

SAFEGUARDING POLICY

Introduction: Earth Focus Foundation is engaged in facilitating quality education, livelihood and biodiversity conservation activities in villages around the buffer zone of Kanha National Park. The organization is keen on people's development through its intensive engagements with the communities and deliberately working around the identified thrust areas towards achieving this. The organization is operating from its office near Mukki Gate Manjhitola, Kanha in Madhya Pradesh and supported by a dedicated team of members facilitating the activities by way of direct engagement with the communities, schools and other stakeholders.

Vulnerable Persons Covered The policy protects:

- Children below eighteen from all forms of abuse and neglect.
- Vulnerable adults who are unable to protect themselves from harm or exploitation.
- Both groups are entitled to dignity and respect.

Responsibilities

- Board Members: Ensure safeguarding policies are in place, regularly reviewed, and effectively implemented.
- Management Team: Implements the policy, discusses safeguarding concerns, and reports annually and Conducts awareness training and ensures compliance.
- Managers & HR Staff: Train new employees and enforce protective procedures.
- All Staff: Adhere to the policy and report concerns through the Whistleblowing policy.

Earth Focus Foundation upholds a zero-tolerance approach to abuse, covering physical, sexual, financial, emotional abuse, discrimination, and neglect. Prevention and protection from such abuses are integral to Earth Focus Foundation's mission.

Protecting Vulnerable People

- Ensuring all individuals have equal rights to protection from abuse.
- Creating a safe and caring environment in all activities.
- Holding staff accountable at all times, including outside working hours.

Partners

- Earth Focus Foundation expects partners to adhere to safeguarding standards.
- All agreements with partners include a safeguarding clause.
- Earth Focus Foundation actively promotes safeguarding through public policies and guidance materials.

Reporting Abuse

- Reports of abuse are handled with confidentiality.
- Investigations are carried out under the guidance of the management team.
- Actions are taken in consultation with management and legal advisors.

Action

- Responses to abuse cases are determined by senior management teams.

Prevention

- Implementing rigorous recruitment procedures.
- Training staff on safeguarding policies.
- Regular monitoring and assessment of potential risks.

Self-Assessment Toolkit for Child Protection

- Ensures all projects maintain child protection standards.
- Outlines clear policies and guidelines for safe interactions with children.
- Includes training, reporting procedures, and safeguarding responsibilities.
- This safeguarding policy reinforces Earth Focus Foundation's commitment to the protection of vulnerable persons and ensures accountability among staff and partners.