

SUBJ: GLOBAL OUTREACH SAFEGUARDING POLICY

Introduction: Safeguarding means to protect from harm or damage with an appropriate measure. Safeguarding is of the utmost importance to Global Outreach, especially as it pertains to the treatment and care of orphans, children, and most vulnerable. Children are valuable to God, are uniquely created individuals and worthy of dignity and respect. It is everyone's job to protect children. Abuse of children is always abhorrent and unacceptable and is to be closely guarded against on every level. All children should have the opportunity to grow up in a loving, safe, and caring environment. Therefore, it is incumbent upon us to establish appropriate safeguarding measures to mitigate the risk of abuse among all persons connected with the work of Global Outreach. The scriptures admonish us, "Defend the weak and the fatherless; uphold the cause of the poor and the oppressed. Rescue the weak and the needy; deliver them from the hand of the wicked" (Psalm 82:3-4, NIV).

Intent: Global Outreach is a nonprofit 501(c)(3) fundraising organization for indigenous Christian ministries in under-resourced and developing nations around the globe. This policy is a means to communicate Global Outreach's safeguarding expectations and to heighten awareness of this topic among all associated with this ministry. Safe environments in ministry are critical to ensure that the important work of the Great Commission and ability to take the love and compassion of Christ to the suffering and needy continue without harm and without disruption.

Scope: Protecting people and safeguarding responsibilities should be a priority for all associated with Global Outreach. It is a fundamental and necessary part of operating as a non-profit for the benefit of those we are called by God to serve.

Compliance:

1) All Global Outreach officers, board members, volunteers, and global ministry partners are expected to comply with this Safeguarding Policy.

2) All global ministry partner directors are to acknowledge via email to bill@global-outreach.net that this policy has been received, reviewed, and appropriate local safeguarding measures put in place. It is the responsibility of the global ministry partner director to ensure the protection and prevention of abuse of orphans, students, other children, and vulnerable adults associated with its local work.

3) All global ministry partner directors are to sign and date the attached Global Outreach Child Protection Code of Conduct indicating your concurrence and return via email to bill@global-outreach.net.

4) Failure of a global ministry partner to comply with this policy may result in loss of Global Outreach funding and sponsorship.

Definitions:

1) Safeguarding is taken to be the prevention measure of the following forms of abuse:

- sexual harassment, abuse, and exploitation
- negligent treatment or maltreatment
- physical or emotional abuse
- bullying or harassment
- commercial exploitation
- forced marriage
- child trafficking
- female genital mutilation
- enlisting of child soldiers
- harm to children's spiritual, psychological, physical, and emotional health and development
- discrimination (ability, ethnicity, language, tribe, caste etc.)

2) Global Outreach uses the word "orphan" to include children that are abandoned or destitute, and not just those who have no living parent.

3) Global Ministry Partners are those indigenous ministries who have formally applied to Global Outreach for financial support and approved by the Board of Directors.

Review and Publication:

1) The Global Outreach General Director will have responsibility to review and update this Safeguarding Policy annually.

2) This Safeguarding Policy will be made publicly accessible via a link on the Global Outreach website and disseminated to all Global Outreach officers, board members, volunteers, and global ministry partners.

Application/Implementation: The following safeguarding measures for global ministry partners are strongly encouraged:

1) Only those individuals deemed responsible and sufficiently trained on safeguarding practices should have access to orphans, students, other children, and vulnerable adults as part of the work of this organization.

2) All global ministry partner personnel working with vulnerable people be appropriately screened for their suitability before appointment to work with children.

3) Training of staff in safeguarding measures take place annually and with new staff members before they assume their duties.

4) Periodic monitoring of staff interactions with children take place.

5) If a safeguarding incident is reported or suspected, the following reporting protocols apply:

a) The global ministry partner director ensure that the incident is reported in accordance with laws prescribed by their local jurisdiction.

b) The global ministry partner director inform the Global Outreach General Director of the incident(s) with a list of corrective actions taken to prevent reoccurrence.

c) Promote a fair, open, and positive culture to ensure all involved feel safe to report concerns and confident they will be heard.

