



SAFEGUARDING & COMMUNITY PROTECTION

Public Policy & Institutional Commitment

PROTECTING CHILDREN. RESPECTING DIGNITY. STRENGTHENING TRUST.

AGAMA Charity is committed to ensuring that children, adults, families, staff, volunteers, partners and communities are treated with dignity and are protected from harm arising from our work, programmes, operations or relationships.

PUBLIC WEBSITE DOCUMENT

Version 1.0 • Public Issue • Review cycle: at least every three years, or sooner when required

1. Our Safeguarding Commitment

Safeguarding is central to responsible community development. AGAMA Charity seeks to prevent and reduce the risk of harm to every person who comes into contact with our work. This includes children and young people, adults at heightened risk, community members, programme participants, staff, volunteers, consultants, partners and visitors.

Our approach is grounded in the principle of **do no harm**, respect for dignity and rights, the best interests of the child, non-discrimination, confidentiality, accountability and safe reporting. These principles are consistent with internationally recognized safeguarding practice, including the four-part approach of policy, people, procedures and accountability. ■cite■turn0search1■

AGAMA Charity does not tolerate abuse, exploitation, neglect, sexual exploitation or abuse, sexual harassment, violence, intimidation, discrimination, retaliation, or any other conduct that places people at risk through our work.

Our safeguarding responsibility extends beyond direct programme activities. Risks may arise through recruitment, community engagement, travel, events, education activities, photography, stories, personal information, digital communications, fundraising and partnerships. International safeguarding guidance emphasizes that safeguarding should be integrated across programme and operational processes rather than treated as a standalone activity. ■cite■turn0search0■turn0search2■

Public commitment

We will listen to concerns, take reports seriously, act proportionately and promptly, protect people from further harm where possible, respect confidentiality, and refer concerns to the appropriate authorities or specialist services when required.

2. Who This Commitment Protects

AGAMA Charity applies safeguarding principles to everyone affected by or involved in our work. Particular attention is given to people who may face increased vulnerability or barriers to reporting concerns.

Children and young people

Children have the right to be safe from abuse, exploitation and neglect. AGAMA Charity places the best interests of the child at the centre of decisions concerning children and expects every person working with or around children to uphold appropriate boundaries.

Adults and community members

Community members and adults participating in our programmes should be treated with dignity, respect and fairness. We seek to identify risks that could result from power imbalances, dependency, disability, age, social exclusion or other circumstances.

People working with AGAMA Charity

Staff, volunteers, board members, consultants, drivers, suppliers, partners and other associates are expected to uphold safeguarding standards appropriate to their role. Responsibilities should be made clear during recruitment, induction, engagement and programme delivery.

Partners and suppliers

Where AGAMA Charity works through partners or service providers, safeguarding expectations should be communicated and incorporated into agreements and oversight arrangements where appropriate. The International Child Safeguarding Standards specifically emphasize responsibilities toward partners and the need to integrate safeguarding into organizational systems.

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3. Standards of Conduct

Everyone representing or working with AGAMA Charity is expected to maintain professional boundaries and behave in a manner that protects dignity, safety and trust.

Prohibited conduct

- Sexual exploitation or abuse, including using a position of trust, influence or vulnerability for sexual purposes.
- Sexual activity or sexualized conduct involving a child.
- Physical, emotional or psychological abuse, intimidation or humiliating treatment.
- Neglect or knowingly placing a child or vulnerable person in avoidable danger.
- Exchanging money, employment, goods, services or assistance for sexual activity or sexual favours.
- Using programme relationships to exploit, coerce, threaten or manipulate people.
- Discriminatory or degrading treatment connected to participation in AGAMA Charity activities.
- Retaliation against a person who raises a safeguarding concern or participates in a safeguarding process.
- Improper collection, sharing or publication of personal information, photographs or stories that could create risk.

Professional boundaries

Staff and associates should avoid private or unnecessary one-to-one situations with children, unapproved transportation arrangements, inappropriate physical contact, personal social-media relationships with children, or communications that bypass agreed safeguarding procedures.

These standards reflect the wider safeguarding principle that organizations should define clear expected and prohibited behaviours and ensure people understand them. ■cite■turn0search1■turn0search25■

4. Safer Programmes & Community Engagement

Safeguarding begins before an activity starts. AGAMA Charity aims to identify foreseeable risks and introduce proportionate controls during programme design, implementation and review.

Programme safeguards

- Assess safeguarding risks before activities involving children or communities begin.
- Design safe venues, transport, accommodation and supervision arrangements.
- Use age-appropriate and culturally respectful approaches when engaging children.
- Ensure children and caregivers understand how to raise a concern in an accessible way.
- Consider disability, language, age and other barriers when designing reporting and participation mechanisms.
- Avoid creating unnecessary dependency, exposure, stigma or public identification of beneficiaries.
- Review incidents, near misses and lessons learned to improve future programming.

