

TLM-NIGERIA SAFEGUARDING PRINCIPLES

Safeguarding: To mitigate against sexual exploitation and abuse among children and vulnerable adults, the Board of TLM-Nigeria adopted the following safeguarding recommendations approved by the Global Fellowship in September 2018:

- 1) Safeguarding will be a standing item on every Board meeting.
- 2) Safeguarding should be included in every annual country learning event, as this is the one time in the year when the whole country programme (and key partners) are together.
- 3) All staff handbooks (or similar) should contain a clear statement explaining our position on safeguarding.
- 4) TLM-Nigeria website should contain a page which references our safeguarding position, including a clear statement explaining our position.
- 5) TLM-Nigeria will keep a register of reports made and concerns raised.
- 6) TLM-Nigeria will develop a way to monitor the incidence of reports and how they are handled.
- 7) During the in-country approval process, the National Director will ensure that every programme budget contains a line for safeguarding - including costs of: assessing safeguarding risks; training and awareness raising; dedicated human resource for safeguarding where this is felt necessary due to the level of risk; risk mitigation processes; costs of monitoring, whistleblowing, reporting and investigation processes.
- 8) The National Director will recognize that safeguarding costs are essential to the implementation of that project in accordance with our own values as an organisation and be willing to fund those costs in the budget.
- 9) Every funding application to an institutional funder will contain a budget line for safeguarding - including a percentage for the support of the global safeguarding function.