



# **ABOUT BRAVO SHOES COMMUNITY SUPPORT (BSCS) SAFEGUARDING AND CHILD PROTECTION POLICY**

<b>Policy No. 01</b>	<b>Name</b>	<b>Designation</b>	<b>Signature</b>
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REVIEW AND APPROVAL DATE:



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## ABOUT BRAVO SHOES COMMUNITY SUPPORT (BSCS)

Bravo Shoes Community Support (BSCS) is a non-profit organization dedicated to improving the lives of vulnerable children in Uganda. Our organization works tirelessly to empower communities and prioritize the needs of children, with a particular focus on preventing unnecessary separation from their families. We are committed to providing support and opportunities that enable children to thrive and have a brighter future.

## MESSAGE FROM THE EXECUTIVE DIRECTOR

**Dear BSCS Team,**



I hope this message finds you well. As the Executive Director of Bravo Shoes Community Support (BSCS), I wanted to take a moment to express my gratitude for your dedication and commitment to our mission of improving the lives of vulnerable children in Uganda.

Our organization's success is built on the collective efforts of each and every one of you. Your hard work, passion, and unwavering belief in our cause have made a significant impact on the communities we serve. Together, we have been able to provide support and opportunities that enable children to thrive and have a brighter future.

I want to emphasize the importance of our Safeguarding and Child Protection Policy. Safeguarding vulnerable people is at the core of our work, and it is everyone's responsibility to ensure their safety and well-being. I urge each of you to familiarize yourself with the policy, adhere to its principles, and report any concerns or breaches through the established procedures. By doing so, we can maintain a safe and secure environment for the children and vulnerable individuals we serve.

I also want to highlight the significance of accountability and learning from any issues that may arise. It is crucial that we capture and address any safeguarding concerns promptly and effectively, as they inform our future policy and procedure reviews. Our commitment to continuous improvement and transparency is essential in building trust within our organization and the communities we work with.

I am proud to lead such a dedicated team, and I have complete confidence in your ability to uphold our values and safeguard the well-being of the children and vulnerable people we serve.

Your contributions make a real difference in their lives, and I am grateful for your unwavering support.

Thank you once again for your commitment and dedication to our cause. Let us continue working together to create a better future for the children of Uganda.

Best regards,

Yesigye Brian Bravo

Executive Director, Bravo Shoes Community Support (BSCS)

## EXECUTIVE SUMMARY

The BSCS Safeguarding and Child Protection Policy aims to ensure the safety and well-being of vulnerable children, young people, and adults that the organization works with. The policy outlines the responsibilities of all individuals associated with BSCS, including employees, volunteers, consultants, contractors, partner organizations, and visitors.

### **Key principles of the policy include:**

**Equal Protection:** Everyone has the right to protection from abuse and exploitation, regardless of their personal characteristics or status.

**Best Interests:** The best interests of the vulnerable person are the primary consideration in decision-making processes.

**Safeguarding Standards:** BSCS ensures that employees and volunteers are trained in safeguarding standards, and partners are informed and compliant with these standards.

**Risk Reduction:** While acknowledging the presence of risk, BSCS strives to minimize and limit its impact through proactive measures.

**Confidentiality and Data Protection:** BSCS respects confidentiality and handles sensitive personal data responsibly, sharing information only on a need-to-know basis.

The policy emphasizes the importance of reporting any concerns about the welfare of a child or vulnerable person and the behavior of BSCS representatives in relation to safeguarding. It promotes transparency, accountability, and a zero-tolerance approach to abuse, discrimination, and harassment.

The policy applies to all BSCS employees, including trustees, contractors, volunteers, interns, and visitors. It ensures that BSCS fulfills its responsibilities in protecting and safeguarding vulnerable

people, provides a safe reporting procedure for concerns, and maintains an efficient recording and monitoring system.

Managers play a crucial role in implementing and promoting the policy, creating a culture that prioritizes safeguarding and promptly addressing any concerns. Designated safeguarding officers are responsible for handling reports, updating training, and ensuring the policy's effectiveness.

The policy also highlights the importance of child safeguarding standards, which include having a clear safeguarding policy, designated staff roles, guidelines on appropriate behavior, integrating safeguarding into program design, and reviewing policies and procedures regularly.

