



**Global Compact**  
Network UK

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# **Child Safeguarding Policy**

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**The UN Global Compact Network UK**

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# Global Compact Network UK's Child Safeguarding Policy

## Introduction

The UN Global Compact Network UK (henceforth "GCN UK", "company", "we") is the focal point for UK-based participants of the United Nations Global Compact, the world's largest corporate sustainability initiative.

Children's rights are tied to the UN Global Compact's Principles 1, 2, and 5 as well as the UN Sustainable Development Goals. The purpose of this policy is to:

- protect **all** children involved with our organisation from abuse.
- provide overarching principles guiding our approach to child protection.

## 1. Legal Framework

This policy has been drawn up on the basis of relevant international law, principally the United Nations Convention on the Rights of the Child 1989 (UNCRC), and national legislation, policy and guidance that seeks to protect children in England. A summary of the key national legislation is available here: <https://learning.nspcc.org.uk/child-protection-system/england/>

This policy should be read alongside our organisational policies and procedures, including:

- Code of Conduct
- Diversity, Equity, and Inclusion
- Whistleblowing
- Privacy Policy

## 2. Scope

This policy applies to anyone acting on behalf of the UN Global Compact Network UK in any capacity including:

- Employees, volunteers, and interns (Employees).
- Trustees, Advisory Group members (Representatives).
- Any individual or organisation with a formal agreement with GCN UK (Partners).

## 3. Definitions

- **Child:** In conformity with the UN Convention on the Rights of the Child, 1989, a 'Child' is defined as any person who is less than 18 years old.
- **Child abuse:** It includes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect, or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development, or dignity.
- **Safeguarding:** Preventing, reporting, and responding to harm or abuse of beneficiaries and others in GCN UK's sphere of responsibility.

## 4. Policy statements

**We believe that:**

- All children should never experience abuse of any kind.

- We have a responsibility to promote the welfare of all children, to keep them safe, and to practice in a way that protects them.

**We recognise that:**

- The welfare of the child is paramount.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of abuse.
- Working in partnership with children, their parents, carers, and other agencies is essential in promoting children's welfare.

**We will seek to keep children safe by:**

- Valuing, listening to, and respecting them.
- Appointing a Designated Safeguarding Officer (DSO) for children.
- Adopting child protection and safeguarding best practice through our policies, procedures, and code of conduct for Employees.
- Making sure everyone understands and applies our safeguarding policy and procedures.
- Including this policy in induction processes for new Employees and Representatives and providing training when necessary.
- Recruiting Employees safely and ensuring all background checks are conducted as necessary.
- Using our procedures to manage any allegations against Employees and Representatives appropriately.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Conducting a risk assessment and updating it on an annual basis.
- Ensuring that we have effective whistleblowing measures in place.
- Ensuring that we provide a safe physical environment for children and Employees, by applying health and safety measures in accordance with the law and regulatory guidance.
- Recording and storing information professionally and securely.
- Where children are represented, permissions are gained, and images of children taken in the public realm are rendered unidentifiable.

**5. Reporting Procedure**

- If Employees or Representatives receive an allegation against, or have concerns about, the behaviour of other Employees or Representatives, they must report these to the Designated Safeguarding Officer (DSO) by emailing them at [caterina.agnoletti@unglobalcompact.org.uk](mailto:caterina.agnoletti@unglobalcompact.org.uk).
- In the UK, Employees and Representatives who believe that a child is at imminent risk of significant harm should contact the Police by ringing 999 and then report to the DSO.
- If Employees or Representatives feel unable to raise a concern through the usual reporting processes under this policy, they should raise a concern in accordance with the GCN UK Whistleblowing policy.

## **6. Partnership Agreements**

- Employees who manage any formal/contractual relationships between GCN UK and a Partner, which bring the latter into contact with children, must ensure that the contract includes an obligation on the part of the partner to maintain robust and effective child safeguarding arrangements.

## **7. Policy Approval and Review**

- This policy will be reviewed annually by the UN Global Compact Network UK's Board of Trustees to ensure that it remains up to date and reflects the needs and practices of the organisation.
- The policy may also be reviewed if legislation changes or if monitoring information suggests that policy or practices should be altered.