

# END VIOLENCE AGAINST CHILDREN

## Safeguarding Framework

**Date effective:** October 2022

**Date for review:** October 2025

### Introduction

The Global Partnership and Fund to End Violence Against Children (End Violence) was launched by the UN Secretary-General in July 2016. It is a unique public-private coalition focused solely on achieving Sustainable Development Goal 16.2: to end all forms of violence against children by 2030.

End Violence recognises that everyone connected with our work has an equal right to protection and our safeguarding measures apply equally to everyone regardless of their gender, culture, ethnicity, age, religion, sexual orientation or ability. This framework provides an overview of the measures End Violence has in place to safeguard children, young people, adults in vulnerable circumstances, and others with whom we come into contact.

This framework is divided into three sections:

- 1. Safe People**, which outlines the behaviour expected from all End Violence personnel, consultants and others representing our organisation.
- 2. Grantee Partners**, which details our expectations for safeguarding in our grantee partners and how we assess and support them.
- 3. Partnership Ecosystem**, which addresses our approach to safeguarding when engaging with our larger partnership ecosystem, including engagement with funders, members of the partnership and children and young people.

Each section includes information on how to access more detailed guidelines and procedures that guide our team on implementing safeguarding across all aspects of their work.

### Definitions

End Violence defines **safeguarding** as the policies, practices and organisational culture that are developed to prevent the abuse or exploitation of anyone who comes into contact with the organisation, including grantees, beneficiaries, suppliers, and other stakeholders. Safeguarding requires organisations to take all reasonable steps to prevent abuse and exploitation and to respond appropriately whenever safeguarding concerns are raised.

This is a broad definition that includes:

- Child safeguarding
- Safeguarding adults who are at increased risk of harm or less able to protect themselves due to disability, age, mental or physical ill-health or socio-economic factors (“Adults in vulnerable circumstances”)
- Protection from sexual exploitation, abuse, and sexual harassment (“PSEAH”).
- Protection from other forms of harm, including physical and psychological abuse

See Appendix I for other important definitions.



## Section 1: Safe People

### 1.1 Code of Conduct

End Violence is an independent trust fund hosted by the United Nations Children's Fund (UNICEF) and administered under UNICEF's rules and regulations. End Violence subscribes to the [UN-wide IASC Six Core Principles Relating to Sexual Exploitation and Abuse](#).

In line with these core principles, all End Violence personnel are expected to follow a Code of Conduct which helps ensure a safe environment for everyone connected with our work and aims to protect the children and communities with which we engage. In addition, visitors to our programs will be asked to read and adhere to the End Violence Visitor's Agreement which reflects the expectations set out in this Code of Conduct.

Each section includes information on how to access more detailed guidelines and procedures that guide our team on implementing safeguarding across all aspects of their work.

#### *Professional Conduct*

- Treat everyone with dignity and respect and do not engage in any form of harassment, intimidation, victimization, abuse or exploitation.
- Do not discriminate, directly or indirectly, against any person on the basis of race, ethnicity, sexual orientation, gender identity or expression, nationality, ethnic or social origin, religion, culture, language, age, disability or any other status.
- Behave in a manner that upholds the values of End Violence and avoid any conduct which could damage the reputation of the organization.
- Report any concerns about the safety of any individual connected with our work immediately to End Violence's safeguarding Focal Points.

#### *Interactions with Children and Adults in Vulnerable Circumstances*

- Always treat children and adults in vulnerable circumstances with dignity and respect
- Use appropriate language and behaviour and avoid any language or behaviour which could be deemed harassing, abusive, sexually provocative or demeaning.
- While carrying out your duties for End Violence, ensure another adult is present when spending time with children and avoid favoring or spending excessive time with specific children to the exclusion of others.
- Sexual activity with children is prohibited, including paying for sexual services, i.e., exchange of money, employment, goods or services. This applies regardless of the age of consent and mistaken belief regarding the age of a child is not a defense.
- Never engage in sexual activity with adults in vulnerable circumstances who may be participating in programs funded by End Violence, as the inherent power imbalance is open to exploitation and abuse. This includes the exchange of money, offers of employment, goods or services for sex.
- Never use children for domestic or other labour when it is inappropriate for the child's age or developmental capacity, in breach of local law, interferes with the time available for education and recreational activities, or places them at significant risk of injury, exploitation or abuse.
- Never use adults in vulnerable circumstance for free labour, indentured servitude, or otherwise underpay for work in an exploitative manner.





