

Everyone has the right to be safe from harm and abuse.

If you are worried about the safety of yourself or someone you know, you should report this to Windle Trust International.

Email welfare@windle.org.uk

This is a confidential email address. You can report your concerns directly to the WTI team in the UK.

WhatsApp +44 7749 842270

Send a message to our dedicated welfare line and a member of the team in the UK will contact you.

Phone +44 1865 712900

Call the WTI office in the UK. (This may incur a charge from your service provider).

If you are under WTI's care in one of our schools or programmes, an employee or a volunteer, we are committed to keeping you safe.

Help us to say NO to sexual exploitation and abuse by reporting your concerns.



Windle Trust
International

Our Policy on the Prevention of Sexual Exploitation & Abuse (PSEA)

Windle Trust International (WTI) personnel are strictly forbidden from engaging in any form of sexual exploitation and abuse whatsoever. This applies at all times, whether WTI personnel are at or outside the workplace, or during or outside of working hours. Other actions, such as inappropriate behaviour towards or with a child, failing to report an allegation of exploitation or abuse, or retaliating against a complainant or a witness are also prohibited by this policy.

Because sexual exploitation and abuse includes a broad range of activities, the following activities are meant to be illustrative and not an exhaustive list of prohibited behavior:

1. Acts of sexual exploitation or sexual abuse by WTI personnel including, without limitation: a. Unwanted touching or physical contact of a sexual nature; b. Forcing sex or sexual acts against someone's will; c. Using sex or sexual acts as a condition of receiving support, treatment, or assistance; d. Physical aggression, including rape, sexual battery, forcible fondling; e. Recording sexual acts or interactions without consent.
2. The exchange of, or an offer to exchange money, goods, services, or assistance for sex, sexual favors or other forms of degrading or exploitative behavior. This prohibition against the exchange of money for sex means that WTI personnel may not engage the services of sex workers.
3. The exchange of, or an offer to exchange, recommendation for employment, offer of employment or an employment reference for sex, sexual favors or other forms of degrading or exploitative behavior. For the purposes of this section, the employer or prospective employer includes WTI or any WTI vendor or contractor.
4. Any sexual activity, or an attempt to engage in sexual activity, with a child regardless of local age of consent; ignorance or misbelief of a child's age is not a defense.
5. Sexual interactions or relationships with a beneficiary during the time they are receiving assistance from WTI, regardless of whether the beneficiary consents to such interaction.
6. Physical force or violence against a beneficiary regardless of cultural norms.
7. Behavior toward a child that is inappropriate or sexually provocative, including, without limitation, physical abuse, sexual abuse or exposing the child to sexualized images or pornography.
8. Use of language or behavior towards a beneficiary that is inappropriate, harassing, abusive, sexually provocative or that is intended to shame, humiliate or emotionally abuse.
9. Use of a computer, mobile phone, tablet, camera, social media, email, or other form of technology, without limitation, to exploit or harass a beneficiary, or to access or distribute child pornography through any medium.
10. Use of WTI or WTI affiliate's facilities, vehicles or any other property for the purposes of sexual abuse or sexual exploitation.
11. Doing things of a personal nature for an unsupervised child that the child can do for themselves (e.g., bathing, dressing). "Unsupervised child" means a child who is not supervised by an adult who is an immediate family member.
12. Sharing a bedroom with an unsupervised child.
13. Photographing a child who is not adequately clothed or who is in a pose that could be considered sexually suggestive.
14. Failing to report a suspected, alleged, or known violation of this policy in a timely manner.

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I _____ of _____ have read and understood the terms and conditions of WTI PSEA Policy and agreed to abide by the code of conduct and safeguarding during the tenure of service with WTI. In the event of the breach of contractual agreement with WTI, the breach of contract will form a ground for the termination of service/contract with WTI.