

Policy Title:	SCP Safeguarding Framework Policy
Version:	1.0
Approved Date:	
Approved by:	SCP Board of Trustees
Author:	Lorna Umali, Director for HR, Admin & IT
Review Date:	1 September 2022
Applicable to:	All employees, board members and officers of Save the Children Philippines, staff deployed/seconded from SCA/SCI. All third parties: Partners, implementing and business partners, consultants, contractors, visitor and volunteers involved in the work of SCP.

SECTION I PURPOSE

Save the Children Philippines is committed to safeguard those who come in contact with our organization from all forms of abuse and harm. To do this, SCP's safeguarding framework has 3 pillars:

1. Safeguarding Children
2. Safeguarding adults in the affected populations and who come in contact with our work
3. Safeguarding our staff

This document sets out SCP's Safeguarding Policy Framework. The intention is that everyone clearly understand what we mean when we use the term **"safeguarding"**. Additionally, employees must clearly understand the standards expected of them at all times and know which policy to use if they have any safeguarding suspicions and concerns.

SECTION 2 SAFEGUARDING FRAMEWORK

I.	<p>Code of Conduct <i>Standards of Employee Behavior</i></p> <p>The Code of Conduct contains essential principles and rules that reflect the standards SCP expects from its employees, trustees, volunteers, interns, contractors, consultants, partners, and other representatives working for or on behalf of the organization in any capacity. The Code of Conduct outlines the high standards of integrity and professionalism that we expect.</p> <p>The Code of Conduct applies 24 hours a day, 7 days a week and 365 days a year. It sets out the ethical and behavioural framework, which is as relevant and</p>
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	applicable to our personal life as it is in our daily work.
2.	<p>Child Safeguarding Policy <i>Safeguarding children</i></p> <p>This policy is specifically concerned with safeguarding children, defined as anyone under the age of 18 years. The Child Safeguarding Policy covers all forms of child abuse. SCP recognises five categories of child abuse, which are sexual abuse, physical abuse, emotional abuse, neglect and exploitation. Other sub-categories may be adopted from time to time. This policy also covers poor safeguarding practice.</p>
3	<p>PSEA Policy (Protection from Sexual Exploitation and Abuse) <i>Safeguarding adults in the communities where we work</i></p> <p>This policy is specifically concerned with the protection from Sexual Exploitation and Abuse (PSEA) of adults – persons over 18 years of age. This includes direct or indirect beneficiaries of our programming and adults in the wider communities in which we work or who come in contact with our work.</p>
4	<p>Anti-Harassment, Intimidation and Bullying Policy <i>Safeguarding our employees</i></p> <p>This policy is specifically concerned with providing a safe working environment for those who work with us. It covers sexual harassment and other discriminatory and inappropriate behavior within the workforce, including intimidation and bullying.</p> <p>This policy shall be expanded to include harassment acts such as catcalling, wolf-whistling, misogynistic and homophobic slurs, unwanted sexual advances and other forms of harassment in public places such as streets, malls, public markets, transportation terminals, public utility vehicles, and other recreational spaces as well as cyberspace, based on the expanded coverage under the Safe Spaces Act.</p>

SECTION 3

FRAMEWORK DOCUMENTS

1.	SCP Code of Conduct
2.	SCP Child Safeguarding Policy
3.	Global Child Safeguarding Protocol
4.	SCP Anti-Harassment, Intimidation and Bullying Policy
5.	SCP Whistleblowing Policy
6.	UN Secretary General's Bulletin on the Prevention of Sexual Exploitation and Abuse

7.	Republic Act 9208 (Anti Trafficking in Persons Act)
8.	Republic Act 761 Special Protection of Children Against Abuse, Exploitation and Discrimination
9.	Republic Act No. 7877 Anti-Sexual Harassment Act
10.	Republic Act No. 11313 The Safe Space Act