



Rise Safeguarding Policy

Rise is a program that finds promising young people and provides them with opportunities that allow them to work together to serve others over their lifetimes. An initiative of Schmidt Futures and the Rhodes Trust, Rise is the anchor program of a \$1 billion commitment from Eric and Wendy Schmidt across their philanthropic organizations and initiatives to find and support global talent.

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 (as defined in the [Rise Safeguarding Glossary](#)) who interact with it (hereafter called "Rise participants"). The policies together set out the Rise program's approach to keep Rise participants safe (prevention) and what Rise 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 prioritized equally, regardless of their background, gender identity or expression, race or ethnicity, beliefs, socio-economic status, physical, emotional or intellectual vulnerability, or sexual orientation. We also recognize 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.

The Rise program regularly consults similar global organizations 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.

Reporting any harm you've experienced does not threaten your chances of being a Rise Finalist or Global Winner, nor will it jeopardize the continued support you are receiving if you are already a finalist or winner.

2. Scope of Policy Statement

Who is covered by this policy?

This policy has been created to safeguard all Rise participants, from early interactions (attending outreach events, starting an application, or inquiring about the opportunity) through to Rise Global Winners.

Who should apply this policy?

This policy is to be upheld by all cohorts of Rise participants, as well as those working on the Rise program within Schmidt Futures, The Rhodes Trust, and any of the Rise partner organizations, 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, and where this policy is more stringent, this policy applies over and above applicable law. Where this policy is more stringent than partner organizations’ own safeguarding policies, this policy supersedes their own for interactions relating to the Rise program. If you believe that compliance with local law or custom would conflict with the terms of this policy, please notify Rise immediately via safeguarding@risefortheworld.org.

3. Rise Designated Safeguarding Leads

If you have any safeguarding concerns, please contact the Designated Safeguarding Leads (DSLs) using the safeguarding email address below without delay.

If anyone is in immediate harm, the relevant emergency or welfare 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.

- Mark German, Executive Director
- Muloongo Muchelemba, Director, Selection
- Myeashea Alexander, Director, Network and Community Building
- Kathryn Segesser, Senior Manager, Winner Support
- Eiko Tsukamoto, Senior Manager, Student Experience
- Madison McCormick, Associate, Network and Community Building

4. Identifying Safeguarding Concerns

Knowing how to identify a safeguarding concern is an important way to keep Rise participants safe. A safeguarding concern is any concern that a Rise participant is currently being harmed, has been harmed in the past, or is at risk of future harm. Examples of safeguarding concerns include:

- Grooming behavior by a Rise representative towards a Rise participant (see the [Safeguarding Glossary](#) for the definition of grooming)
- A relationship between a Rise representative and a Rise participant that you believe might represent an abuse of trust;
- A Rise participant seeking to harm themselves or others;
- A concern that a Rise participant might be forming an unhealthy attachment with you or another adult;
- An allegation that a Rise participant is harming another Rise participant; or

- A concern that a Rise participant is currently being abused by another person, and/or is at risk of being abused by another person in future (see the Safeguarding Glossary for the definition and signs of abuse)

A safeguarding concern can come to light in a range of ways, including by another person disclosing abuse to you.

5. Reporting a Safeguarding Concern

5.1 What to do in an emergency

If a Rise participant is in immediate danger (for example they are suicidal or they pose an imminent and serious risk to others), report **immediately** to the appropriate emergency services and **then** to one of the Rise DSLs as an immediate next step.

If you are unsure which emergency service to contact, contact one of the Rise DSLs as a matter of urgency and they will be able to help you.

5.2 What to do in non-emergency situations

All safeguarding concerns that are not emergency situations should be reported to the Rise DSLs via safeguarding@risefortheworld.org, within 24 hours or the nearest business day of becoming aware of the concern. Please do not try to investigate the concern yourself or approach anyone involved 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 you receive a disclosure of harm, please report it to a Rise Designated Safeguarding Lead within 24 hours of receiving it or the nearest business day (you do not need to take the below steps).