Overall, the BSCS Safeguarding and Child Protection Policy serves as a comprehensive framework for ensuring the safety and well-being of vulnerable individuals and fostering a culture of protection within the organization.

## INTRODUCTION

**Safeguarding** is a crucial responsibility for any organization, including Bravo Shoes Community Support (BSCS). It encompasses the duty to ensure that employees, volunteers, partners, vendors, operations, and programs do not cause harm to children, young people, or vulnerable adults. The term "vulnerable people" refers to these groups collectively within the context of this policy. BSCS is committed to preventing discrimination, neglect, harm, and abuse, as well as addressing any concerns related to the safety of vulnerable people within the communities it serves. Furthermore, BSCS acknowledges its responsibility to protect its employees and volunteers when they are in vulnerable situations, such as when they are ill or at risk of harm or abuse.

**Child protection** is an integral component of safeguarding, but it is not treated as a separate entity. Child protection involves the actions taken to safeguard individual children who are identified as either experiencing or at risk of significant harm due to abuse. It also encompasses preventative measures and structures designed to prevent and respond to instances of abuse.

In recent times, there has been a notable increase in the efforts of development organizations to ensure that their employees, volunteers, and representatives do not cause harm while engaging with their target populations or communities. BSCS recognizes the importance of this effort and is dedicated to implementing reasonable safeguarding measures to ensure the safety and protection of children, young people, and vulnerable adults. This commitment extends to those directly or indirectly engaged with by BSCS employees, employees, and volunteers.

BSCS acknowledges its obligation to take all necessary steps to safeguard the well-being of children, young people, and vulnerable adults. This commitment encompasses both the

individuals with whom BSCS works and those residing in the communities where BSCS carries out its initiatives. By implementing robust safeguarding measures, BSCS strives to create an environment that prioritizes the safety and protection of all vulnerable individuals.

## **POLICY STATEMENT**

BSCS is fully committed to maintaining a zero-tolerance approach towards abuse and exploitation of vulnerable people. The organization recognizes that safeguarding is a shared responsibility and acknowledges its duty to establish reasonable measures that ensure the safety and well-being of vulnerable individuals with whom BSCS works, as well as those in the communities it operates within.

In order to protect vulnerable people, BSCS operates under the following key principles:

1. **Equality of Protection:** BSCS upholds that every individual, regardless of age, race, sex, sexual orientation, marriage and civil partnership, pregnancy or having a child, gender reassignment, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth, or other status, has an equal right to protection from abuse and exploitation.
2. **Best Interests:** BSCS places the best interests of vulnerable people as the utmost priority and considers them the primary consideration in all decision-making processes.
3. **Induction and Standards:** BSCS ensures that employees and volunteers are appropriately inducted in Safeguarding Standards, providing them with the necessary knowledge and understanding to uphold safeguarding principles.
4. **Partner Compliance:** BSCS ensures that all partners are informed about and comply with BSCS's Safeguarding Standards, fostering a collaborative approach to safeguarding across all stakeholders.
5. **Consistent Procedures:** When collaborating with partners or sub-contracted agencies, BSCS ensures that their safeguarding procedures align with the principles and approaches outlined in this policy, promoting consistency and effective safeguarding practices throughout all operations.

6. **Managing Risk:** BSCS recognizes the existence of inherent risks and acknowledges that complete elimination may not always be possible. However, the organization is dedicated to taking all reasonable steps to reduce and mitigate risk, thereby minimizing its potential impact.
7. **Confidentiality and Data Protection:** BSCS upholds the principles of confidentiality and takes responsibility for safeguarding sensitive personal data. Information should only be shared and handled on a need-to-know basis, limiting access to individuals whose job functions require it.
8. **Monitoring and Review:** BSCS is committed to actively monitoring the implementation of its safeguarding policy to ensure compliance and effectiveness. The policy will undergo a comprehensive review every three years, with the possibility of an earlier review if necessary.

By adhering to these principles, BSCS aims to create a safe and protective environment for vulnerable people, upholding their rights and welfare while preventing abuse and exploitation.

## RESPONSIBILITIES

All employees, volunteers, consultants, contractors, partner organizations and visitors are obliged to follow this policy and maintain an environment that prevents exploitation and abuse and which encourages reporting of breaches of this policy using the appropriate procedures.

