the information to the Designated Safeguarding Lead, unless you need to alert the emergency services (in which case you will pass on all information and your action when completed)
- Give those who have disclosed information to you, information about what steps you will take with the information given
- Inform those who have disclosed information that they will receive feedback with the results of any action
- If you suspect a crime has taken place you must contact the DSL or depending on the seriousness of the crime call the police right away, and notify DSL as soon as possible afterwards.

Appendix 4 – REACT Roles and Responsibilities

- **Board of Trustees:** REACT has a designated Safeguarding portfolio lead Trustee. The Board of Trustees will review and approve the organisational safeguarding framework and associated policies annually. Where serious incidents occur, the Board is responsible for informing the UK Charity Commission. The Commission’s role is to ensure the charity’s trustees are responsibly managing the incident, and where necessary, putting in place improved governance and internal controls to protect the charity and its beneficiaries from further harm.
- **CEO:** Has overall safeguarding responsibility in REACT. Sets the organisational culture of safeguarding and ensures organisational compliance with safeguarding policies and procedures and that the response to Safeguarding is appropriately resourced.
- **Designated Safeguarding Lead (DSL):** Provides strategic guidance and expertise to the CEO, manages the delivery of Safeguarding and is responsible for maintaining close and relevant liaison with the Safeguarding Lead Trustee.
- The DSL is the Director of People & Resources. The post holder is the key point of contact for all safeguarding concerns or incidents and is responsible for
- the safeguarding policies and procedures, provision of advice and support, designing and delivering safeguarding education and training across REACT.
- responsible for implementing the safeguarding framework on deployment, the response to safeguarding incidents and concerns on deployment and liaising with external agencies where appropriate.
- ensures effective and secure record keeping in respect of all allegations and referrals. Such written records will be held separately from a REACT colleagues individual record due to confidentiality and GDPR reasons.
- The DSL is supported by a Deputy who can act in their place during absence, and support with application of policy and governance requirements if a serious concern is raised.
- **The People Team:** is responsible for ensuring appropriate support is in place for the delivery of safeguarding investigations. Support will also be provided with the design and delivery of safeguarding education and training to REACT colleagues.
- **Director of Operations** oversees REACT operations in country, is responsible for implementing the safeguarding framework on deployment, responsible for the local response to safeguarding incidents in liaison with the DSL.
- **Everyone associated with REACT** is responsible for promoting and upholding safeguarding standards, and reporting complaints, concerns, and incidents.