

## Rise Safeguarding Policy

Rise, an initiative of Schmidt Futures and the Rhodes Trust, is a global program that finds extraordinary young people who need opportunity and supports them for life as they use their talents to serve others; it is one of the largest scholarship programs in the world.

### 1. Purpose and Aim of Policy Statement

This policy and its adjoining policies together affirm the Rise program's commitment to the safety of all young people (hereafter called "Rise participants") who interact with the program, particularly whilst they are still minors or if they are considered to be adults at risk (as defined in the Rise Safeguarding Glossary). The policies together set out the Rise program's approach to keep young people safe (prevention) and what the program will do, should any safeguarding incidents occur.

The safety and welfare of all Rise participants - whilst they are engaging with the Rise program - will be equally prioritised, regardless of their background, gender, disability, race, beliefs, gender identity, or sexual orientation. We also recognise that some young people face additional vulnerability due to the impact of their past or current experiences, or their additional needs; we commit to providing extra safeguards as needed for these Rise participants.

### 2. Scope of Policy Statement

#### Who is covered by this policy?

This policy has been created to safeguard all people who interact with the Rise program during early interactions (attending outreach events, starting an application, or inquiring about the opportunity) through Rise Global Winners who will continue to interact with the Rise program over the course of their lives. When a Rise Global Winner passes the age of 18, the child protection elements and associated legal obligations no longer apply, but other safeguarding measures will still be in effect.

#### Who should apply this policy?

This policy is to be upheld by all cohorts of Rise participants and Rise Global Winners, as well as those working on the Rise program within Schmidt Futures, The Rhodes Trust, and any of the Rise partner organisations, such as staff, volunteers, consultants, third party suppliers, guest speakers, and programming facilitators (hereafter called "Rise representatives"), whether they have signed a contractual agreement or not and regardless of remuneration status.

The parties listed above are expected to uphold the law wherever they operate except where this policy is more stringent, in which case this policy also applies. Where this policy is more stringent than partner organisations' own safeguarding policies, this policy supersedes their own for interactions relating to the Rise program.



### 3. Rise Safeguarding Key Contacts

#### 3.1 Reporting directly to the Rise Team Designated Safeguarding Lead(s)

Below are the Rise program's designated safeguarding leads to contact if you have a concern about the welfare of a young person or adult at risk in the Rise program. Please note, if anyone is in immediate harm, the relevant emergency or child services should be called without delay and the DSL *then* updated; all non-emergency reports should go directly to a DSL who will assess the situation and arrange appropriate next steps.

The DSLs can be emailed collectively via [safeguarding@risefortheworld.org](mailto:safeguarding@risefortheworld.org).

Name	Role
Mark German	Director, Operations, Rise Schmidt Futures
Rebecca Warren	Director, Program Design, Rise, Schmidt Futures
Laura Lewis	Deputy Director, Selection, Rise, The Rhodes Trust
Sope Adekola	Manager, Selection, Rise, The Rhodes Trust

If you have any safeguarding concerns at all please contact the DSLs using the safeguarding email address above without delay.

#### 3.2 Reporting to the Rise Team via an external provider

Alternatively, Rise participants and representatives can use the Rise Safeguarding [Hotline](#), provided by Navex Global, to report any concerns or allegations from anywhere in the world.

### 4. Setting Safe Boundaries and Identifying When They Have Been Crossed

Section 5 clarifies how to raise a safeguarding concern or allegation; knowing how to spot when someone is being harmed or is at risk of harm is an important way to keep Rise participants safe. Not all signs indicate abuse, but it is important to share any information with one of the Rise DSLs who may have a wider picture of the Rise participant's situation and, given the DSL's experience and level of training, can make informed decisions on next steps. Abuse can be physical, emotional, sexual and/or relating to neglect. The following are some definitions and indicators of possible harm.

**Physical Abuse** is the intentional use of physical force against a young person's body which may or may not cause physical injury. Possible indicators include bruises, burns, scalds, fractures and lacerations. These are usually unexplained, or explanations given do not seem to

match the injury or may seem unlikely/implausible. A common sign of self-harm is cuts/scars on the forearm and wrist.

