



**IFM-SEI**

international falcon movement  
socialist educational international

## IFM-SEI Safeguarding and Child Protection Policy

March 2019

Version 1

This Safeguarding Policy applies to all volunteers, members, staff, interns, freelancers, Presidium members, Control Commission members and/or anyone working or volunteering with or on behalf of IFM-SEI.

The purpose of this policy is to:

- Protect children and young people who attend IFM-SEI activities and events
- Provide volunteers and staff with the overarching principles that guide IFM-SEI's approach to safeguarding and child protection

### What is safeguarding?

**Safeguarding** is the broader preventative and precautionary approach to planning and procedures that need to be in place to protect children and young people from any potential harm or damage. It is more than child protection, although child protection is one important aspect of safeguarding.

**Child protection** involves recognising signs of physical, sexual or emotional abuse or neglect towards minors and acting on it.

### IFM-SEI's commitment

IFM-SEI believes that a child or young person should never experience abuse of any kind, that they should be supported to feel comfortable and confident when participating in our activities and the wider society. IFM-SEI has a responsibility to promote the welfare of all children and young people and to keep them safe. IFM-SEI is committed to practice in a way that protects children and supports them to engage in activities that support our aims and principles.

IFM-SEI will not tolerate any behaviour that may harm children or young people emotionally, physically or psychologically. Such behaviour includes physical, emotional, verbal or sexual abuse, bullying, harassment, undue or harsh criticism or violence directed towards individuals or groups.

In dealing with children and young people, volunteers, members, staff, interns, freelancers, Presidium members, Control Commission members and/or anyone working or volunteering with or on behalf of IFM-SEI should not:

- a. Abuse, harass, discriminate, and victimise children. Namely they should not:
  - Physically abuse children (e.g. hit, pinch, slap)
  - Use language, make suggestions or offer advice which is inappropriate, offensive or abusive
  - Act in ways intended to shame, humiliate, belittle or degrade, or otherwise perpetrate any form of emotional abuse
  
- b. Behave physically in a manner, which is inappropriate or sexually provocative. Specifically, do not:
  - Have a sexual relationship with anyone under the age of 18 years regardless of the age of majority or consent locally. Mistaken belief in the age of a child is not a defense.
  - Have a child/children with whom they are working to stay overnight at their home unsupervised or sleep in the same room or bed
  - Tolerate or participate in behaviour of children which is illegal, unsafe, or abusive
  
- c. Develop any ‘special’ relationships with children that could be seen as favouritism (e.g. special treatment, offering of gifts)

IFM-SEI will take serious measures against any member, volunteer or staff member found in violation of this policy. IFM-SEI strives to maintain a culture of honesty and openness, supporting children and young people to work co-operatively with adults to identify what they consider likely to affect them and their safety.

In order to do this, IFM-SEI has a Code of Conduct that outlines what behavior is acceptable and what is not appropriate, including information with relation to safeguarding matters and IFM-SEI’s zero tolerance policy.

### **Safeguarding principles**

IFM-SEI recognises that:

- The welfare of the child is paramount

- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Members organisations must work in partnership with children, young people, their parents, guardians and other agencies is essential in promoting young people's welfare

All members (children, young people and adult volunteers) should be protected at all times from behaviour and attitudes they find uncomfortable. To achieve this aim:

- The needs of the children and young people are central to all activity planning
- Open communication with members of all ages and effective planning will support safeguarding of children, young people and adults
- Anyone has the right to speak out about behaviour and attitudes they find uncomfortable, they know who they should speak to in advance and be confident they will be listened to
- Every member organisation must nominate one adult member to take the lead on safeguarding issues and to develop a tailored safeguarding plan
- On every large-scale event or activity, there is a team of three people nominated to take the lead on safeguarding issues
- On small events or activities, the training team will take the lead on safeguarding issues
- Groups of children and young people on IFM-SEI camps and festivals should be supervised by a minimum of two adult members
- Physical contact should be instigated by the child or young person and should be relevant to their needs or safety
- Appropriate screening and checks need to be undertaken by member organisations with all adults regularly working with children

### **Whose responsibility is it?**

All volunteers, staff and adult members bringing or sending children and young people to IFM-SEI activities are responsible for:

- Being familiar with their member organisation's safeguarding policy and child protection procedures
- Ensuring parents, guardians, children and young people are aware of the organisation's safeguarding policy and procedures

- Ensuring that people in violation of IFM-SEI’s safeguarding policy or Code of Conduct do not attend IFM-SEI activities

The IFM-SEI presidium and secretariat is responsible for:

- Developing safeguarding policy and procedures
- Communicating to member organisations any changes in policy and procedures
- Reacting and responding to safeguarding issues taking place on IFM-SEI activities
- Reacting and responding to safeguarding issues taking place within a member organisation involving person(s) from other IFM-SEI member organisations
- Working with the IFM-SEI Presidium in cases that there is a safeguarding issue in a member organisation that is dealt with in a way that contravenes the IFM-SEI Code of Conduct and/or Aims and Principles
- Collecting monitoring data on all safeguarding activities across the organisation
- Promoting the importance of safeguarding across the organisation

### Violating the policy

If any individual associated with IFM-SEI is reported to have violated this policy and/or have committed criminal acts against children, immediate action will take place, such as:

- a. Disciplinary action, dismissal or suspension of staff, volunteers, Presidium members and/or Control Commission members. International staff or volunteers will be repatriated to their country of origin at their own expense and police reports may be filed.
- b. Give a warning letter and will be discussed in the Presidium, Congress and/or International Committee Meeting for further steps that will be given towards the individual and/or their member organisation
- c. Criminal prosecution

### Where can I get more support and information?

Refer to the IFM-SEI Code on Conduct for expectations around behaviour on IFM-SEI activities and in our member organisations, outlining how we as an educational movement can deal with situations that violate our safe space and basic values. Any further questions should be directed to the IFM-SEI Secretary General ([contact@ifm-sei.org](mailto:contact@ifm-sei.org)).