

## Safeguarding Children and

## Vulnerable Adults Policy

### 6.5.1 Introduction

The Leprosy Mission expects the highest standards of professional practice in all our work and contact with people - particularly with children, young people and vulnerable adults.

Abuse is a global phenomenon. It occurs in all countries and in all societies. It involves the physical, sexual, emotional abuse and neglect. It is nearly always preventable.

The Leprosy Mission Sweden believes that:

- God loves children/vulnerable adults and they have the right to be happy, healthy and secure;
- The welfare of the child/vulnerable adult is paramount;
- No individual or group should be treated any less favourably than others in being able to access services which meet their particular needs;
- All children and vulnerable adults without exception have the right to protection from abuse regardless of gender, age, race, disability, sexuality, sexual identity, or beliefs and;
- We must take positive action to promote safe practices and protect children and vulnerable adults from all forms of harm, abuse, neglect, exploitation and radicalisation where reasonably possible.

Safeguarding is a **corporate** and an **individual** responsibility.

### 6.5.2 Policy

This policy is contextualised from the [Global Safeguarding Policy](#)

The Leprosy Mission Sweden is committed to safeguarding children and vulnerable adults from harm and ensuring their rights to protection are realised.

The Leprosy Mission Sweden has **zero tolerance of exploitation, abuse and neglect of children and vulnerable adults.**

Failure to comply with this policy will be treated exceptionally seriously and will trigger disciplinary action, contract termination and/or external reporting, as appropriate.

#### a) Scope

This policy applies to:

- **All** staff of The Leprosy Mission Sweden - full-time, part-time, permanent staff and those on fixed-term contracts.
- Volunteers
- Interns
- Consultants



- Third-party contractors
- Partner organisations.

**This policy is available from the Head of People and will form part of the induction if new staff members of The Leprosy Mission Sweden.**

The Leprosy Mission Sweden will take all reasonable steps to ensure and encourage:

- All staff, volunteers, interns, consultants, contractors and relevant others are aware of, committed to and implement the policies and procedures set out in this document;
- A culture of openness to enable issues and concerns about safeguarding to be raised and discussed;
- A sense of accountability between staff/representatives so that actual and potential poor or abusive behaviour can and must be challenged; and
- That all concerns and/or allegations of abuse or neglect, including breaches of The Leprosy Mission Sweden [Code of Conduct](#), are taken seriously and responded to promptly and appropriately, including that they are reported internally in accordance with the policy and to external authorities, regulators and others as appropriate.

### **c) Definitions**

**Child** means any person under the age of 18 years.

**Vulnerable adult** means any person aged 18 or over who is or may be in need of care and support (e.g. health care, relevant personal care or social care) and is experiencing or is at risk of abuse or neglect and, as a result of this, is unable to protect themselves from either the risk or experience of neglect or abuse. (It should be noted that whereas the methods of planning for the protection and safety of vulnerable adults are very similar to that of children, the legislative framework is very different. This particularly applies to such matters as reporting abuse when the adult has a legal status quite different from that of a child.)

**Abuse and neglect** are forms of maltreatment of a child or vulnerable adult. Somebody may abuse or neglect a child or vulnerable adult by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family, in an institutional or community setting; by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children. Abuse of children can be physical, sexual, emotional, financial or due to neglect. Abuse of vulnerable adults can vary from treating someone with disrespect in a way which significantly affects the person's quality of life, to causing actual physical suffering. Abuse can be a single or repeated act or omission, which causes harm or distress. Abuse of vulnerable adults can be physical, financial, discriminatory, due to neglect or omission, psychological, sexual, organisational or as a result of self-neglect, modern slavery, domestic violence.

**Child Protection** is part of safeguarding and promoting welfare and is the activity undertaken to protect specific children who are suffering or likely to suffer (significant) harm.

**Child Safeguarding** is a term which is broader than 'child protection' and relates to the action taken to promote the welfare of children and protect them from harm. Safeguarding and promoting the welfare of children is defined in *Working together to safeguard children* (2015, updated in February 2017)<sup>1</sup> as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

**Adult Safeguarding** is defined in the Care Act 2014 (UK) statutory guidance.<sup>2</sup> It means protecting an adult's right to live in safety, free from abuse and neglect. It is about people and organisations working together to prevent and stop both the risks and experience of abuse or neglect, while at the same time making sure that the adult's wellbeing is promoted including, where appropriate, having regard to

<sup>1</sup> Available at: <https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

<sup>2</sup> Available at: <https://www.gov.uk/government/publications/care-act-statutory-guidance/care-and-support-statutory-guidance>

their views, wishes, feelings and beliefs in deciding on any action. This must recognise that adults sometimes have complex interpersonal relationships and may be ambivalent, unclear or unrealistic about their personal circumstances.