- The use of any device to access, view, create, download or distribute sexual images of children is prohibited.
- Physical punishment, discipline or use of physical force of any kind is prohibited.

### **Visits to Partners, Programs and Communities**

- Only visit End Violence programs with the prior approval and knowledge of End Violence and the grantee.
- Always ask the grantee partner if they have any specific safeguarding measures that should be followed and always adhere to their instructions.
- Only take photos or videos on personal devices with explicit, written approval and follow the Media and Communications guidelines below
- Never possess, use or be under the influence of alcohol or drugs while on program visits.
- Do not ask for or accept personal contact details (including social media addresses, Skype details, email, phone numbers) from any child or family supported through or engaged in End Violence activities.

Compliance with this code of conduct is mandatory. Any breach will be taken seriously and should be reported to End Violence's safeguarding Focal Points.

Click [here for the Visitors' Agreement](#) document and [here for the Before You Go](#) document.

## **1.2 Safe Recruitment**

Following UNICEF and End Violence policies, recruitment of all employed staff, consultants, contractors and interns within End Violence must adhere to the following:

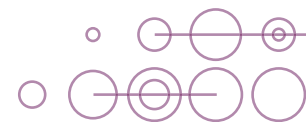
- Advertisements include a statement regarding End Violence's commitment to safeguarding and zero tolerance towards sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination.
- Potential candidates are interviewed to check their suitability for the role.
- At least three references will be sought from persons with whom the candidate has worked closely. This provides an opportunity to ask probing questions and seek clarification regarding the candidate's skills, competencies, attitudes, general conduct, and if there were any safeguarding concerns in their previous role.
- Additional background checks include the verification of academic credential(s) and employment history.
- End Violence does not routinely carry out criminal background checks as personnel have limited contact with children and adults in vulnerable circumstances and all contact is supervised. If in the future, End Violence creates any new roles which requires unsupervised access to children and/or adults in vulnerable circumstances, End Violence will consider whether criminal background checks are warranted for this role.

## **1.3 Training and Support**

To ensure that all personnel can fulfil their safeguarding responsibilities, End Violence requires the following training and support:

- All End Violence personnel take mandatory online courses on Prevention of Sexual Exploitation and Abuse (PSEA), Prevention of Sexual Harassment and Abuse of Authority (PSHAA) and child safeguarding training. These include expected standards of conduct, how to report concerns, whistleblowing and the right to protection from retaliation.





- All End Violence personnel are made aware of their PSEA and safeguarding responsibilities during the induction process, will read the End Violence Safeguarding Framework, and sign a tracker to confirm completion.
- Once in post, all staff are provided opportunities to discuss safeguarding concerns through regular meetings with supervisors.
- Staff will receive a briefing and/or refresher training on safeguarding after each review of the End Violence Safeguarding Framework to ensure that they are aware of their responsibilities and any changes in End Violence policies & procedures.
- End Violence is a member the Funder Safeguarding Collaborative network, a forum which provides specialised knowledge and experience exchange on safeguarding for grant making organizations. This will be a source of technical advice, support and training for staff with designated responsibilities for PSEA and safeguarding and for wider End Violence team.

## 1.4 Roles and Responsibilities

All End Violence **personnel** are responsible for:

- Ensuring they are aware of and adhere to End Violence's Safeguarding Policy and Code of Conduct;
- Ensuring they proactively identify and mitigate safeguarding risks within their area of work;
- Reporting any safeguarding concerns immediately to End Violence's Safeguarding Focal Point.

While all End Violence's personnel have a responsibility to safeguarding, certain roles have additional safeguarding responsibilities, including:

- **Two Designated Safeguarding Focal Point** who are responsible for coordinating safeguarding efforts across the partnership and are the first point of contact for safeguarding concerns
- **Leadership Team / Workstream Leads** who are responsible for ensuring that End Violence's safeguarding policies and procedures are implemented in their area of operation.
- End Violence **Executive Director** who has overall responsibility for safeguarding.
- **UNICEF**, who is responsible for establishing standards for safeguarding and PSEA and conducting investigations for allegations involving End Violence personnel.
- End Violence **Executive Committee** ensures good safeguarding governance within End Violence.