**Emotional Abuse** is emotional maltreatment of a young person, which may have a severe and persistent negative effect on the young person's emotional development. Emotional abuse may involve a young person being threatened, called offensive names, humiliated, pushed beyond reasonable limits to achieve or do certain things, made to perform degrading acts, persistently ignored/neglected, being exposed to distressing events or situations. Possible indicators include eating disorders, self-isolating behaviour, a lack of social skills, having extreme outbursts of emotion, risky behaviour such as running away, aggression towards others and severe low self-esteem.

**Sexual Abuse** is forcing or enticing a young person to take part in sexual activities. It may or may not involve violence and the young person may be unaware that what is happening is abuse. Sexual abuse may involve contact with the young person (e.g., sexual touching) or no contact (e.g., forcing or encouraging a young person to watch sexually explicit material). Possible indicators include pregnancy, using language not appropriate for their age, behaving in an overly sexualised manner, discomfort when sitting or walking and avoidance of spending time with certain individuals.

**Neglect** is not meeting a young person's basic physical and/or psychological needs. This can result in serious damage to their health and development. Neglect can be difficult to spot, but persistent signs may be an indicator of possible abuse. Possible indicators include a young person persistently appearing hungry or saying they are, stealing or hiding food, consistently looking dirty and unkempt, untreated injuries and an unsuitable home environment.

Section 5 below outlines what to do if you suspect a Rise participant is experiencing any of the above. Additionally, you should seek advice from a Rise DSL if:

- A relationship is developing between an adult / Rise representative with a young person or adult at risk that could be interpreted as an abuse of trust;
- You have had to physically restrain a young person or adult at risk to stop them from harming themselves or others; or
- You are worried a young person or adult at risk is forming an unhealthy attachment with you or another adult.

## **5. Reporting Safeguarding Concerns or Allegations**

You may need to alert the DSLs of safeguarding concerns you have or of a disclosure that has been made to you by someone else of current or past harm, the risk of future harm, and / or increased vulnerability to harm (e.g. mental health issues) for themselves or for someone else. This could be a

concern (worry that something has or could happen) or an allegation (an assertion that something has happened).

### 5.1 What to do in an emergency

If a Rise participant is in immediate danger (for example they are suicidal), or the need to share the information disclosed is in the interest of public safety, report **immediately** to the appropriate agency (e.g. the participant's local authority) and then to one of the Rise DSLs as an immediate next step.

If you are unsure which emergency agency to contact, contact one of the Rise DSLs as a matter of urgency and they will be able to help you. **In an emergency please contact the DSLs by phone, regardless of the hour of the day** (details provided above).

### 5.2 What to do in non-emergency situations

If you suspect a young person interacting with the Rise program is suffering from any of the above forms of abuse or is at risk of abuse or harm, and it is not an emergency, you should contact one of the Rise DSLs in the first case (contact details provided in Section 3). The DSLs will be trained in safeguarding, they will collect the relevant information from you in order to investigate further. Please do not approach the Rise participant directly.

Alternatively, Rise participants and representatives can use the hotline, provided by Navex Global to report any concerns or allegations from anywhere in the world.

### 5.3 How to deal with a disclosure

If you are a Rise participant and another participant discloses abuse or the crossing of a boundary, please report it to a Rise Designated Safeguarding Lead as soon as possible (you do not need to take the below steps). If you are a Rise representative and a participant has made a safeguarding disclosure to you but is **not** in immediate danger you should follow the steps below:

- Never promise a Rise participant that you will keep the information they share with you a secret. Explain that you may need to share what they've told you with someone who will be able to help.
- Let them know that only those who need to be informed, such as the DSL, will be informed.
- Stay calm and do not overreact when a young person is disclosing possible harm to you. It is important that you do not show panic or anger.
- Show you care by listening and don't interrupt them. Reassure the young person that they have done the right thing by talking to you. Refrain from touching the young person to reassure them.
- If the participant alludes to harm / abuse in a group setting (e.g. a selection or programming event), thank them for sharing (if appropriate) and continue with the event. Do not draw

attention to it and do not ask for further details publicly. It may be appropriate to interject to prevent further sharing of a disclosure in a public forum. Inform a DSL so that they can follow up with the participant in a more appropriate setting.

