

## **Brave Movement Child Safeguarding Policy**

### **Annex 7: Reporting and Responding to Concerns**

The Brave Movement approach to encouraging reporting and to responding to concerns regarding breaches of its child safeguarding policy is based on the following requirements and principles:

- (1) Brave Movement staff, volunteers and partners are obligated to report on all concerns they have about policy violations or any actions by Brave Movement staff or affiliates that have caused or potentially caused harm to children.
- (2) All reports and allegations concerning these situations will be taken seriously and investigated.
- (3) In all cases, priority will be given to the protection and well-being of children. The best interests of the child will take precedence over all other considerations.

The Brave Movement will take steps to ensure that its commitment to child safeguarding is clear and well-known. The Child Safeguarding Policy – as well as a form for reporting concerns - will be easily accessible on the Brave Movement website. References to the overall commitment, the policy and the procedures for reporting concerns will also be made in other official documents, as appropriate.

#### ***Handling allegations of violations of the policy***

The designated staff person to receive and manage reports on alleged violations of this policy (called the Brave Movement child safeguarding focal point) is the Administrative Vice-President of the Global Steering Group. If the Administrative Vice-President is unavailable or is linked to the reported concern, the alternate focal point for this policy is the Programme Manager of the Movement Action Team (MAT). The focal point (or their alternate) will do an initial review and then consult with the Movement Executive Coordinator and/or the Chair of the Global Steering Group on follow up action.

The **Administrative Vice-President of the GSG** and/or the **Programme Manager of the MAT** receive and manage reports on alleged violations of the child safeguarding policy

The **Movement Executive Coordinator** receives inputs from the Administrative Vice President of the GSG or the Programme Manager of the MAT (in their capacities as Brave Movement child safeguarding focal points) and makes decisions on follow-up. The Movement Executive Coordinator decides who else should be involved in and/or informed about the allegation. If the allegation concerns the Movement Executive Coordinator, the Brave Movement child safeguarding focal points will take the case directly to the Chair of the Global Steering Group.

The **Administrative Vice-President of the GSG** oversees follow-up action, including the conduct of an investigation, if so decided. If the concern involves the Administrative Vice-President of the GSG, the **Programme Manager of the MAT** will oversee follow-up.

The **Chairs and Vice-Chairs of the Global Steering Group and SAGE** are informed of the allegations, consulted (as appropriate) and briefed on action taken.

The Brave Movement will investigate and respond to reports of violations of this policy and of harm to children and adult programme participants in ways which are consistent with local law. As indicated in the Brave Movement Child Safeguarding Policy, at least two levels of concerns are anticipated in the reports received on alleged breaches to this policy.

- (1) Violations of the policy are seen or suspected which have the potential to cause harm to children but about which no actual harm has been observed or reported.
- (2) Violations of the policy are seen or suspected that have caused harm, directly observed or reported.

Allegations against a Brave Movement staff member will normally result in suspending the staff member from their employment immediately subject to investigation of the issue. The Brave Movement will evaluate reporting safeguarding violations to appropriate legal authorities, assessing any legal obligation to report, as well as the interests of the survivor(s). The Brave Movement will report when legally authorized to do so, unless a report is judged likely to cause greater harm to existing victims or potential future victims. In these cases, further obligations of the Brave Movement will be determined by local authorities and law.