### **All people working with BSCS will:**

- Read, understand and adhere to the BSCS Safeguarding Policy and BSCS Code of Conduct.
- Strive to promote a zero-tolerance approach to discrimination, sexual harassment and abuse in all working environments.
- Strive to develop relationships with all stakeholders which are based on equality, trust, respect and honesty.
- Place the safety and welfare of children and vulnerable people above all other considerations
- Report any concerns they may have about the welfare of a child or vulnerable person
- Report any concerns they may have about the behavior of a BSCS representative in relation to safeguarding.
  
- In a one-to-one situation with a child or young person, where privacy and confidentiality are important, try to make sure that another adult knows the contact is taking place and why.
- If possible, ensure another adult is in sight and that the child or young person knows another adult is around.

### **All people working with BSCS:**

All individuals associated with BSCS are strictly prohibited from engaging in the following behaviors:

1. **Sexual Harassment, Assault, or Abuse:** No individual shall sexually harass, assault, or abuse another person. This includes any unwelcome sexual advances, requests for sexual favors, or any other form of sexual misconduct.
2. **Physical Harassment, Assault, or Abuse:** It is strictly forbidden to engage in any form of physical harassment, assault, or abuse towards another person. This includes acts of physical violence, intimidation, or coercion.
3. **Emotional Abuse:** Individuals must not engage in behavior that emotionally abuses another person. This includes actions intended to shame, humiliate, belittle, or degrade someone emotionally.
4. **Prohibited Behavior:** It is unacceptable to participate in any behavior that is abusive, discriminatory, illegal, or poses a threat to the safety of others. This includes actions that promote violence, discrimination, or engage in illegal activities.
5. **Inappropriate Relationships:** Individuals must not develop, encourage, or fail to take action against relationships with children or other vulnerable individuals that could be seen as sexual, exploitative, or abusive. Maintaining appropriate boundaries and professional conduct is crucial.
6. **Inappropriate Behavior:** It is strictly prohibited to act in ways that are violent, inappropriate, or sexually provocative. Individuals must demonstrate respect, professionalism, and appropriate behavior in all interactions.
7. **Secrecy with Implications for Safety:** Individuals should never agree with a child to keep a secret that has implications for their safety or the safety of others. Maintaining transparency and open communication is essential to safeguarding.

By strictly adhering to these guidelines, individuals associated with BSCS demonstrate their commitment to providing a safe and respectful environment for all, preventing any form of harassment, abuse, or misconduct.

## **PURPOSE OF THE POLICY**

The purpose of this policy and its associated procedures is multifaceted. Firstly, it aims to provide clear guidelines and instructions to all individuals involved with BSCS on how they should interact with children, young people, and vulnerable adults. This includes employees, volunteers, and

partners who work directly or indirectly with BSCS. By establishing these guidelines, the policy ensures that everyone understands their responsibilities and obligations when it comes to safeguarding.

Secondly, the policy aims to safeguard and protect the employees, volunteers, and representatives of BSCS. It acknowledges that safeguarding is a shared responsibility, and by implementing this policy, BSCS demonstrates its commitment to creating a safe environment for all individuals associated with the organization. This includes protection against any form of abuse, harassment, or exploitation.

Furthermore, the policy seeks to establish a common understanding of safeguarding issues and promote good practices across the diverse areas in which BSCS operates. It recognizes the complex nature of the organization's work and strives to enhance accountability in safeguarding efforts.

It is important to note that any violation of this policy will be treated seriously. Breaches of the policy may result in disciplinary actions, which can include immediate termination of employment or contract, withdrawal of volunteer status, and reporting the incident to the relevant authorities such as the police or regulatory bodies. This reinforces the gravity of safeguarding violations and underscores BSCS's commitment to maintaining a safe and secure environment for vulnerable individuals.

By implementing and enforcing this policy, BSCS aims to ensure the well-being, safety, and protection of children, young people, and vulnerable adults, as well as the individuals working with the organization.

## **SCOPE OF THE POLICY**

The scope of the Safeguarding and Child Protection Policy within Bravo Shoes Community Support (BSCS) is extensive and covers all individuals associated with the organization, regardless of their employment status or capacity. The policy applies to employees, volunteers, consultants, trustees, contractors, agency workers, sub-contractors' employees and volunteers, interns, and all visitors to BSCS program areas/offices. Here is an explanation of the policy's scope:

- 1. Employees:**

The policy applies to all directly employed staff of BSCS, including full-time and part-time employees. It encompasses individuals working in various roles and departments within the organization.