- It is important to take notes immediately *after* a Rise participant has made a disclosure. You need not remember every single word said, only keywords. Take note of the:
  - Name of the Rise participant and any other person / people present during the disclosure such as a guardian or a Rise representative
  - Date and time of the disclosure
  - Age of the Rise participant
  - What the young person said, exact *keywords* if a verbal disclosure
  - Information about any other parties involved, particularly of anyone involved in causing harm or creating safeguarding concerns.
- When taking notes, do not write your own opinions or extrapolations. Be as objective as possible. If you must include some interpretation, make it clear when you are doing so.
- Ask questions to clarify statements made; do not ask leading or suggestive questions. You are not launching an investigation, rather gathering minimal information that would be required by a Rise DSL to proceed with an investigation.
- Do not make any promises on what will happen next, just let them know the information will be treated with confidence and passed on only to the relevant officials.
- It is important to let them know their disclosure does not mean their chances of being a Rise Global Winner, or of receiving continued support if already a winner, are in jeopardy but that it will ensure they are provided support as needed, in consultation with them and their parents/guardian if they are minors and if appropriate given the disclosure.
- Never talk to an alleged perpetrator about a young person's disclosure. Remember, do not launch an investigation - the DSL will take the matter on as soon as you have passed on your information.
- Ensure only those who need to know about the disclosure are made aware of it. This is almost always just the DSL (who will decide on any other parties to inform) and/or the emergency services in the case of an emergency.
- The DSL will provide you with enough information to reassure you of the progress and outcome of the disclosure; it is unlikely that you will get further detailed information once you have passed on the disclosure - this is in order to protect the person / persons about whom the disclosure relates.
- Please ensure you share the disclosure with the Rise DSL within 24 hours of receiving it.

## **6. Safeguarding through Effective Management of Concerns and Allegations**

The DSLs will treat all safeguarding reports seriously; they will investigate further and seek to bring a resolution (where possible) in a manner proportionate to the concern raised / allegation made.

Periodic updates may be shared with the person raising the concern / allegation in order to reassure them that the report is being handled effectively - no details of the case will be shared.

The Rise DSLs will protect individuals by limiting knowledge of the case to only those who need to know either to investigate further or to bring about a resolution; aside from the Rise DSLs, this may include the Rise Programme Joint Committee, those asked by Rise to investigate the concern / allegation further, representatives of any Rise partner organisation involved, local authorities and competent authorities that lawfully require the information. Allegations of abuse by Rise participants will be treated with the utmost seriousness and passed on to the relevant authorities if deemed necessary after inquiries have been carried out by the DSL.

## **7. Rise Safeguarding Measures**

The Rise Program aims to keep Rise participants safe through the following measures:

### **7.1 Safe recruitment processes**

Rise is committed to safe recruitment, selection and vetting. Rise will ensure that all appropriate checks are carried out on staff, volunteers and other individuals associated with Rise (if/as appropriate) - including global criminal checks (where applicable), checking references and requiring proof of identity and addresses. Under no circumstances will any individual who is known or considered by the Rise program to pose a risk to children (or adults at risk) be deployed to work or volunteer within the program.

The Rise program regularly consults similar global organisations and safeguarding / child protection specialists to ensure that safeguarding standards remain high. In following this policy, Rise representatives are taking the necessary steps to ensure Rise participants are safe wherever in the world they are based.

All Rise representatives or participants should be aware of the position of trust, power and responsibility that they have in their role in relation to Rise participants and must be mindful of this during interactions and decision-making. An unequal power dynamic exists between Rise representatives and Rise participants, which requires Rise representatives to adhere to the stipulations set out in this and associated policies. The safety and wellbeing of Rise participants is paramount whenever they interact with Rise representatives (e.g. staff, volunteers, consultants, third party suppliers, guest speakers and programming facilitators).

### **7.2 Fostering an open culture of reporting and whistleblowing**

We will proactively foster an open culture of ready reporting and in so doing empower the Rise participants and representatives to maintain a safer environment for all. We will share with Rise participants and representatives information on what constitutes abuse or the crossing of boundaries, how to spot it and the steps to take if they feel unsafe or uneasy during any point of engagement with Rise for themselves or on behalf of others.