If you are a Rise representative and you receive a safeguarding disclosure and the situation is **not** an emergency, 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 do *not* need to 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
 - 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 inquiry.
- 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 try to investigate the disclosure yourself, do not approach any individuals named in the disclosure - 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 or the nearest business day.

6. Safeguarding through Effective Management of Concerns and Allegations

The DSLs will treat all safeguarding reports seriously; they will set up an inquiry and seek to bring a resolution (where possible) in a manner proportional to the concern raised. Periodic updates may be shared with the person raising the concern and the person who made the original disclosure, 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 inquire further or to bring about a resolution; aside from the Rise DSLs, this may include the Rise Program Joint Committee (the governing committee of Rise), those asked by Rise to investigate the concern / allegation further, representatives of any Rise partner organization 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 where appropriate and/or required.

7. Rise Safeguarding Measures

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

7.1 Safer recruitment processes

Rise is committed to safer 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), safeguarding training, 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.

7.2 Fostering an open culture of reporting and whistleblowing

We 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 you have concerns that the Rise representatives are not complying with this policy you can raise those concerns through steps in section 8 below.

7.3 A simple reporting framework

We are committed to helping all Rise participants, their families and all Rise representatives know who to contact about a safeguarding concern by making this information easily accessible and by lowering the bar to raising concerns. This includes providing well-advertised, simple and approachable reporting routes that are regularly reiterated.

7.4 Effective action following reports of safeguarding infringements

Rise has trained Designated Safeguarding Leads (DSLs) who will be accessible during selection and programming activities and who will be responsible for escalating any safeguarding concerns 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 relate to interactions independent of the Rise program, Rise DSLs will pass on this information to the relevant bodies and organizations (inclusive of Rise's own partner organizations, 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 necessary.

7.5 Promotion of good conduct between Rise participants

The Rise participants will also be informed on anti-bullying measures for in-person and online engagements, healthy friendships and intimate relationships and boundary setting. 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 Notice](#), 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 it will inhibit investigation processes or create an undue risk to 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 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, it may also need to report to the UK Charities Commission.

A report will be made to the Rise Program Joint Committee (the governing committee of Rise) 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. Raising Concerns on the Management of Safeguarding Reports/Disclosures

All adults have a responsibility to report any concerns about poor or unsafe practice, including in relation to safeguarding. In the first instance, you can raise a concern to the DSLs as a group by emailing safeguarding@risefortheworld.org. In addition, concerns can be raised via our external provider, Navex. If the concern relates to a DSL, by mentioning their name within the Navex report, they will be omitted from receiving the report.

If you believe that safeguarding best practice is not being adhered to by Rise, including by the DSLs, or that such practice may put a young person at risk, you should share your concern with the Rise Executive Director (executive@risefortheworld.org).

If the concern relates to the Executive Director, you should share your concern by emailing eymcnally@schmidtfutures.com with all relevant documents and previous email chain(s) indicating the initial steps taken.

Concerns about *poor practice* are distinct from safeguarding concerns about the wellbeing of a child. Any safeguarding concerns about the well-being of a child, allegations of abuse or inappropriate conduct should be reported as in section 5 of this policy.

Where you feel unable to raise a concern about poor safeguarding practice within Rise or where you feel that your concern is not being addressed, you can raise your concern externally by contacting the organization below :

- The Charity Commission at whistleblowing@charitycommission.gov.uk

Retaliation against a person for reporting a concern, or against witnesses for providing a statement, is prohibited.

9. 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](#)

10. Relevant Resources

For wellbeing support, see the following resources:

- [Tellmi](#): Tellmi offers free and anonymised support and has a wealth of resources curated for teenagers.
- [Child Helpline](#): Child Helpline has a list of organizations from across the world who provide support to young people going through difficult situations.