



Building Climate-Resilient and Healthy Communities

SAFEGUARDING POLICY

Protecting the People We Serve, Our Staff, Volunteers and Partners From Harm, Abuse And Exploitation

Document owner	Board of Directors, Resilience Aid
Approved by	Board of Directors
Policy holder	Executive Director
Applies to	Board, staff, volunteers, consultants, partners and contractors
Version	1.0
Effective date	July 5 th 2026
Next review date	July 5 th 2028
Registration No.	00NGO/R/2999

Table of Contents

Table of Contents	2
1. Introduction and Purpose	3
2. Legal, Policy and Standards Framework	3
National legal and policy framework	Error! Bookmark not defined.
International conventions and standards	Error! Bookmark not defined.
3. Policy Statement	3
4. Scope	3
5. Why Safeguarding Matters to Resilience Aid	4
Climate-Resilient WASH & Health Systems	4
Green Livelihoods & Circular Economy	4
Community Resilience & Ecosystem Restoration	4
6. Key Definitions	4
7. Guiding Principles	5
8. Code of Conduct	5
9. Roles and Responsibilities	5
10. Safe Recruitment	6
11. Reporting a Concern	6
12. Confidentiality and Data Protection	6
13. Working with Partners	6
14. Training and Awareness	7
15. Monitoring and Review	7
16. Approval	7

1. Introduction and Purpose

Resilience Aid is a Tanzanian NGO (Reg. No. 00NGO/R/2999) established to build climate-resilient, healthy and sustainable communities through integrated WASH, health, livelihoods and ecosystem programmes across Tanzania. Delivering this work places our staff, volunteers, consultants and partners in positions of trust with children, women, youth, persons with disabilities and other community members — including within schools, health facilities, pastoralist settlements and natural-resource-dependent communities.

This Safeguarding Policy sets out how Resilience Aid prevents, and responds to, harm, abuse or exploitation connected with our work. It is written to be simple and practical for a young, growing organisation, and will be strengthened as our programmes, staffing and geographic footprint expand.

The policy is grounded in Tanzania's national legal and policy framework for protecting children, women and workers; in the international human-rights, humanitarian and environmental standards to which Tanzania is a party; and in the safeguarding practice of like-minded organisations — and on recognised sector standards such as the Core Humanitarian Standard, the IASC Protection from Sexual Exploitation and Abuse (PSEA) minimum standards, and the Keeping Children Safe child safeguarding standards, adapted to Resilience Aid's size and context.

2. Legal, Policy and Standards Framework

Resilience Aid's safeguarding commitments give practical effect to Tanzania's national laws and policies on child protection, gender equality, occupational health and safety, and environmental and biodiversity management, and align with the international conventions and sector standards below. Together, these instruments also underpin the health, safety, gender and environmental standards embedded across our three strategic pillars.

3. Policy Statement

Resilience Aid has zero tolerance for abuse, exploitation, harassment, neglect, discrimination or any other form of harm committed by, or against, anyone connected with our work. This applies equally to sexual exploitation and abuse (SEAH), child abuse, gender-based violence, and any harassment, bullying or exploitation — whether committed by a staff member, volunteer, board member, consultant, contractor or partner, against a colleague or a member of a community we serve.

Safeguarding is everyone's responsibility. Every person working for or representing Resilience Aid must uphold this policy, and every concern raised in good faith will be taken seriously, treated confidentially, and acted upon without delay.

This commitment operates alongside, and is reinforced by, Resilience Aid's compliance with Tanzania's health, safety, environmental and biodiversity legislation (Section 2), so that our programmes do no harm to people, communities or the ecosystems they depend on.

4. Scope

This policy applies to:

- All Resilience Aid Board members, staff (full-time, part-time and short-term) and volunteers;
- All consultants and contractors engaged by Resilience Aid;
- All implementing partners, sub-grantees and other third parties working with Resilience Aid or on its behalf; and

- All programme participants, community members, and any other person who comes into contact with Resilience Aid's work.

It covers safeguarding of children (any person under 18 years) and adults at heightened risk of harm, including women, youth, persons with disabilities, and members of marginalised or pastoralist communities that Resilience Aid works alongside.

5. Why Safeguarding Matters to Resilience Aid

Safeguarding is not a stand-alone add-on; it is inseparable from our vision of resilient communities thriving in healthy and sustainable environments, and from our mission to empower communities with innovative solutions in climate resilience, public health and sustainable livelihoods. It is a direct expression of our core values — Trust & Respect, Accountability, Collaborative, Courageous and Innovative — and it protects the integrity of each of our three strategic pillars:

Climate-Resilient WASH & Health Systems

Programmes delivered in schools and health facilities bring staff and partners into direct contact with children, patients and health workers, in line with Tanzania's National Health Policy, HSSP V and WSDP. Safeguarding ensures these trusted spaces remain safe.

Green Livelihoods & Circular Economy

Working closely with women and youth micro-entrepreneurs creates relationships of economic influence and mentorship. Consistent with the National Gender and Women Development Policy and CEDAW, safeguarding protects participants from any abuse of that trust or power.

Community Resilience & Ecosystem Restoration

Fieldwork with rural, pastoralist and watershed communities — often in remote areas with limited oversight — requires deliberate safeguards for both community members and field staff, alongside the environmental and biodiversity due diligence required under the Environmental Management Act, 2004 and the CBD.