Community participation

Communities should be informed about activities that affect them and, where appropriate, involved in identifying risks and solutions. Safeguarding guidance recognizes meaningful participation and engagement of affected stakeholders as an important part of identifying risks and effective local responses. [■cite■turn0search25■](#)

Do no harm

A well-intentioned project can still create risk. AGAMA Charity therefore seeks to consider not only what a programme is intended to achieve, but also unintended consequences for participants, families and communities.

5. Children, Photography, Stories & Digital Safety

Children's dignity and privacy must be protected in communications, fundraising and programme documentation. Images and stories can help explain impact, but they can also expose children to stigma, identification, exploitation or unwanted digital attention.

AGAMA Charity seeks to:

- Obtain appropriate informed consent before using identifiable images or personal stories, in accordance with applicable requirements.
- Explain, in understandable language, how an image or story may be used.
- Avoid content that is humiliating, sexualized, sensationalized or portrays a child primarily as a victim.
- Avoid unnecessary publication of full names, precise locations, school details, contact information or other identifying data.
- Use secure handling and controlled access for sensitive programme records and images.
- Apply the same safeguarding principles to websites, social media, messaging platforms and other digital environments.

A child is not a fundraising asset. Communications should preserve dignity, agency and context. International safeguarding guidance recognizes online and digital environments as part of safeguarding responsibility. ■cite■turn0search2■turn0search26■

6. Reporting Safeguarding Concerns

Anyone who has a safeguarding concern connected to AGAMA Charity's work should raise it as soon as it is safe to do so. A concern does not need to be proven before it is reported.

Report concerns about:

- Suspected abuse, exploitation, neglect or violence.
- Sexual exploitation or abuse or sexual harassment connected to AGAMA Charity work.
- Unsafe programme practices or serious safeguarding risks.
- Inappropriate conduct toward a child or adult participant.
- Improper use of images, personal information or stories that creates safeguarding risk.
- Retaliation, intimidation or threats against someone who raises a concern.

How to report

Safeguarding focal point: [Insert designated name/title]

Safeguarding email: [Insert dedicated safeguarding email]

Telephone / WhatsApp: [Insert official reporting number]

Postal / office contact: [Insert official office address]

For immediate danger or suspected criminal conduct, people should contact the appropriate local emergency, law-enforcement, child-protection or social-welfare authority rather than waiting for an internal process.

Confidentiality

Reports will be handled sensitively and shared only with people who need the information to assess, manage, refer or respond to the concern, subject to applicable law and safeguarding requirements. Good safeguarding practice emphasizes confidentiality, safety, privacy, due process and survivor-centred responses. ■cite■turn0search25■

7. Response, Accountability & Survivor-Centred Practice

AGAMA Charity will seek to respond to safeguarding concerns in a manner that prioritizes safety, dignity and the best interests of the affected person, particularly children.

Our response principles

- Take every concern seriously and assess immediate safety needs.
- Avoid blaming, judging or pressuring the person who raises a concern.
- Do not promise outcomes that cannot be guaranteed.
- Record relevant information securely and only as necessary.
- Refer cases to competent authorities or specialist services when required.
- Protect complainants, survivors and witnesses from retaliation where possible.
- Ensure that any internal action is fair, proportionate and consistent with applicable requirements.
- Use learning from concerns and incidents to strengthen prevention and programme quality.

Accountability

Safeguarding is an organizational responsibility. The Board and leadership should provide oversight, ensure clear responsibilities, support appropriate training, review safeguarding risks and monitor whether the framework is functioning in practice.

The International Child Safeguarding Standards identify accountability as one of four core organizational standards and call for regular monitoring, review and learning. ■cite■turn0search1■

8. Implementation & Continuous Improvement

This public document describes AGAMA Charity's safeguarding commitment and the standards it expects to apply across its work. Implementation should be supported by internal procedures, role descriptions, training, risk assessments, reporting arrangements and appropriate records.

Minimum implementation priorities

- Board-level oversight of safeguarding.
- A clearly designated safeguarding focal point or responsible function.
- Safeguarding expectations included in recruitment, induction and relevant agreements.
- Risk assessment for programmes involving children or communities.
- Clear reporting and response procedures.
- Appropriate safeguarding training and awareness.
- Responsible photography, storytelling and data practices.
- Periodic review of safeguarding performance and lessons learned.

Review and approval

This document should be formally reviewed and approved through AGAMA Charity's governance process. The organization should update it when there are significant changes in programmes, risks, legal requirements or safeguarding practice, and should review it at least every three years as a minimum good-practice cycle. Keeping Children Safe recommends regular monitoring and formal review of safeguarding measures. ■cite■turn0search1■

DOCUMENT CONTROL

Organization	AGAMA Charity
Document	Safeguarding & Community Protection
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Approved by	[Insert approving authority / Board]
Effective date	[Insert date of formal approval]
Next review	[Insert review date]

Reference framework: This public document has been informed by internationally recognized safeguarding principles and standards, including UNICEF safeguarding guidance and the International Child Safeguarding Standards developed by Keeping Children Safe. It is intended to be adapted to AGAMA Charity's actual governance, programmes and applicable Tanzanian requirements before formal adoption.