TLM notes that the following groups are at enhanced risk of being vulnerable to neglect, abuse and/or exploitation:

- children under 18 years of age;
- a person with a physical, sensory, mental, intellectual or emotional impairment, including people affected by leprosy;
- an older person who is particularly frail;
- an unpaid carer who may be overburdened, under severe stress or isolated;
- a homeless person;
- any person living with someone who abuses drugs or alcohol;
- women who may be particularly vulnerable as a result of isolating cultural factors; and
- internally displaced people and refugees.

The presence of one or more of these factors does not necessarily mean that the adult is vulnerable – age, disability or physical illness for example should not lead to the automatic assumption that the individual is vulnerable. **A key factor in each case is whether the individual is able to take steps to protect and promote his or her interests.**

The presumption is that adults have mental capacity to make informed choices about their safety and how they live their lives. Every time we become involved on a safeguarding issue we need to take into account the ability of adults to make informed choices about the way they want to live and the risks they want to take, to the extent that they have sufficient mental capacity to do so<sup>3</sup>. This includes how able they are:

- to understand what is likely to result from or affect their situation;
- to take action themselves to prevent abuse; and
- to take part as fully as they can in making decisions about getting other parties involved.

### **Regulated Activities**

Regulated activity (i.e. work that a barred person must not do) **in relation to children** includes, in summary:

- i. unsupervised activities: teach, train, instruct, care for or supervise children, or provide advice/guidance on well-being, or drive a vehicle only for children;
- ii. work for a limited range of establishments ('specified places'), with opportunity for contact: e.g. schools, children's homes, childcare premises, but does not include work by supervised volunteers;
- iii. relevant personal care, e.g. washing or dressing; or health care by or supervised by a health care professional;
- iv. day to day management or supervision of those carrying out regulated activity (or which would be regulated activity if it was unsupervised).

Work under (i) or (ii) is regulated activity only if done overnight or **regularly** (i.e. once a week or more often, on 3 or more days in a 30-day period or overnight). If the activity in (i) or (ii) is to be undertaken infrequently or under supervision, an enhanced criminal record disclosure check can and should still be sought, but without a check of the barred lists.

**In relation to vulnerable adults**, "regulated activity" includes the following, **regardless of frequency**:

- i. healthcare provided by, or under the direction or supervision of, a health care professional;
  - ii. providing personal care (which includes physical assistance with eating, drinking, washing etc., or prompting and supervising where the person is unable to make a decision without prompting and supervising);
  - iii. relevant social work by a social care worker to an adult;
  - iv. assistance in relation to general household matters to an adult who is in need of it by reason of age, illness or disability;
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- v. any relevant assistance in the conduct of an adult's own affairs; and
- vi. the conveying of adults who need to be conveyed by reason of age, illness or disability.

#### **d) Responsibilities**

The following defines the different levels of responsibilities related to Safeguarding starting by the responsibilities of **all individuals**, the Board, the Designated Safeguarding Lead (DSL), External Partner Organisations, Member countries, and the Global Designated Safeguarding Officer (DSO)

##### **Individuals**

Safeguarding is everyone's responsibility. Therefore responsibility for the effective implementation of this policy lies with staff at all levels of The Leprosy Mission Sweden.

This includes understanding this policy, the standards and processes that it relates to and being committed to supporting a working environment where children vulnerable adults feel safe and valued.

Failure to adhere appropriately to this policy in the absence of reasonable excuse may, in the case of staff, result in disciplinary action or termination and, in the case of consultants and contractors, enforcement action in accordance with their contractual arrangements with The Leprosy Mission Sweden.

