



Safeguarding Policy and Procedures

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Policy Review Frequency:	Annually	Next Review Date:	January 2026
Approving Board:	Trustees	Published on Website:	Yes



Purpose:

Rehmat Educational Foundation (REF) is committed to safeguarding the welfare of all children and young people involved in our funded projects in Pakistan. This policy outlines our commitment to child protection and the procedures we and our partner organisations must follow.

Scope:

This policy applies to all staff, volunteers, and partner organisations associated with REF.

Principles:

1. Child-Centred Approach:

- Ensure that the welfare of children is paramount in all considerations.
- Respect the rights, opinions, and needs of children.

2. Zero Tolerance Policy:

- REF has zero tolerance for abuse, neglect, or exploitation of children.

3. Partnerships:

- Work collaboratively with partner organisations to promote child welfare and safeguarding.

Policy Statement:

REF is committed to safeguarding children from harm by:

- Raising awareness and understanding among all stakeholders.
- Implementing and enforcing procedures to prevent, report, and respond to safeguarding issues.

Procedures:

Due Diligence: Carefully assess partner organisations to ensure alignment with REF's commitment to safeguarding.

Training and Awareness:

- Offer training on safeguarding policies and procedures for all REF staff and volunteers.
- Support partner organisations in delivering safeguarding training.

Code of Conduct: Establish a Code of Conduct for interactions with children mandatory for all staff, volunteers, and partners to follow.

**Reporting Mechanism:**

- Implement clear procedures for reporting, documenting, and responding to safeguarding concerns.
- Ensure anonymity and protection for whistleblowers.

Monitoring and Evaluation:

- Regularly review and update safeguarding policies and practices.
- Conduct regular audits of partner organisations' safeguarding practices.

Partnership Agreements:

- Require all partner organizations to have safeguarding policies and procedures in place.
- Include safeguarding clauses in all funding agreements with partners.

Responsibility:

- The Board of Trustees holds ultimate responsibility for safeguarding within REF.
- A designated Safeguarding Officer will oversee the implementation of this policy.

Review:

This policy will be reviewed annually or sooner if required, to reflect changes in legislation or in the nature of the organisation's work.

Contact Information:

Should you have any concerns regarding the safeguarding of children, please contact at contact@rehmatfoundation.org.uk