

HNF SAFEGUARDING POLICY

The purpose of this policy is to protect from harm, adults, children, young people, and local communities who either work with Holématthi Nature Foundation (HNF) or come in contact with our team through our different community outreach initiatives or workshops. This policy applies to anyone working on behalf of HNF, including trustees, paid staff, volunteers, consultants, etc.

Safeguarding means promoting and protecting people's health, well-being, and human rights, taking their views, wishes, feelings and beliefs into account and enabling them to live free from harm, exploitation, abuse, and neglect.

We are committed to providing a safe and supportive environment for everyone involved with our organisation. We believe that everyone, regardless of age, disability, gender identity, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm, abuse, exploitation, and neglect, especially those who are in vulnerable circumstances and less able to protect themselves.

We are all responsible for our own actions and behaviour and have a duty to keep ourselves and others safe. We fulfil this intention with a respectful, caring, and honest approach in everything we do and by upholding our values. All HNF staff, trustees and leaders play an active part in keeping adults and children safe.

Our commitment to our team's safety -

- We believe in developing a trusting and respectful relationship with those we work with, recognising that they have rights and should be treated with dignity and respect.
- We ensure that those involved in our organisation and the work we do are not discriminated against by us on grounds of age, sex, gender, disability, racial heritage, religious belief, sexual orientation, appearance or cultural background, marriage, pregnancy, and maternity.
- In case a safeguarding concern is reported, we take prompt and appropriate measures. Moreover, HNF will ensure that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns.
- All staff, trustees, consultants, volunteers, and members will have access to the safeguarding policy.

Our commitment to the safety of children-

- We encourage the active participation of children and are committed to keeping them safe, and by valuing and respecting them, and listening to their concerns.
- We provide a safe physical environment for children, young people, and volunteers by introducing appropriate health and safety measures.
- We adopt the best safeguarding practices through our policies, procedures, and code of conduct for trustees, staff, consultants and volunteers to ensure that no child is subject to physical, emotional, or psychological abuse, exploitation, or neglect – either in person or online.

Our commitment to the communities' safety -

- While working with diverse forest-fringe communities and other stakeholders coming from different social and economic backgrounds, we respect and value our differences and ensure that our policies, interventions, and awareness sessions are sensitively conducted and beneficial to the communities.

- We understand that the communities follow different social norms. Our team agrees to work with local communities in a respectful way and with sensibility to understand their different realities, values, and beliefs.
- In the backdrop of the pandemic, our team conducts field work with appropriate safety precautions in place, including minimizing contact and wearing a mask at all times.
- A number of these communities are in a highly vulnerable position, and no member or associate of the team will discriminate or exploit these community members by being at an advantageous position.

How to report a safeguarding concern

If our team members or any of the people we form any kind of an association with professionally have a complaint or concern relating to safeguarding, they are encouraged to report it.

Contact:

Managing Trustee, HNF

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