##### **Interaction with children and vulnerable adults**

You must confirm in writing that you have read and understood this policy and agree to abide by The Leprosy Mission Sweden [Code of Conduct](#)

- All The Leprosy Mission Sweden staff and other representatives, and those of its partners, should be approachable and respectful to children and vulnerable adults and act in their best interests.
- Children and vulnerable adults should be encouraged to give their own accounts as much as possible, rather than letting others speak on their behalf.
- Portrayals of children and vulnerable adults should be accurate and balanced, with emphasis upon their dignity.
- To the extent that individuals have not been the subject of appropriate background checks as outlined below, they must be supervised at all times by those who have been so checked.
- No personal information (such as location) which could put a child or adult at risk should be posted on a The Leprosy Mission Sweden website or published in public-facing literature.
- Those working for or in connection with The Leprosy Mission Sweden should always ask permission from children or vulnerable adults (or, in the case of young children, their carer or guardian) before taking images (e.g. photographs, videos) of them, and respect their decision to say no to an image being taken. Images taken of children must be respectful and only used fairly, lawfully and otherwise appropriately in accordance with local information law. If possible the child/guardian/vulnerable adult/carer should sign an informed consent form, which should subsequently be filed securely.

##### **Board**

The Leprosy Mission Sweden Board has the ultimate responsibility for overseeing the implementation and monitoring of this policy.

Safeguarding will be included as a standing item on the agenda of the TLMI Board every time it meets. The Director will report on the implementation and of this policy at each meeting.

##### **Designated Safeguarding Lead**

The Leprosy Mission Sweden has a local **Designated Safeguarding Lead (DSL)**.

For The International Office, the DSL is the International Director, deputised by the Human Resources Manager. Their contact details can be found at the end of this policy.

The International Director, in collaboration with the Head of People, will be responsible for the day-to-day effective implementation of this safeguarding policy and the related procedures in The International Office.

They will ensure that:

- Any complaint, concern or suspicion relating to the abuse of children or vulnerable adults is **reported** in accordance with this policy.
- All **reports** of safeguarding concerns are promptly **followed up** according to due process.
- Proper and complete **records** are kept of safeguarding and health and safety incidents, including any incidents recorded by partners' representatives. All such records are to be kept securely and in accordance with local information law requirements and be accessible on a need-to-know basis only.
- All staff and other International Office representatives are adequately **trained** and aware of their responsibilities under this policy, at a level commensurate with their role in the organization.
- Stringent safeguarding procedures when **recruiting and managing** staff and associated personnel are in place.
- This **policy** is **enforced** appropriately including in relation to all The International Office staff, partners and relevant others.

### **External partner organisations**

The International Office requires that The Leprosy Mission Sweden has its own Safeguarding policy **or equivalent** (which provides the same or a higher level of protection than this policy, in full compliance with local law and best practice) **or in the absence of their own policy they should abide** by The International Office Safeguarding Policy for the duration of the partnership agreement/arrangement.

The International Office also requires that partners provide the same, or a higher, level of protection for children and vulnerable adults provided for in this policy in accordance with applicable law, regulation and best practice.

### **Member Countries**

The Leprosy Mission Sweden has its own Safeguarding Policy and its own local Designated Safeguarding Lead. When visiting any Member country you should familiarise yourself with who is the local DSL.

### **Global Designated Safeguarding Officer**

The Global Fellowship has appointed a Global Designated Safeguarding Officer (DSO) in order to fulfil Charity Commission requirements and to support Members Countries in developing and maintaining a safeguarding culture and implementing and monitoring the safeguarding policy. The Global Designated Safeguarding Officer (DSO) is Jannine Ebenso (Head of Quality Assurance) who works closely with the TLMI Trustee Safeguarding Lead, Anne Ratliff to fulfil this supportive role and also to ensure that the appropriate reports are submitted to the TLMI Board, and where necessary to the appropriate external authorities.

### **e) Staff recruitment and vetting**

All reasonable steps should be taken to ensure unsuitable people are prevented from working with children and vulnerable adults. The Leprosy Mission Sweden is committed to safe recruitment, selection and vetting.

Where The Leprosy Mission Sweden become aware that any current staff member may pose a risk to children and/or vulnerable adults we will comply with the applicable legislation and criminal record disclosure guidance in respect of referring that representative to the criminal record disclosure authorities, if appropriate.

The type of disclosures, checks, forms, and declarations required upon employment will depend on each role and will include some or all of the following as appropriate:

#### **Code of Conduct**

All staff must to read and sign the [Code of Conduct](#) before they are employed. The code of conduct will be reviewed annually, and the staff asked to re-sign it.