**Designated Safeguarding Focal Points:**

1. **Sally Burnheim, Deputy Director**, [sally.burnheim@end-violence.org](mailto:sally.burnheim@end-violence.org)
2. **Sandra Daniels-Harte, HR Focal Point**, [sandra.daniels-harte@end-violence.org](mailto:sandra.daniels-harte@end-violence.org)

[Click here for the End Violence Safeguarding Roles and Responsibilities.](#)

## 1.5 Guidance for End Violence Personnel in Reporting and Responding to Safeguarding Concerns

To ensure a safe environment for everyone connected with our work, End Violence personnel have a duty to report any concerns of harm, abuse or exploitation that are disclosed to them or that they observe. This includes rumors or suspected abuse. It is the responsibility of End Violence as an organization, not individual staff, to follow up all safeguarding concerns and decide what action is required.





## ***Responding to Disclosures***

If you become aware of a safeguarding concern, the safety and welfare of the person who is suffering or at risk of harm will always be the first priority.

- If the harm or abuse is reported directly to you, listen and provide reassurance to the individual.
- If there is an immediate risk, take action to ensure the individual's safety and contact the relevant authorities, unless reporting is likely to result in additional harm.
- Do not investigate or try to address the concerns yourself as this may place you or others at risk.
- Never agree to keep secrets. It is important that you report concerns to the relevant staff in End Violence to address the concerns and provide you with support.

## ***Reporting Concerns to End Violence Safeguarding Focal Point***

Within 24 hours, you must report your concern to one of End Violence's Safeguarding Focal Points listed above. Alternatively, reports can be sent to [safeguarding@end-violence.org](mailto:safeguarding@end-violence.org), which is monitored by End Violence's Safeguarding Focal Points

If you are unable to report the concern to either of the Safeguarding Focal Points, or the concern relates to them, you should report the concern to End Violence's Executive Director:

- Howard Taylor, Executive Director: [howard.taylor@end-violence.org](mailto:howard.taylor@end-violence.org)

If you have a concern about the conduct of **End Violence personnel** and are unable or unwilling to report the concern directly to anyone within End Violence, you can report the incident to **UNICEF at [integrity1@unicef.org](mailto:integrity1@unicef.org)**. This email is managed by the Director of UNICEF's Office of Internal Audit and Investigation (OIAI).

## ***End Violence Response to Concerns***

Within 24 hours, you must report your concern to one of End Violence's Safeguarding Focal Points listed above. Upon receiving any notification of a safeguarding concern, the Safeguarding Focal Points will meet to decide what action is required. This will include, but is not limited to:

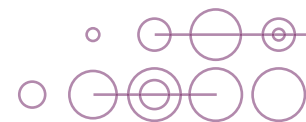
- Ensuring that appropriate support is provided to those affected and that all possible steps are taken to ensure their safety.
- Ensuring that all actions are consistent with local laws, including mandatory reporting legislation.
- Liaising fully with investigations initiated by statutory agencies or, where appropriate, initiating an internal investigation.
- Taking other steps to limit the chance that a similar incident will occur again.

The Safeguarding Focal Point will maintain a record of all actions taken which will be held confidentially with access restricted to End Violence's Safeguarding Focal Points and Executive Director.

## ***Whistleblowing***

If you believe that End Violence has failed to take action or have wider concerns about the management of safeguarding issues, you can report these concerns to UNICEF at [integrity1@unicef.org](mailto:integrity1@unicef.org). All concerns will be taken seriously and responded to in line with **UNICEF's whistleblowing procedure**.





## Reporting Safeguarding Concerns to End Violence Funders

Where required as a condition of funding, End Violence will report safeguarding concerns to our funders in accordance with our reporting guidelines. We will provide sufficient information to reassure our funders that appropriate action is being taken, but to protect the rights to confidentiality of those affected by safeguarding incidents, we will not provide any identifying information about the individuals involved.

