

# Safeguarding Policy

February 2025

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## Purpose

The purpose of this policy is to protect people, especially children and vulnerable adults, from any harm that may be caused through activities delivered or funded by The BEARR Trust. This includes harm arising from the design and implementation of BEARR programmes in the UK and in other countries, and the activities of partner organisations in receipt of BEARR grants.

This policy sets out the commitments made by The BEARR Trust and informs BEARR trustees, staff, volunteers, and partner organisations receiving grant support from BEARR of their responsibilities in relation to safeguarding.

## Definition of safeguarding

Safeguarding in its broadest sense means protecting people from harm. Harm includes sexual exploitation, abuse and harassment; bullying; abuse of trust; and physical or emotional abuse<sup>1</sup>.

## Policy statement

The BEARR Trust believes that everyone with whom the Charity comes into contact, regardless of age, gender, disability, sexual orientation, ethnicity, or nationality, has the right to be protected from all forms of harm, abuse, neglect, and exploitation.

Preventing and responding to harm is at the core of our mission to support vulnerable people in Eastern Europe, Central Asia, and the Caucasus. We seek to achieve this by supporting community organisations within the region to continuously improve approaches to safeguarding, as well as through The BEARR Trust's own actions.

## BEARR Trust responsibilities

The BEARR Trust will:

- Ensure that all trustees, staff, and volunteers are familiar with and know their responsibilities within this policy.
- Ensure that all partner organisations receiving BEARR grant support are aware of this policy and know their responsibilities within it.
- Carry out due diligence on partner organisations receiving grant support from The BEARR Trust. We recognise that this must be compatible with the accessible design of our grant-making process, which aims to support a wide range of 'grassroots' civil society organisations (CSOs), many of which may have limited initial capacity.

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<sup>1</sup> Charity Commission (2022), [Safeguarding and protecting people for charities and trustees](#)

- Share awareness of, and good practice in relation to, safeguarding, and encourage partner organisations to adopt effective approaches to safeguarding.
- Review partners' approaches to safeguarding through project monitoring and evaluation.
- Ensure that there is a process in place for safeguarding concerns to be raised and that safeguarding concerns are followed up on promptly.

## Trustee, staff, volunteer, and third-party beneficiary responsibilities

All trustees, staff, and volunteers within The BEARR Trust, and all CSOs in receipt of BEARR Trust grant (and their staff and volunteers) **must**:

- Contribute to creating and maintaining an environment that promotes safeguarding and prevents abuse.
- Report any concerns regarding safeguarding violations to The BEARR Trust.

Trustees, staff, and volunteers within The BEARR Trust, and volunteers and staff working for CSOs in receipt of BEARR Trust grant **must not**:

- Engage in sexual activity with anyone under the age of 18; or with anyone in relation to whom the trustee, volunteer or member of staff has a duty of care.
- Sexually abuse or exploit children or vulnerable adults.
- Subject any child or vulnerable adult to physical, emotional, or psychological abuse, or neglect.
- Engage in any commercially exploitative activities with children or vulnerable adults, including child labour or trafficking.

## Reporting safeguarding concerns

The BEARR Trust will ensure that safe, appropriate, and accessible means of reporting safeguarding concerns are made available to volunteers, staff, and third-party beneficiary organisations and the communities they work with. The BEARR Trust will also accept complaints from members of the public, partners, and official bodies.

Concerns should be reported immediately to the Chairman of The BEARR Trust. Reported safeguarding concerns will be considered by the Trustees at the earliest opportunity.

The current chairman of The BEARR Trust, to whom safeguarding concerns should be reported is:

**Ross Gill** ([ross@bearr.org](mailto:ross@bearr.org))

## Complementary policies

The BEARR Trust's Safeguarding Policy should be read in conjunction with a series of other policies which seek to promote good governance and enable concerns to be raised. These include:

- The Whistleblowing Policy
- The Trustee Code of Conduct
- The Equity, Diversity and Inclusion Policy

## Review

The BEARR Trust is committed to continuous improvement. This policy will be reviewed by Trustees at least annually and will be supplemented with process notes and best practice as appropriate.

Policy adopted: October 2021

Reviewed: October 2022

Reviewed: May 2024

Reviewed: February 2025