



scl

Future Food Systems

Sa'llanwara'll'jumai Consultaire Limited (SCL)

SAFEGUARDING & PSEA POLICY

2025

UPDATE



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ACRONYMS/ABBREVIATIONS

PSEA	Prevention of Sexual Exploitation and Abuse
HR	Human Resources
SCL	Sa'Tanwara'Tjumai Consultaire Limited

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SAFEGUARDING & PSEA POLICY

1. POLICY STATEMENT

Sa'i'anwara'Ijumai Consultaire Limited (SCL) has zero tolerance for Sexual Exploitation, Abuse, Harassment, child abuse, discrimination, neglect, or any form of safeguarding misconduct.

SCL is committed to preventing harm, protecting vulnerable persons, and responding to safeguarding concerns in a survivor-centered, confidential, and accountable manner.

This policy aligns with international safeguarding standards, including Prevention of Sexual Exploitation and Abuse (PSEA) principles and global donor compliance requirements.

2. PURPOSE

This policy establishes:

- Clear safeguarding standards
- Prevention and risk mitigation measures
- Mandatory reporting mechanisms
- Investigation and response procedures
- Accountability structures

It applies across all SCL operations, including field operations, SCL Operations Hub (Kwali) activities, residential facilities, community engagement, and partner collaborations.

3. SCOPE

This policy applies to:

- Employees (permanent, temporary, Casuals, and contract)
- Residential farm staff
- Trainers and facilitators
- Consultants and contractors
- Volunteers and interns
- Board members
- Partners and service providers
- Visitors to SCL facilities

All representatives must comply as a condition of engagement.

4. DEFINITIONS

Safeguarding: Preventing and responding to harm, abuse, exploitation, and neglect.

Sexual Exploitation: Abuse of a position of vulnerability, power, or trust for sexual purposes.

Sexual Abuse: Actual or threatened physical intrusion of a sexual nature.

Sexual Harassment: Unwelcome sexual conduct creating an intimidating or hostile environment.

Child: Any person under 18 years.

Survivor-Centered Approach: Prioritizing the rights, safety, dignity, and choices of the affected individual.

5. SAFEGUARDING RISKS IN SCL CONTEXT

Given SCL's integrated farm and training environment, risks may arise from:

- Power imbalance between supervisors and trainees
- Residential accommodation arrangements
- Community-based programs/Field activities
- Gender-based vulnerabilities
- Informal labor or youth engagement settings

SCL conducts periodic safeguarding risk assessments and integrates mitigation measures into operational planning.

6. STANDARDS OF CONDUCT (MANDATORY)

All personnel must:

- Treat all individuals with dignity and respect
- Maintain professional boundaries at all times
- Not engage in sexual activity with anyone under 18
- Not exchange money, employment, training, or benefits for sexual favors
- Not engage in exploitative relationships with beneficiaries or trainees
- Immediately report safeguarding concerns
- Cooperate fully with investigations

Violation constitutes gross misconduct and may result in:

- Immediate suspension
- Termination of employment or contract
- Referral to law enforcement
- Reporting to donors

7. SAFE RECRUITMENT & DUE DILIGENCE

SCL shall:

- Conduct reference and background checks
- Require safeguarding declarations from staff
- Include safeguarding clauses in contracts
- Screen partners and contractors for safeguarding compliance
- Ensure safeguarding responsibilities are included in job descriptions

Partner agreements must contain safeguarding compliance clauses.

8. MANDATORY REPORTING

All staff are obligated to report safeguarding concerns immediately.

Reports may be made to:

- HR Manager
- Designated Safeguarding Focal Person
- Executive Management
- Confidential reporting email/whistleblowing channel

Failure to report known concerns may result in disciplinary action.

Reports will be documented formally

9. RESPONSE & INVESTIGATION PROCEDURE

Upon receipt of a report:

1. Immediate safety of the survivor is prioritized.
2. Confidential documentation is completed.
3. A preliminary risk assessment is conducted.
4. A trained investigation panel is appointed.

5. The investigation is conducted impartially and promptly.
6. Appropriate disciplinary action is taken.
7. Donors and authorities are notified where required.

10. SURVIVOR-CENTERED APPROACH

SCL commits to:

- Respect confidentiality
- Obtain informed consent before action
- Protect survivors from retaliation
- Provide referrals for medical, psychosocial, or legal support
- Avoid re-traumatization during investigations

11. WHISTLEBLOWER PROTECTION

SCL prohibits retaliation against any individual who reports concerns in good faith.

Retaliation itself will constitute misconduct.

12. CONFIDENTIALITY

Information relating to safeguarding reports will be:

- Restricted to designated personnel
- Stored securely
- Shared strictly on a need-to-know basis

13. TRAINING & AWARENESS

SCL shall:

- Provide mandatory safeguarding induction training
- Conduct annual refresher training
- Display safeguarding reporting information visibly
- Integrate safeguarding awareness into Farm-Farmer School programs

14. GOVERNANCE & ACCOUNTABILITY

The Executive Management is responsible for:

- Oversight of safeguarding implementation
- Ensuring adequate resources for safeguarding
- Reviewing safeguarding incidents and trends
- Reporting to donors where required

The Board shall receive periodic safeguarding compliance reports.

15. MONITORING & REVIEW

This policy will be reviewed annually or sooner if required by:

- Regulatory changes
- Donor requirements
- Incident learning reviews
- The Management

16. DECLARATION

I confirm that I have read, understood, and agree to comply with this Safeguarding & PSEA Policy.

Name: _____

Signature: _____

Date: _____