If Rise participants or representatives have any safeguarding concerns, they should raise this with the Rise DSLs or via Navex Global without delay (see Section 5 above) - if in doubt on whether their concern relates to safeguarding they should still contact the DSLs or Navex Global. If the concern relates to immediate danger, they should contact the relevant emergency services first and the DSLs second.

If you have concerns that the Rise representatives are not complying with this policy you can raise those concerns through either route outlined in section 3 above.

### **7.3 A simple reporting framework**

We are committed to well-advertised, simple and approachable reporting routes that will be made clear to all Rise participants and representatives, and regularly reiterated. We are committed to helping young people on the Rise program, and their families, know who to contact in regards to safeguarding concerns by making this information easily accessible and by lowering the bar to raising concerns.

### **7.4 Effective action following reports of safeguarding infringements**

Rise will have trained Designated Safeguarding Leads (DSLs) who will be accessible during selection and programming activities and who will be responsible for escalating any disclosures of concerns or allegations in accordance with this policy, and taking any other steps as required. The steps taken will be proportional to the concerns / allegations raised.

Where safeguarding concerns or allegations relate to interactions independent of the Rise program, Rise DSLs will pass on this information to the relevant bodies and organisations (inclusive of Rise's own partner organisations, if relevant / appropriate) within the country of the Rise participant, as appropriate and in accordance with the law of that country and take any other steps as may be appropriate.

### **7.5 Promotion of good conduct between Rise participants**

The Rise participants will also be informed and upskilled on anti-bullying measures for in-person and online engagements. The importance of respecting a diversity of backgrounds, opinions and orientations will be emphasized and the Rise participants will be asked to agree to a code of conduct / codes that will cover their full Rise journey.

### **7.6 Continuous evaluation and improvement of its processes**

Rise will seek to include feedback from its participants, as well as its representatives, when reviewing and updating this core safeguarding policy and its adjoining policies to ensure these policies, aside from being legally sound, also benefit from feedback from those protected by and / or adhering to

these policies and procedures. Updates to this policy will be well promoted so that all those involved in the Rise program are made aware of and adhere to its updates.

### **7.7 Seeking legal counsel on all safeguarding policies**

All key safeguarding policies, procedures and documents will be checked, updated and ratified by legal experts acting on behalf of the Rise program.

### **7.8 Storing information securely**

The data controllers, as set out in the [Rise Privacy Policy](#), commit to recording, storing and using information professionally in line with data protection standards. We will strive to protect the privacy of individuals except where this will inhibit the purposes of Rise (e.g. in providing life-long support), or where it will inhibit investigation processes or public safety. Rise representatives will also be trained and will sign up to the Rise program's standards for data use and storage.

### **7.9 Continued safeguarding past the age of 18, as appropriate for adults**

Though Rise participants will be under 18 for early interactions with Rise, Rise Winners will eventually reach and surpass the age of majority, which for many countries is 18. At this point, the child protection elements of this policy and its adjoining policies will no longer apply. Additional safeguarding will remain in place, as appropriate, for adults at risk.

Due to the potential power dynamics between a Rise Global Winner over the age of 18 and Rise representatives, behaviour should continue to model the standards set out in these policies, and any deviations should be dealt with according to procedures laid in this policy and associated policies.

### **7.10 Safeguarding accountability**

A register will be securely kept to log any safeguarding issues reported to the Rise DSLs and will be used when reporting cases as necessary to local authorities. Information in those logs will be shared on a strict 'need to know' basis, this is usually the DSLs, relevant senior team members and/or the emergency services. As the Rhodes Trust is a UK-based charity, in very exceptional circumstances, it may also need to report to the UK Charities Commission.

A report will be made to the Rise Program Joint Committee (PJC) as needed, to inform them of any risks. Significant reports will be reported to the PJC within 24 hours and they will be updated regularly thereafter.



## 8. Adjoining Policies and Processes

This policy should be read alongside the following other policies and processes which are designed, together, to provide a robust safeguarding framework that keeps everyone interacting with the Rise program safer:

- [Code of Conduct for Rise Participants](#)
- [Code of Conduct for Rise Representatives](#)
- [Privacy Policy](#)
- [Rise Safeguarding Glossary](#)
- [Roles and Responsibilities of Designated Safeguarding Leads](#)