- 2. Trustees:**

Trustees, who are responsible for the governance and oversight of BSCS, are also included in the policy's scope. They are expected to adhere to the safeguarding principles and contribute to creating a safe environment for vulnerable people.



**3. Contractors and Sub-contractors:**

The policy extends to contractors who provide services to BSCS and their employees or volunteers. This ensures that individuals working on BSCS projects or programs, even if employed by external organizations, are aware of and compliant with safeguarding requirements.

**4. Agency Workers:**

Agency workers, who are temporarily engaged to fulfill specific roles within BSCS, are covered by the policy. This ensures consistency in safeguarding standards for all individuals working within the organization, regardless of their employment arrangement.

**5. Consultants:**

The policy applies to consultants hired by BSCS, ensuring that their work aligns with safeguarding principles and that they are aware of reporting procedures and their responsibilities in safeguarding vulnerable people.

**6. Volunteers:**

Volunteers play a crucial role within BSCS, and their involvement in safeguarding is paramount. The policy encompasses both regular and occasional volunteers, emphasizing their responsibility to uphold safeguarding practices.

**7. Interns:**

Interns working at BSCS, whether paid or unpaid, are included in the policy's scope. This ensures that their experience at the organization is in line with safeguarding principles and that they receive appropriate guidance and support.

**8. Visitors:**

The policy also covers visitors to BSCS program areas and offices. It ensures that individuals visiting the organization, such as clients, donors, or external stakeholders, are aware of BSCS's commitment to safeguarding and understand the reporting procedures in case they witness or suspect abuse.

The policy aims to provide clarity and assurance to all individuals associated with BSCS. It outlines the expectations and commitments of the organization in protecting and safeguarding vulnerable people. It assures them that BSCS takes safeguarding concerns seriously and has established procedures to address and respond to any reports of abuse or potential abuse. The policy also emphasizes the importance of an efficient recording and monitoring system, ensuring that safeguarding incidents are appropriately documented and tracked.



Additionally, the policy highlights the need for appropriate induction and training on safeguarding for employees, volunteers, sub-contracted agencies, and partners. It emphasizes the implementation of a robust recruitment procedure to ensure that individuals joining BSCS undergo appropriate screening and background checks, minimizing the risk of abuse or harm.

Overall, the policy aims to create a safe and protective environment for vulnerable people, establish clear expectations for all individuals associated with BSCS, and promote a culture of vigilance and accountability in safeguarding practices.

## IMPLEMENTATION OF THE POLICY

The implementation of the Safeguarding and Child Protection Policy requires the active involvement and commitment of managers at all levels within Bravo Shoes Community Support (BSCS). These managers hold the responsibility of creating a management culture that prioritizes safeguarding and ensures that all individuals associated with the organization, including employees, volunteers, consultants, visitors, and partner organizations, are aware of the policy and supported in its implementation. Here is a breakdown of their key responsibilities:

### **Awareness and Communication:**

Managers are responsible for ensuring that all individuals within BSCS are aware of the Safeguarding and Child Protection Policy. This involves effectively communicating the policy to employees, volunteers, consultants, visitors, and partner organizations. Managers can utilize various communication channels such as staff meetings, training sessions, emails, and organizational intranet to disseminate the policy and ensure its understanding.

### **Support for Implementation:**

Managers must provide support and guidance to individuals in implementing the policy effectively. This includes clarifying any questions or concerns regarding the policy, providing resources or training when necessary, and offering assistance in addressing safeguarding issues that may arise. By being accessible and approachable, managers encourage a culture of open communication and support within the organization.

### **Management Culture:**

Managers play a crucial role in fostering a management culture that places emphasis on safeguarding. They should lead by example, demonstrating their commitment to safeguarding principles and practices. This involves integrating safeguarding considerations into decision-making processes, encouraging discussions on safeguarding during team meetings, and reinforcing the importance of vigilance and proactive action when it comes to safeguarding concerns.