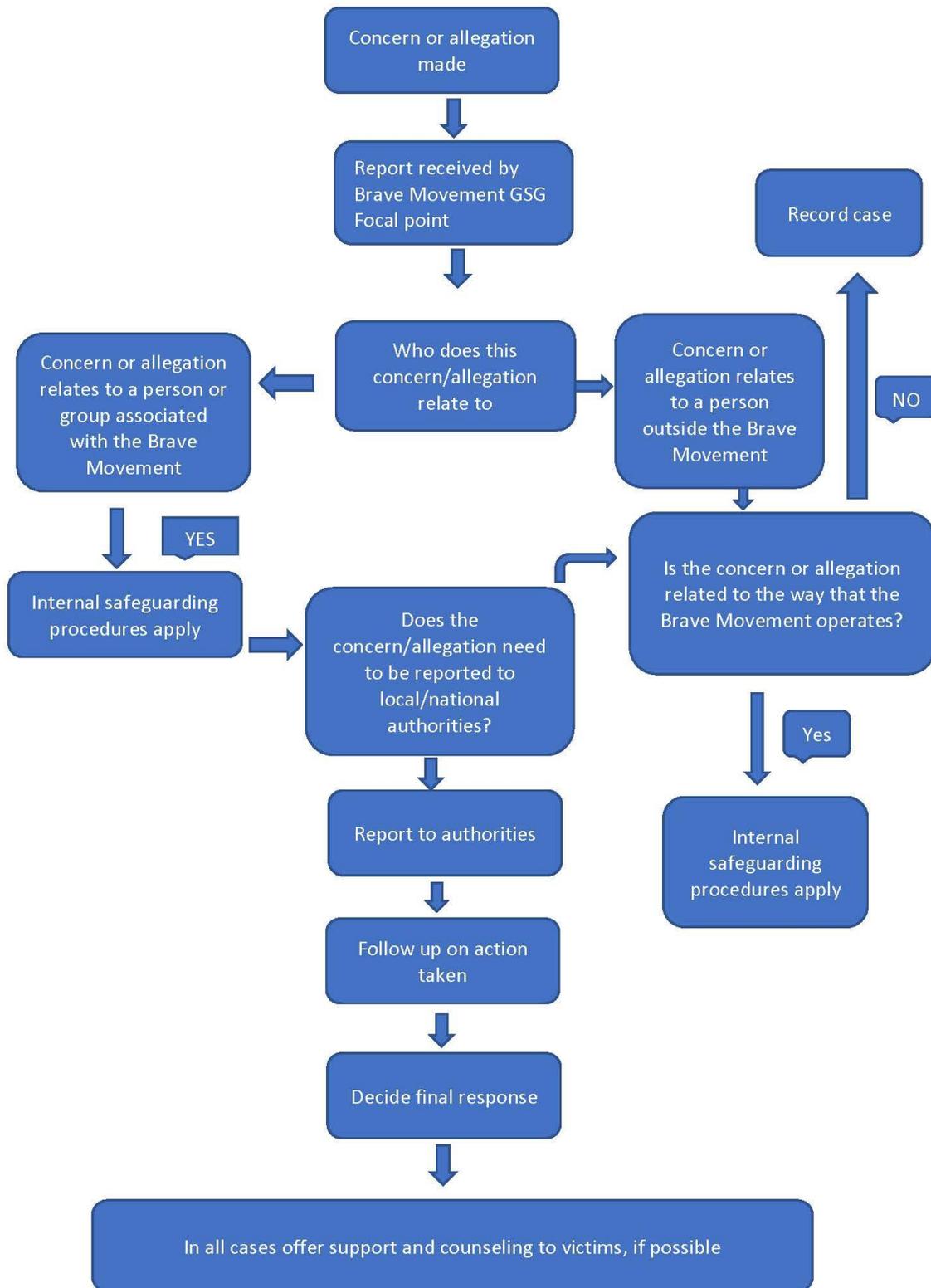
Investigations will be conducted by person(s) with the skills to do so. The Brave Movement may call on the capacity of partner organizations or external experts and services to assist in these investigations, as appropriate. The investigation will involve interviews of various parties involved, including witnesses, to gather all relevant details of the allegation. Investigations will follow a survivor- and trauma-centered approach and investigators will conduct the process in accordance with sector best practice to prevent further harm to the survivor. The Brave Movement prioritises the safety, physical and psychological health and welfare of all survivors while upholding and promoting their rights of confidentiality, equality and access to justice.

Appropriate disciplinary measures will be taken in the event that the allegation is found to be substantiated. If the allegation is found to be unsubstantiated, appropriate steps will be taken to damage to the reputation of the individual accused and address any issues, risks or organizational systems or protocols as necessary.

The Movement Executive Coordinator, in consultation with the Administrative Vice-President of the Global Steering Group, is responsible for deciding to report a concern to the local/national authorities and for making that report, if so decided. These decisions will include whether and at what point to report allegations of criminal behavior to legal authorities, balancing the need to substantiate the allegations against the risks of compromising the formal investigation.

In so far as possible, support and counselling will be made available to those involved in the report and response.

The flow chart below outline procedures for receiving and managing reports and a referral form for reporting concerns is included with this policy as **Annex 7a**.



## ***Handling disclosures from children***

The Brave Movement will receive disclosures from children with sensitivity and will strive not to re-traumatise children in their handling of complaints. If a child (or adult) discloses that they are being, or have been, abused, Brave Movement staff, partners and volunteers are expected to follow the detailed guidelines contained in Annex 6 of this policy.

Any report will be treated seriously and with confidentiality. The priority will always be the safety and best interests of the child.

Identifying information about children will be shared on a 'need to know' basis only. Any staff who raise concerns of serious misconduct will be protected as far as possible from retaliation, if these concerns are raised in good faith. Deliberate false allegations are a serious disciplinary offence and will be investigated.

The subject of the complaint (alleged perpetrator) and all witnesses must cooperate fully and openly with internal and statutory investigations and hearings. Their confidentiality will be protected and information which could identify them will be shared on a 'need to know' basis only.

When a child safeguarding concern is brought to your attention – ACT

**Act** on your concerns. If in doubt, speak out!

**Child-centered.** The protection of children is the most important consideration.

**Time counts.** Ensure timely, effective, confidential and appropriate responses to child safeguarding issues.

Source: Plan International, Child Protection Policy "Reporting and Responding to Child Protection Issues in Plan".

In so far as possible, support and counselling will be made available for those involved in the report and response.