6. Key Definitions

Safeguarding	The responsibility Resilience Aid takes to ensure its staff, operations, programmes and partners do no harm to children or adults, and that anyone who comes into contact with the organisation is treated with dignity and respect.
Abuse	Physical, sexual, emotional or verbal harm, neglect, or exploitation of a child or adult.
Sexual Exploitation and Abuse (SEAH)	Any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including profiting monetarily, socially or politically from the sexual exploitation of another.
Gender-based violence (GBV)	Any harmful act directed at a person because of their gender, including physical, sexual, psychological or economic harm, coercion or deprivation, as defined under Tanzania's National Plan of Action to End Violence Against Women and Children and CEDAW.
Child	Any person under the age of 18, regardless of local age-of-majority laws.
Adult at risk	An adult who, because of disability, age, illness, displacement or other circumstance, may be less able to protect themselves from harm or exploitation.

Safeguarding concern	Any worry, allegation, suspicion or disclosure that a child or adult has been, or may be, harmed by someone connected with Resilience Aid's work.
-----------------------------	---

7. Guiding Principles

- The best interests of children and at-risk adults come first in every decision.
- Prevention is better than response — we recruit safely, train our people and manage risk proactively.
- Reporting is encouraged, protected and never penalised.
- Responses are survivor/victim-centred, confidential and proportionate.
- Safeguarding applies equally, regardless of the seniority of the person involved.
- Partners and sub-grantees are expected to meet standards equivalent to this policy.
- Programmes are designed and delivered in ways that are gender-responsive, disability-inclusive and environmentally sound, consistent with Tanzania's National Gender and Women Development Policy and National Environmental Policy.

8. Code of Conduct

Everyone covered by this policy must:

- Treat all people, especially children and at-risk adults, with dignity and respect;
- Never use their position, or Resilience Aid's name or resources, to intimidate, coerce or exploit anyone;
- Never engage in sexual activity with a person under 18, regardless of local age of consent;
- Never exchange money, employment, goods or services for sexual favours;
- Avoid situations of unsupervised, unnecessary contact with children;
- Report any safeguarding concern promptly, following the procedure in Section 11.

The following are strictly prohibited and will result in disciplinary action, up to and including summary dismissal and referral to law enforcement:

- Sexual exploitation, abuse or harassment of any person;
- Physical, verbal or emotional abuse of children or at-risk adults;
- Exploiting a position of trust or authority for personal gain;
- Failing to report a known or suspected safeguarding concern.

9. Roles and Responsibilities

Board of Directors	Approves the policy, holds the CEO accountable for its implementation, and ensures safeguarding risks are reviewed at Board level.
Chief Executive Officer	Overall accountability for safeguarding across the organisation; ensures adequate resourcing, training and response capacity.
Safeguarding Focal Point (SFP)	Designated staff member who receives and manages concerns, coordinates investigations, and reports case data (in anonymised form) to the CEO and Board.
Line managers	Model expected behaviour, support their teams to understand this policy, and escalate concerns without delay.

All staff, volunteers, consultants and partners

Understand and adhere to this policy and the Code of Conduct, complete required training, and report concerns.

10. Safe Recruitment

Resilience Aid will reduce the risk of unsuitable individuals gaining access to children and at-risk adults by:

- Including safeguarding responsibilities in job descriptions and consultancy/partner agreements;
- Requesting references and, where feasible, police clearance or equivalent checks for roles with direct community or child contact;
- Requiring all new staff, volunteers and consultants to sign this policy and the Code of Conduct before starting work;
- Providing safeguarding orientation within the first month of engagement.

11. Reporting a Concern

Anyone — staff, community member, partner or member of the public — can raise a safeguarding concern about Resilience Aid's work. Concerns can be raised through any of the following channels:

- Directly to the Safeguarding Focal Point: [insert name, phone, email];
- To any line manager, the CEO, or a Board member;
- By email to: safeguarding@resilience-aid.org (or info@resilience-aid.org where a dedicated address is not yet active);
- Anonymously, where the reporter prefers not to give their name.

Resilience Aid will:

1. Acknowledge receipt of a concern within 2 working days;
2. Assess the concern and take any immediate action needed to protect the person(s) at risk;
3. Investigate proportionately and confidentially, involving external expertise or authorities where required;
4. Keep the reporter informed, subject to confidentiality, and protect them from any retaliation;
5. Record the outcome and any corrective or disciplinary action taken.

No one who raises a genuine safeguarding concern in good faith will be penalised, regardless of whether the concern is later substantiated.

12. Confidentiality and Data Protection

Information about a safeguarding concern will be shared only with those who need to know in order to respond, and will be stored securely in line with Resilience Aid's data protection practice. Survivors' identities will be protected throughout, and their wishes will guide the response wherever possible, unless there is an overriding duty to protect a child or other person from further harm.

13. Working with Partners

Resilience Aid expects every implementing partner, sub-grantee, contractor and consultant to uphold safeguarding standards equivalent to this policy. Partnership and sub-grant agreements will include a safeguarding clause

requiring partners to have, or adopt, a safeguarding policy, to report concerns to Resilience Aid promptly, and to cooperate with any investigation.

14. Training and Awareness

- All staff, volunteers and consultants receive safeguarding orientation on joining, and refresher briefings at least annually;
- Board members receive a safeguarding briefing at induction and periodically thereafter;
- Communities where Resilience Aid works will be informed, in appropriate local language, of their right to raise concerns and how to do so.

15. Monitoring and Review

The Safeguarding Focal Point will provide the CEO with a summary of concerns raised and actions taken at least twice a year, and the CEO will update the Board annually, or immediately for any serious case. This policy will be reviewed every two years, or sooner following a significant incident, change in the law, or growth in Resilience Aid's programmes and staffing.

16. Approval

This policy was approved by the Board of Directors of Resilience Aid and takes effect on the date recorded on the cover page



July 5th 2026

Board Chairperson, Resilience Aid



July 6th 2026

Mturi James Mturi, Executive Director