### **Responsiveness to Concerns:**

Managers must act promptly and decisively if they become aware of any safeguarding concerns. It is their responsibility to ensure that appropriate action is taken, which may include following the organization's reporting procedures, notifying the designated safeguarding committee, or contacting relevant authorities as necessary. Managers should prioritize the safety and well-being of individuals involved and take steps to address the concerns effectively.

### **Support for Complaints:**

If employees or volunteers raise complaints about breaches in the Safeguarding and Child Protection Policy, managers must provide a supportive environment. This involves taking complaints seriously, conducting thorough investigations, and taking appropriate action to address any breaches or misconduct. Managers should ensure that individuals who raise concerns are protected from retaliation and supported throughout the complaint process.

By fulfilling these responsibilities, managers contribute to the successful implementation of the Safeguarding and Child Protection Policy within BSCS. Their active engagement, support, and commitment create a culture where safeguarding is prioritized, and the well-being of vulnerable individuals is protected.

## **DEFINITIONS**

**Abuse** - a violation of an individual's human and civil rights by any other person or persons. It can take the form of physical, psychological, financial or sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the health, survival, development or dignity of a child, young person or vulnerable adult. Abuse can be a single act or repeated acts and can be unintentional or deliberate. Abuse often involves criminal acts.

**Discriminatory abuse** – abuse motivated by a vulnerable person's age, race, nationality, sex, sexual orientation, disability, or other personal characteristic.

**Financial or material abuse** - including theft, fraud, exploitation, pressure in connection with wills, property or inheritance or financial transactions, or the misuse or misappropriation of property, possessions or benefits.

**Neglect** - the persistent failure to meet a vulnerable person's basic physical and/or psychological needs, likely to result in the serious impairment of his/her health or development. Examples include failure to provide adequate food, clothing and shelter, failure to protect them from physical or psychological harm or danger; failure to ensure adequate supervision (including the use of inadequate care-givers); or failure to ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a vulnerable person's basic emotional needs.

**Physical abuse** – includes hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or other causing physical harm, misuse of medication, restraint, or inappropriate sanctions.

**Psychological abuse** - includes emotional abuse, threats of harm or abandonment, deprivation of contact, humiliation, blaming, controlling, intimidation, coercion, harassment, verbal abuse, isolation or withdrawal from services or supportive networks. Examples include not giving a vulnerable person opportunity to express their views, deliberately silencing them or ‘making fun’ of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on a vulnerable person, which may include interactions that are beyond a vulnerable person’s developmental capability. It may involve serious bullying (including cyber bullying), or the exploitation or corruption of a vulnerable person.

**Sexual abuse** - involves forcing, enticing or coercing someone to take part in sexual activities, whether or not the vulnerable person is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving a vulnerable person in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse can be carried out by adults or other children.

**Child** – BSCS regards a child as anyone under the age of 18 years without any discrimination. It is widely recognized that children are generally more vulnerable to abuse and exploitation due to factors such as age, gender, social and economic status, developmental stage, and dependence on others.

**Vulnerable person/people** – for the purposes of this policy this is an umbrella term which covers children, young people and vulnerable adults.

**Vulnerable adult** - a person, 18 years and above, who by reason of disability, age, gender, social and economic status, or illness, the context they are in, may be unable to take care of or to protect him or herself against abuse, harm or exploitation.

**Youth or young people** - individuals aged 15 to 29 – BSCS recognizes that this group spans the categories of ‘children and ‘adults’ but regards young people as having particular safeguarding needs and requiring distinct consideration aside from younger children and older adults.

## DESIGNATED SAFEGUARDING OFFICERS

The Designated Safeguarding Committee plays a crucial role in ensuring the effective implementation of the Safeguarding and Child Protection Policy within Bravo Shoes Community Support (BSCS). Their responsibilities are vital in handling reports or concerns regarding the protection of vulnerable people and ensuring that appropriate actions are taken in accordance with the established procedures. Here is an elaboration of the key responsibilities of the lead designated safeguarding committee:

### **1. Monitoring and Recording Safeguarding Concerns:**

The committee is responsible for monitoring and keeping a record of all safeguarding concerns that are reported within the organization. This involves maintaining a comprehensive and confidential system for recording incidents, allegations, and any actions taken in response to safeguarding concerns.