#### **Recruitment and selection practices**

In addition to the above checks, The Leprosy Mission Sweden will adopt the following recruitment practices:

1. All job descriptions and person specifications should contain specific reference to the responsibilities of the post holder for implementing The Leprosy Mission Sweden Safeguarding policy and procedures.
2. Advertisements for vacancies should clearly state that a Safeguarding Policy, including screening procedures, are in place.
3. Candidates will be asked to read this Safeguarding Policy in advance of their final interview.
4. Particular attention should be paid to gaps in an individual's employment history and frequent changes of employment and/or address.
5. Appropriate questions will be included at interview to explore the individual's previous involvement with children/vulnerable adults and any attitudes that give rise to concern.
6. The successful candidate will be required to provide proof of identity (passport, driver's licence, identity card) and to sign The Leprosy Mission Sweden Code of Conduct.
7. Where possible, three references will be checked for all prospective employees: from the individual's current line manager, previous line manager and a character reference. References from family members will not be accepted.
8. All essential qualifications will be verified to the satisfaction of the Head of People.

#### **f) Training**

The International Office will provide appropriate training according to your role and responsibilities to ensure that you understand how you can work safely with children and vulnerable adults. The level and frequency of training will depend on job roles. Everyone will be kept updated and informed of safeguarding developments.

#### **g) Awareness and confidentiality**

The Leprosy Mission Sweden staff has a responsibility to be aware of and alert to potential threats to children and vulnerable adults.

An allegation of exploitation, abuse or neglect is a serious issue. In following this policy and local procedures, it is essential that all parties maintain appropriate confidentiality. Sharing of information, which could identify an alleged victim or an alleged perpetrator, should be purely on a 'need to know' basis. Unless abuse has actually been proved to have occurred, one must always refer to 'alleged abuse' or other such language as is appropriate.

#### **h) Monitoring of this Policy**

The Country Leader in collaboration with the Head of People are responsible for the implementation and monitoring of this policy, with oversight from The Leprosy Mission Sweden Board.

#### **i) Violation of this Policy**

If any individual associated with The Leprosy Mission Sweden is found to have violated this policy or committed acts in relation to children or vulnerable adults which are criminal or grossly infringe a child or vulnerable adult's rights, disciplinary action will take place. This may include:

- Employees – disciplinary action or dismissal
- Volunteers, interns – ending the relationship with The International Office
- Local partner organisations – withdrawal of funding/support and ending the relationship with The Leprosy Mission Sweden
- Consultants/contractors – termination of contract
- Criminal prosecution

- Report to local authorities where appropriate (e.g. DBS, CEOP, or comparable authorities in other countries)

#### **j) False/Malicious Accusations**

If a staff member raises a legitimate concern about suspected abuse or safeguarding concerns which proves to be unfounded on investigation, no action will be taken against the notifying staff member or representative (zero reprisal). However, any staff member or representative found to have made false and/or malicious accusations should expect to face disciplinary action. The Leprosy Mission Sweden may take legal or other appropriate action in the circumstances.

#### **k) Support**

The welfare of a child or vulnerable adult is of prime importance to The Leprosy Mission Sweden. If any abuse is proven or suspected, every practicable effort is to be made to assist the child/vulnerable adult in coping with any trauma or guilt they may be experiencing. This may include psychological counselling or another form of assistance deemed necessary or appropriate.

#### **l) Safeguarding Self-Disclosures**

If you are subject of a safeguarding investigation, due to allegations made against you, regardless of the organisation or body emerging the accusations, you must inform the Country Leader and Chairman of the Board who, with the appropriate consultation, will decide if any preventive action is needed while investigations are taken place. This may involve temporary suspension pending any investigation. If appropriate, this may ultimately involve the appropriate disciplinary procedure being implemented.

**Failure to inform the Country Leader and the Chair of the Board of Safeguarding allegations made against you may result in disciplinary action and lead to dismissal.**

#### **m) References**

When providing references to prospective employers, TLM is committed to ensuring that any reference is as fair, accurate and transparent as the law allows (including local labour laws). Any reference that makes mention of safeguarding must be approved by the Country Leader.

**Where this policy may not be complete or jurisdiction(s) are not covered the [Global Safeguarding Policy](#) will apply.**

### **6.5.3 Reporting safeguarding concerns**

The Leprosy Mission Sweden will do all we can to ensure that a culture of openness exists and is continually cultivated to enable any issues or concerns to be raised by or discussed.

The Leprosy Mission Sweden recognises that it has a duty of care to protect children and vulnerable adults, consistent with the UN Convention on the Rights of the Child (UNCRC) 1989, the applicable laws in the countries in which it operates, and relevant Swedish laws.

This section clarifies the procedures and guidance related to reporting actual or suspected abuse and responding to a disclosure.

This guidance is to be read alongside other relevant TLM policies and procedures, including the whistleblowing and disciplinary processes. In the event of overlap between this policy and any other, this policy shall prevail.

