

# Children and Young People Safeguarding Policy

Last Updated 22.12.2025

## 1. DEFINITIONS AND EXAMPLES

**Organisation.** THE TIPPING POINT NON-PROFIT CIVIL LAW COMPANY

**Staff-Partner.** The managing executives, the employees of the Organisation, and in general all persons employed by the Organisation, either under an employment contract or otherwise, or persons who are volunteers or any persons involved in any way with the Organisation for the implementation of any programme. References to 'staff' or 'you' in this policy therefore covers trustees, employees, volunteers and contractors.

**Third party** means any individual or organisation we come into contact with during our activity, and includes actual and potential clients, customers, suppliers, distributors, donors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians and political parties. This policy does not form part of any employee's contract of employment and we may amend it at any time.

**Safeguarding** means protecting peoples' - especially children and young people who come into contact with our staff or programmes- health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.

**Child :** Any young people under the age of 18 years old

**Abuse or ill-treatment** refers to all forms of physical and / or emotional abuse, sexual abuse, neglect or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in a relationship of responsibility, trust or authority.

**Physical abuse:** The intentional use of physical violence against a child that results in - or is likely to cause - harm to the child's health, survival, development or dignity. It may involve hitting, shaking, throwing objects, poisoning, burning, drowning, suffocation or otherwise causing bodily injury to a child. Injury can also occur when a parent or caregiver is responsible for the symptoms caused to a child or even intentionally causes illness to a child.

**Emotional abuse** includes the failure of a caregiver to provide an appropriate and supportive environment for the child, and includes actions that adversely affect the emotional health and development of a child. Such acts include restricting a child's movements, defamation, mockery, threats and intimidation, discrimination, rejection and other forms of non-physical violence.

**Sexual abuse and exploitation:** The sexual abuse of children is the participation of a child in a sexual activity that he or she does not fully understand, is unable to consent to, or for which the child is not developmentally prepared and cannot consent to or violates laws or the societal taboos. Sexual abuse of children consists in the commission of an act between a child and an adult or another child who, due to age or development, has a role of responsibility, trust or power, and which act is intended to meet the needs of the latter person (adult or child). This may include but is not limited to: inciting or forcing a child to engage in any sexual activity incompatible with his or her age and maturity, exploiting a child in prostitution or other unlawful sexual practices, exploiting children in pornography and pornography materials. Sexual abuse of children also includes threats and exposure to pornography.

**Neglect** refers to a parent's failure to care for the child's development - where the parent is able to do so - in one or more of the following areas: health, education, emotional development, nutrition, housing and safe living conditions.

**Survivor** refers to the person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

**Appliance.** This Policy applies to all of the Organisation's activities, including programs, projects and actions funded by the Organisation or third parties, as well as to all agreements of program management and provision of management services in general. Management at all

levels are responsible for ensuring those reporting to them understand and comply with this policy. Training on this policy will form part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

## **2. ABOUT THIS POLICY**

The policy lays out our commitment to ensure the safety and protection of all children and young people who participate in its programmes and activities. This includes both precautionary measures to minimise the chances of harm and responsive actions to ensure that incidents that occur may be properly addressed and reported. The "principle of no-harm" refers to the responsibility of the Organization to minimise the damage it may accidentally cause as a result of its activities.

The Organisation recognises that all children have equal rights to protection from harm regardless of gender, age, disability, ethnicity, religion or sexual orientation.

**Links to other Policies.** Other internal policies which may be relevant to this policy are:

- Whistleblowing Policy
- Anti-corruption and bribery policy
- Anti Money Laundering Policy
- Code of Conduct

This policy does not form part of any employee's contract of employment and we may amend it at any time.

The Organisation systematically assesses risks to children arising from its programmes, operations, staff and partners and implements measures to minimise such risks.

## **3. ORGANISATION RESPONSIBILITIES**

The Organisation will:

- Ensure that staff, do not engage in any form of sexual, physical, emotional abuse, exploitation, harm or neglect against children participating in programmes or activities
- Ensure all staff have access to, are familiar with, and know their responsibilities within

this policy

- Design and undertake all its programmes and activities in a way that protects children from any risk of harm that may arise from their coming into contact with the Organisation. This includes the way in which information about children in our programmes is gathered and communicated
- Ensure safe recruitment procedures including background checks, references and safeguarding screening for roles involving contact with children
- Apply safeguarding measures throughout staff management and deployment
- Ensure staff receive training on safeguarding at a level commensurate with their role in the organisation
- Ensure that all staff and associated personnel adhere to the Organisation's Code of Conduct, which sets out mandatory standards of behaviour, including clear guidance on acceptable and unacceptable conduct in relation to children
- Ensure that partners and third parties are aware of and comply with minimum safeguarding requirements consistent with this policy
- Ensure that it complies with any national or regional laws and regulations that promote and protect the safety and wellbeing of children
- Maintain and promote effective channels for staff, volunteers, and other representatives to report any safeguarding concerns or allegations, including arrangements for whistleblowing
- Maintain and promote effective channels for children and young people to report any safeguarding concerns or allegations
- Follow up on reports of safeguarding concerns promptly and according to due process
- Conduct regular risk assessments to identify and mitigate risks to children in all programmes and activities

Organisation staff and partners must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

The Organisation appoints a designated Safeguarding Focal Point responsible for receiving, managing and responding to safeguarding concerns and ensuring the implementation of this policy. The Director of the Organisation acts as the designated Safeguarding Focal Point and is responsible for implementing the arrangements set out in this policy.

#### **4. REPORTING**

The Organisation will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with. Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by the Organisation Whistleblowing Policy. The Organisation will also accept complaints from external sources such as members of the public, partners and official bodies.

Staff members who have a complaint or concern relating to safeguarding should report it immediately to their manager or directly to the Director of the Organisation. All concerns must be reported immediately and will be assessed by the Safeguarding Focal Point, who will determine appropriate action including referral to relevant authorities where required. The Organisation will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. The Organisation will apply appropriate disciplinary measures to staff found in breach of policy. The Organisation will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor. The best interests and safety of the child will always be the primary consideration in all reporting and response actions. Where appropriate, safeguarding concerns will be reported to competent national authorities or child protection services in accordance with applicable laws. Reporting channels are aligned with the Organisation's Whistleblowing Policy.

## **5. CONFIDENTIALITY**

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times. Confidentiality will not prevent the sharing of information where this is necessary to protect a child from harm.

## **6. MONITORING AND REVIEW**

The Organisation will monitor the implementation of this policy and review it regularly (at least every three years) or following any significant safeguarding incident.

Safeguarding performance and incidents will be reported to senior management, and lessons learned will be used to improve organisational practices.