Conclusion: It is God's love that compels us to consistently act for the welfare of another. The most well-known description of love was penned by Paul in 1 Corinthians 13. We see that love does not boast, is not proud or self-seeking, keeps no record of wrongs, does not delight in evil but rejoices with truth, always trust and hopes. Love is also patient and kind, is not rude and quick-tempered, always protects, and always perseveres. Other descriptions from the Bible show that love works no ill for others, will lay down its life for another, and takes the servant's role. In our efforts to safeguard all entrusted to our care, let us love, serve, honor, and respect one another in a way that is honorable and pleasing to our Lord. Protecting the least of these is our God-given mandate and our responsibility to every orphan, child, and vulnerable person.

Note: This policy has been approved by the Global Outreach Board of Directors and becomes effective upon receipt.

Bill Reed
General Director

Renee Reed
President

Attachment 1: Safeguarding Checklist

Attachment 2: Global Outreach Child Protection Code of Conduct

ATTACHMENT 1: Safeguarding Checklist

1) Local Safeguarding Documents

- a) Are there any local official regulations on this subject?
- b) Does the global ministry partner have any documentation to specify Safeguarding policy and arrangements? If so, is it accessible and available for staff and volunteers to read?
- c) Does the global ministry partner have a person responsible for the local implementation, monitoring, and reviewing of local safeguarding practices?

2) Staff Recruitment, Training, Volunteers and Visitors

- a) What is the current interview and appointment process for new staff and volunteers?
- b) What training and induction currently takes place for staff members and volunteers on safeguarding issues and procedures?
- c) Do you have a Child Protection Code of Conduct (ex: Attachment 2) in place that is agreed to and signed by all leadership, staff, and volunteers?
- d) Are there arrangements for controlling visitors and informing them of safeguarding arrangements?
- e) What practical measures and proactive teaching are in place to safeguard children, volunteers, and staff from:
 - 1) sexual harassment, abuse, and exploitation
 - 2) negligent treatment or maltreatment
 - 3) physical or emotional abuse
 - 4) bullying or harassment
 - 5) commercial exploitation
 - 6) extremism and radicalization
 - 7) forced marriage
 - 8) child trafficking

- 9) female genital mutilation
 - 10) enlisting of child soldiers
 - 11) harm to children's health or development
 - 12) discrimination (ability, ethnicity, language, tribe, caste, etc.)
- 3) Record Keeping, Reporting and Monitoring Procedures
- a) Are there established reporting procedures for complaints and incidents?
 - b) Are the orphans, students, and other children aware of how they can report any concerns of maltreatment and to whom they should report?
 - c) Is there periodic monitoring of staff and other adult's behavior and interactions with the children?
 - d) Is there a system in place to maintain confidential records?
 - e) What local laws and by laws are applicable to the safeguarding of children?
- 4) Personal Management of Children
- a) What are the procedures around intimate care e.g., when a child needs help washing, dressing bathing & toileting?
 - b) How do the sleeping arrangements for the children account for safeguarding concerns?
 - c) What are the procedures for disciplining the children? Is it just and measured and in compliance with local laws?
 - d) What training do staff and volunteers receive in spotting signs of abuse of the children, e.g., children with bruises, broken bones, sudden change in attitude, mood, and performance?
 - e) What lines of reporting exist if staff or volunteers suspect a child has been abused?

Attachment 2: Global Outreach Child Protection Code of Conduct

Children are a precious resource entrusted to us, and their care and protection are top priorities. In a world where sexual and physical abuse of children is a sad reality, we must take steps to ensure that the children related to this ministry are safe and secure from sexual and physical abuse. In an effort to do our utmost to protect and promote our children's best interests and reflect God's heart for them, the following is a Code of Conduct broken down into "I Will" and "I Will Not" actions and commitments for all Global Outreach directors, staff, volunteers and global partner ministries.

I WILL:

___ Treat children with dignity and respect

___ Listen to children and take THEIR CONCERNS SERIOUSLY

___ Ensure I abide by local and national laws especially with regards to child protection and child labor

___ Immediately report any concerns or allegations of child abuse

___ Respect and uphold the measures designed to create a safe and protective environment for children

___ Be sensitive to others and cease any behavior that is making someone else feel uncomfortable

I WILL NOT:

___ Touch a child in a way that is inappropriate or could be perceived as inappropriate to the culture or circumstances

___ Hit, smack or otherwise physically assault, punish or abuse a child

___ Use language or behavior towards children that is inappropriate, suggestive, or sexually provocative

"Behold I send you out as sheep in the midst of wolves. Therefore, be as wise as serpents and **harmless as doves**." (Matthew 10:16, NKJV)

Signature

Date