Click [here for the Guidance for End Violence Personnel in Reporting and Responding to Safeguarding Concerns](#), [here for the Reporting Safeguarding Concerns to End Violence Funders](#) and [here for the Safeguarding Incident Report Form](#).

## Section 2: Grantee Partners

### 2.1 Applications for Funding

End Violence aims to ensure that the organizations we fund have appropriate safeguards in place. To achieve this, integrated safeguarding integrated into our work with grantee partners and encourage them to put in place policies and practices that reflect their unique organization and operating context.

- **Calls for Proposals** are the first opportunity for End Violence to communicate our safeguarding expectations to potential grantee partners. All solicitations for applications should include a reference to our [Safeguarding Requirements for Grantee Partners](#).
- **Application Form** will include questions regarding grantee safeguarding and the applicant will be asked to submit their safeguarding policy or equivalent (for example, PSEA policy or child protection policy). Organizations will not be disqualified for funding because they do not have a safeguarding policy or a comparable policy at the time of application. However, End Violence will expect the grantee to develop a safeguarding or comparable policy within 6 months after receiving funding.
- **Grant Confirmation** includes the requirements that grantees take all appropriate measures to prevent exploitation, abuse and harassment and respond appropriately to any concerns that are reported to them. It also includes the requirement that the grantee promptly informs End Violence of any complaints or allegations of exploitation, abuse and harassment by any of its employees, personnel, subgrantees and subcontractors.
- **Monitoring** safeguarding is integrated into meetings and visits with Grantees, although the specific areas for discussion will vary depending on the grantee and the nature of their work.

Click [here for the Guidelines for Grant Managers Working with Grantees on Safeguarding](#) and [here for the Safeguarding Guidelines for Grantee Partners](#).

### 2.2 Reporting Safeguarding Incidents by Grantees

As a condition of funding, End Violence requires grantee partners to notify us of safeguarding incidents that meet all the following three criteria:

1. Allegations of any form of violence, abuse, exploitation or sexual harassment;
2. Perpetrated by staff, volunteers or contractors involved in work funded by End Violence or in contact with the beneficiaries of these programs; or perpetrated by a member of the organization's senior leadership or governance bodies, irrespective of their level of involvement with End Violence-funded programs;
3. Where initial fact-finding indicates the allegation is credible and an internal investigation or referral to relevant authorities (e.g., police, social welfare) is indicated.





Grantee partners can report safeguarding incidents to their Grant Manager or by emailing [safeguarding@end-violence.org](mailto:safeguarding@end-violence.org) which is monitored by End Violence's Deputy Director who has lead responsibility for safeguarding within End Violence. Grantees are requested to provide an overview of the concern, but we do not expect grantees to share personally identifiable information (names, addresses etc.) or share any information that breaches the confidentiality, or which could place the survivor, witnesses or others at risk.

The **Grant Manager** will normally be responsible speak to the relevant senior member of staff within the grantee organisation. The purpose of this discussion is not to impose a particular response but to work collaboratively with the grantee to ensure the most appropriate action is taken and offer support wherever possible.

Our aim is always to support grantee partners to respond to any safeguarding issues in a timely and effective manner. However, if End Violence finds that a grantee is unable or unwilling to address the concern, End Violence reserves the right to suspend or terminate funding. End Violence recognises the seriousness of any decision to suspend or terminate funding and we will always try to minimise the impact on program participants and others connected with the grantee organisation.

Click [here for the Guidance for End Violence in Reporting and Responding to Safeguarding Concerns](#) and here for the [UNICEF's Personal Data Protection Policy](#).

## SECTION 3: Partnership Ecosystem

### 3.1 Media and Communications

End Violence is committed to the rights of all children, and we must consider the best of interests of children when obtaining and sharing images or stories about children in our communications.

