

Women Win's Safeguarding Policy



Photographer: Gabrielle
Kannemeyer / Amaka



Women Win. Proudly empowering GRLS and Win-Win Strategies.

Women Win is guided by the vision of a future where every girl and woman exercises their rights.

Working alongside a range of partners, Women Win fights for gender equality globally and strives to amplify girls' and women's voices.

In collaboration with our partners, Women Win promotes the rights of girls and women through safe and inclusive programmes.



In delivering our programmes, Women Win places the utmost importance on upholding the highest standards of safety for participants, partners, staff and any other individuals involved, particularly vulnerable groups. We strongly believe that everyone has an equal right to protection from discrimination, violence, abuse and exploitation.

Women Win seeks to uphold and promote these rights for all groups in everything we do.

We recognise that children are often one of the most vulnerable groups, and protecting them and their rights from harm and exploitation is central to our safeguarding approach.

The work of Women Win and our partners strives to challenge structures of power and privilege and seeks to change the norms and behaviours that lead to gender inequality.

While we recognise that an element of inherent risk exists due to the nature of this work, and recognise that we will never be able to completely eliminate it, we commit to reducing this risk and limiting its impact.

We believe that all Women Win staff, representatives, partners, funders, and other associated parties have a collective responsibility to ensure the safety of all people involved in our work, especially children and vulnerable groups.

Women Win's safeguarding policy confirms our commitment to safeguarding in our partnerships and programmes.

It outlines the measures we will take to prevent safeguarding incidents and how we will respond when they do occur.



SAFEGUARDING PRINCIPLES

Women Win's Safeguarding Vision is to create and sustain a proactive approach to safeguarding based on feminist values that lives throughout our organisational culture and daily practices. This approach should be guided by the interrelated safeguarding principles that are articulated below. Our principles provide the foundation for safeguarding practice guided by feminist values. Together with our safeguarding standards, they guide our actions in ensuring the safety of all people involved in our work, especially children and vulnerable groups.



01. Context

Women Win recognises that safeguarding issues emerge in the context of historically reinforced systems of power, oppression and inequality, which are experienced by individuals and groups differently based on their intersectional identities.

We commit to relevant and effective solutions to safeguarding concerns that recognise the complexity of people's lives and uniqueness of every context, rather than addressing them as isolated incidents.



02. Participatory

Women Win acknowledges that the people most impacted by safeguarding, or lack thereof, should be central to defining, developing and measuring safeguarding practices and procedures.

We commit to meaningfully involving these groups in decision-making related to safeguarding so that they can play an increasing role in their own safety and protection.

03. Collective Responsibility

Women Win believes that actors share the responsibility for education, prevention and response related to safeguarding. We acknowledge that organisations, institutions and people in positions of power and with greater access to resources should be accountable for shouldering more responsibility.

We commit to facilitating collective action that is effective and appropriate among Women Win, our partners and all people involved in our work.



We commit to addressing multiple aspects of safeguarding at different levels in our own work, with our partners and in our programmes, including embracing the difficult conversations required for more meaningful change.

04. **Equitable Relationships**

Women Win acknowledges the power dynamics and inequities that exist between individuals, organisations and other stakeholders. We recognise that these dynamics are one underlying cause of violence, abuse and other safeguarding concerns.

We commit to developing respectful partnerships built on trust and reciprocity and to behaving respectfully towards all people involved in Women Win's work.

05. **Beyond Compliance**

Women Win believes that striving for compliance with safeguarding requirements (e.g. of funding partners or governments) is typically inadequate to truly create meaningful and sustainable change. While strengthening compliance mechanisms is important, Women Win acknowledges that safeguarding needs to be addressed more holistically, including through challenging complex issues related to power, organisational culture and mindset, and underlying social and gender norms.

06. **Inherent Risk**

Women Win recognises that there is inherent risk in fighting for gender equality and social change.

We commit to the protection of all who are involved in our work and strive to proactively create safe spaces for those engaged in the fight for gender equality. While we may never be able to completely eliminate this risk, we commit to doing all that we can to reduce it and limit its impact.





07. Safeguarding Journey

Women Win recognises that safeguarding is a journey with no concrete end and that all organisations, including our own, are at various points in their journeys.

We commit to learning and evolving throughout our own journey. While we expect everyone we work with to value and commit to safeguarding, we will meet people wherever they are in their journeys in order to advance safeguarding efforts.

08. Safeguarding Spectrum

Women Win believes that safeguarding should not solely address the most explicit safety violations such as violence, exploitation, and abuse, but also the daily experiences of discrimination, harassment, and exclusion. A safeguarding mindset, together with appropriate systems and procedures, should be in place to deal with the whole spectrum of possible safeguarding concerns.

We commit to creating welcoming and safe spaces across all levels of our organisation, partnerships and programmes. We will respond adequately to all types of safeguarding concerns, recognising the harm they cause