### **2. Ensuring Referrals to Relevant Authorities:**

In situations where safeguarding concerns require intervention from external authorities, such as law enforcement or child protection agencies, the committee ensures that referrals are made promptly and without delay. This step is crucial in ensuring that the vulnerable individuals receive the necessary support and protection they need.

### **3. Updating Safeguarding Training for All Staff:**

The committee takes charge of regularly updating and delivering safeguarding training to all staff members within BSCS. This training equips employees with the knowledge and skills necessary to identify signs of abuse, understand reporting procedures, and ensure the safety and well-being of vulnerable individuals.

### **4. Policy Review:**

To ensure the effectiveness and relevance of the Safeguarding and Child Protection Policy, the committee oversees its regular review. The policy is typically reviewed every three years, or earlier if necessary, to align with any changes in legislation, best practices, or organizational requirements. This ensures that the policy remains up-to-date and reflective of the evolving needs of the communities BSCS serves.

### **5. Implementation and Training:**

The committee ensures that the Safeguarding and Child Protection Policy is implemented throughout the organization. They take responsibility for communicating and disseminating the policy to all staff members, volunteers, and relevant stakeholders. Additionally, they oversee the provision of safeguarding training to ensure that all individuals involved in BSCS activities understand and adhere to the policy.



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## **6. Monitoring and Recording Procedures:**

The committee ensures that proper monitoring and recording procedures are implemented within BSCS. This involves establishing protocols for documenting safeguarding concerns, actions taken, and outcomes. These procedures contribute to accountability, transparency, and continuous improvement within the organization's safeguarding practices.

By fulfilling these responsibilities, the Designated Safeguarding Committee plays a critical role in promoting a safe and secure environment for vulnerable people within BSCS. Their commitment to monitoring, training, and adherence to procedures ensures that safeguarding concerns are addressed effectively and that the organization remains dedicated to its mission of protecting and supporting vulnerable individuals.



## CHILD SAFEGUARDING STANDARDS

This standard framework aims to measure that how to Keep Children Safe.

Standard		Potential evidence of standard being met
1. Policy	1.1 BSCS has a clear safeguarding policy that seeks to prevent harm to children, young people and vulnerable adults.	<ul style="list-style-type: none"> <li>• A copy of the policy, signed by the management.</li> <li>• For program and staff recruitment</li> </ul>
	1.2 Policies are publicized to staff, beneficiaries and wider communities.	<ul style="list-style-type: none"> <li>• Policy or summary translated into local languages.</li> <li>• Examples of ways the policy has been promoted, including children, young people or other community members as necessary.</li> </ul>
2. People	2.1 BSCS places clear responsibilities and expectations on its staff and associates and supports them to understand and act in line with these	<ul style="list-style-type: none"> <li>• Clear responsibilities for a Designated Safeguarding personnel at appropriate level</li> </ul>
	2.2 Key staff are designated at different levels with clearly defined roles and responsibilities.	<ul style="list-style-type: none"> <li>• Job descriptions with clear expectations on those with contact with vulnerable people</li> <li>• Job descriptions for BSCS long-term volunteer include details of any contact</li> </ul>
	2.3 There are written guidelines for appropriate and inappropriate behavior	<ul style="list-style-type: none"> <li>• A written code of conduct; evidence of this being shared to staff and volunteers</li> </ul>
	2.4 There are appropriate learning opportunities to develop and maintain the necessary attitudes, skills and knowledge to keep vulnerable people safe.	<ul style="list-style-type: none"> <li>• A copy of training plans, course attendance records and course evaluations.</li> <li>• Evidence of induction for BSCS volunteers.</li> </ul>
3. Procedures	3.1 Safeguarding issues are integrated into program design, delivery and evaluation	<ul style="list-style-type: none"> <li>• Evidence of safeguarding issues in project proposals/plans</li> </ul>
	3.2 There are procedures for responding to safeguarding concerns arise	<ul style="list-style-type: none"> <li>• A copy of concern /allegation management</li> </ul>
4. Accountability	4.1 Learning from issues captured and informed future policy and procedure reviews	<ul style="list-style-type: none"> <li>• Incident reports produced</li> </ul>
	4.2 Policies and procedures reviewed at least every three years	<ul style="list-style-type: none"> <li>• Evidence of review in annual plans / strategies</li> </ul>