If a child or vulnerable adult or third party makes an allegation of abuse or discloses information about an incident or incidents which could be construed as abuse you should:

- Find an appropriate and early opportunity to explain that it is likely that the information will be shared with others. **Do not promise to keep secrets** even if the person says that they will 'only tell' if it is a secret. If the person decides not to tell you further information in case you tell others, you must record that s/he wanted to make a disclosure so that the DSL can follow up as necessary;
- **Listen calmly and record only what is said.** Do not interpret what is said in your own words as this can change the meaning;

- Ask questions only to **seek clarification** but make sure they are not leading questions. For example: “Tell me exactly what happened?”, “Then what did they do?” rather than “So did they molest you?”
- **Do not attempt to 'interview' or challenge** a child or vulnerable adult as this is a highly sensitive and specialised area and you may inadvertently do more harm than good;
- **Explain what will happen next** and who will be told;
- Make certain you distinguish between what has actually been said and any inferences you may have made. **Accuracy is paramount;**
- **Do not attempt to investigate** the allegations;
- **Do not permit your personal doubt to prevent** you from making a report to the local DSL or other appropriate person; and
- **Do not discuss the matter with any other person** and ensure that all records that you have made or have been given are passed to the local DSL and otherwise held securely.

#### a) What to report

A non-exhaustive list of types and signs of abuse can be found in the document [Recognising signs of Abuse](#) and it is your responsibility to identify and report concerns in relation to the presence of these indicators.

The first priority is always to remove a person from actual, or the threat of, immediate harm. If a child/vulnerable adult is in immediate danger or in need of medical assistance, appropriate action must be taken, e.g. contacting the police and/or an ambulance. Do not leave the child or vulnerable adult in any situation where abuse might continue. Once this has taken place, reporting in accordance with this policy must be the next step.

#### b) How to report

If you are the recipient of a disclosure or develop concerns or suspicions regarding abuse or exploitation by a fellow staff member, representative or otherwise (whether in the same organisation or not), **you must report such concerns**. This includes completing the [Reporting Form for Safeguarding Concerns or Disclosures](#), **as soon as practicable but definitely within 24 hours**.

#### Internal process

##### **If the concern is related to someone in The Leprosy Mission Sweden**

**Report it as soon as possible (definitely within 24 hours)** to the Country Leader or the Chair of the Board. If you don't feel comfortable reporting to the Country Leader or the Chair of the Board (for example, if they are implicated in the concern) you may report to any other member of the Senior Leadership Team or to the TLMI safeguarding trustee [safeguarding@leprosymission.org](mailto:safeguarding@leprosymission.org)

A copy of the reporting form should be sent to [DSO@leprosymission.org](mailto:DSO@leprosymission.org)

##### **If the concern is related to someone in another Member country (during a visit to that country)**

**Report it as soon as possible (definitely within 24 hours)** to the local Designated Safeguarding Lead and the County Leader. You can find out who is the local Designated Safeguarding Officer by checking on the header of the relevant country workspace on Glasscubes

If you don't feel comfortable reporting to any of them (for example if you feel that the report will not be taken seriously, or if they are implicated in the concern) you may report directly to the Designated Safeguarding Officer [DSO@leprosymission.org](mailto:DSO@leprosymission.org)

A copy of the reporting form should be sent to [DSO@leprosymission.org](mailto:DSO@leprosymission.org)

##### **Independent, external confidential reporting line**

The Leprosy Mission has a contract with **Safecall** who will provide a confidential reporting line that can be used by staff when they do not feel comfortable raising concerns through the internal channels. The reporting hotline is available for many kinds of reports, including those wider than safeguarding.

You can raise your concerns by:

<b>Safecall Phone:</b> 0800 915 1571 (UK calls only)
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<b>Safecall Website:</b> <a href="http://www.safecall.co.uk/report">www.safecall.co.uk/report</a>
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**Safecall** will submit a comprehensive report on the concern raised to the Global Fellowship's Designated Safeguarding Officer who is mandated by law to act on the report.

**c) Disclosures of historical abuse**

**Disclosures of historical abuse** will be treated in the same way as disclosures of current abuse, particularly where there may still be a risk to children and/or vulnerable adults.