All End Violence associates, external journalists working collaboratively with End Violence (including those contracted by End Violence), and other media and communications partners must read and adhere to End Violence Safe Communications Guidelines in relation to all images, sound recordings, text, case studies, and quotes from children and others connected with our work. These guidelines set out the steps that must be followed to ensure:

- **Dignity and Respect:** All children are treated with respect and dignity, and we meet our obligation to ensure the best interests of the child.
- **Do No Harm:** The best interests of the child are to be protected over any other consideration (including advocacy for children's issues). We do not create content that is insensitive to cultural values, could cause embarrassment or humiliation, or could put children at risk of violence.
- **Privacy and Confidentiality:** We respect the subject's rights to privacy and are careful not to include information which places individuals at risk of harm.
- **Authenticity:** Communications materials present a balanced, accurate portrayal of child's reality and captions are used to provide clarification
- **Empowerment:** We give as much control as possible to the children through using direct quotes, respecting Children's wishes not to have something reported and reporting back to children wherever possible.
- **Consent:** Informed consent is obtained and recorded for any images or stories where the subject is identifiable, either directly or indirectly.

Click [here for the Safe Communications Guidelines](#) and [here for the Media Consent Form](#).





### 3.2 Child and Youth Participation in Meetings and Events

Children have the right to freely express their views and to be heard in all matters affecting them within their families, schools and communities. While child and youth participation is encouraged, the best interests of the child should be the primary consideration from the preparation stage through the follow-up phase of activities. This guidance applies to all events and meetings, both in-person and online, which include children and young people.

#### ***Before the Activity***

- Moderators and organisers should ensure that the event is appropriate, relevant and welcoming for the child, including making accommodations for their age and ability.
- Do not share any identifying information about the child or information about their experiences that has not been cleared by the child, their guardian, and their supporting organization.
- Follow End Violence Media and Communications guidelines when recording online sessions or collecting content at in-person events, including obtaining informed consent.
- Let children know, in an age-appropriate manner, what they should and should not expect of other participants and what to do if they feel uncomfortable.

#### ***During the Activity***

- For online events, filter attendees, comment, and questions through a moderator and disable direct chat functions between children and other attendees.
- Communicate ground rules for attendees at the beginning of the event and reaffirm End Violence's commitment to safeguarding and PSEAH.
- End Violence personnel are never alone with children or without their guardian or chaperone.

#### ***After the Activity***

- Give children an opportunity to provide feedback on the event and inform them of the results of their participation.

Click here for the [Safeguarding Child Speakers During Online Meetings with Adults](#).







## Appendix: Definitions

**Adult in Vulnerable Circumstances:** Any person aged 18 or over, who may be at increased risk of abuse or less able to protect themselves from harm due to their age, disability, special educational needs, illness, isolation, socio-economic factors and/or environmental living conditions.

**Child:** In line with the UN Convention on the Rights of the Child, a child is anyone under the age of 18 regardless of the legal age of majority in the country.

**Safeguarding:** The responsibility that organizations have to ensure that their staff, operations and programs do no harm and that they do not expose children to the risk of harm and abuse.

**Violence:** Defined by the World Health Organization as the “intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, which either results in or has a high likelihood of resulting in injury, death, psychological harm, maldevelopment, or deprivation” (Krug et al. 2002).

Violence can take many forms and definitions will vary between contexts. The definitions provided in this framework are not exhaustive but serve as a guide for End Violence’s personnel.

- Physical Violence: Physical contact that results in discomfort, pain, or injury
- Sexual Violence: Coercion or force to take part in sexual acts of any kind
- Emotional or Psychological Violence: Action or inaction that causes mental distress
- Exploitation: Misuse of power over another person for financial, social, sexual, or other benefit
- Bullying and Harassment: Unwanted behavior which causes intimidates or humiliates others
- Sexual Harassment: Unwanted verbal, non-verbal or physical conduct of a sexual nature
- Neglect or negligent treatment: Deliberate failure to meet children’s physical and psychological needs

**End Violence Board:** The Board provides high-level strategic oversight and supports the Partnership through advocacy and resource mobilization.

**End Violence Executive Committee:** The Executive Committee oversees the work of the Secretariat and provides direction and support on strategic planning, performance monitoring, governance, finance and risk management. The Executive Committee also oversees several thematic Working Groups.

**End Violence Secretariat:** The Secretariat is responsible for the day-to-day operations of the Partnership, supporting the operations of the Board and Executive Committee, and the associated Fund.

**Grantee Partner:** Any organization that has been approved for a grant from the End Violence Fund to implement national, regional and global projects and programs that further the goals of End Violence.