**d) Investigation**

The Leprosy Mission Sweden will:

- take seriously ALL concerns that are raised.
- put the safety of the alleged victim as our first priority.
- listen to and take seriously the views and wishes of children, vulnerable adults and any other beneficiary.
- Ensure that those conducting the investigation are qualified to do so
- not compromise in order to save our Organisational reputation
- investigate every concern raised appropriately, according to the process laid out in England & Wales law (and where relevant to local laws in other countries).
- involve relevant external authorities as appropriate
- ensure that there is no reprisal for raising a genuine safeguarding concern whatever the outcome of the investigation. When the investigation shows that the report was made maliciously, the disciplinary policy applies.
- report any criminal activity that is uncovered in the investigation to police.

**e) If you are not satisfied**

If you are not satisfied with the action taken, you may make your own report to the Global Designated Safeguarding Officer at [DSO@leprosymission.org](mailto:DSO@leprosymission.org). Support will be made available if the disclosing member of staff is distressed by the incident or the reporting of it.

**6.5.4 If a concern is raised about you**

The following steps will apply:

1. You will be informed that allegations have been made against you and given an opportunity to respond, in accordance with the disciplinary process contained in The International Office Grievance and Disciplinary Policy.
2. Suspension and/or the appropriate disciplinary procedure may be implemented pending any investigation.
3. Depending on the concern that is raised, we may have to inform the police or the relevant child protection service as soon as we receive a report.
4. A thorough investigation will take place - either an internal one, or if it is felt necessary, involving external authorities. The Country Leader will decide if external authorities will be involved
5. At the conclusion of the investigation, you will be informed of the results of the investigation and what corrective action, if any, will be taken.

All information concerning an alleged incident and investigation will be documented in writing. All documentation will be kept in a secure location accessible only to the Country Leader or the Chair of the Board. (this applies to soft copies and hard copies)

We will take very seriously the following aspects:

- The primary concern will be the protection of children and vulnerable adults.
- The need to maintain confidentiality.
- Under Swedish law, we have to report any suspected child abuse/exploitation or neglect to the police
- A proven case of child/ vulnerable abuse (including pornography) constitutes gross misconduct leading to instant dismissal.
- In the event of an alleged offender being proved innocent the utmost support will be given to the individual including the possibility of reassignment.

You have the **right to appeal** the outcome from an investigation using the appeal procedure contained within The International Office **Grievance and Disciplinary Policy**.

### 6.5.5 Important Safeguarding contacts

<b>Designated Safeguarding Lead International Director</b>	Brent Morgan <a href="mailto:brent.confidential@leprosymission.org">brent.confidential@leprosymission.org</a>
<b>Deputy Designated Safeguarding Lead Head off People</b>	Damaris Villanueva <a href="mailto:damaris.villanueva@leprosymission.org">damaris.villanueva@leprosymission.org</a>
<b>TLMI Trustee Safeguarding Lead</b>	Anne Ratliff <a href="mailto:safeguarding@leprosymission.org">safeguarding@leprosymission.org</a>
<b>Global Designated Safeguarding Officer</b>	Damaris Villanueva <a href="mailto:DSO@leprosymission.org">DSO@leprosymission.org</a>
<b>Global Deputy Designated Safeguarding Officer</b>	Jannine Ebenso <a href="mailto:DSO@leprosymission.org">DSO@leprosymission.org</a>
<b>Swedish Designated Safeguarding Lead Country Leader</b>	Johan Bäckrud <a href="mailto:johan.backrud@lepramissionen.se">johan.backrud@lepramissionen.se</a>
<b>Swedish Trustee Safeguarding Lead</b>	Bo Arvidsson <a href="mailto:bo.arvidsson@gmail.com">bo.arvidsson@gmail.com</a>

**Any concern related to the contents of this policy should be raise to the Country Leader or the Chair of the Board**

### **Commitment**

I have read and understood my responsibilities outlined in this Safeguarding Policy and these procedures. I agree with the terms contained herein and accept the importance of complying with these provisions while working with or representing TLM and its partners in any way. I understand that the consequences for non-compliance could have serious repercussions, including disciplinary action, suspension and/or immediate dismissal. I also understand that TLM will need to report concerns to donors, other organisations, professional bodies, and/or the police. If any of my personal circumstances change that might affect my ability to undertake my duties within TLM and that may create a possible risk to children, vulnerable adults or others, I undertake to inform TLM's Designated Safeguarding Lead in-country or Global DSO immediately and seek his/her guidance.

**Name:** \_\_\_\_\_ **Date:** \_\_\_\_\_

Job title/role/position: \_\_\_\_\_

Affiliation/Organisation: \_\_\_\_\_

Address: \_\_\_\_\_

Signature: \_\_\_\_\_