



LUMOS GLOBAL SAFEGUARDING POLICY

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Approved by:	Executive Team and the Board of Trustees
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1. INTRODUCTION

Effective and robust safeguarding sits at the heart of Lumos' mission and values. Safeguarding is our overarching duty of care to protect everyone we work with from harm linked to our organisation, its people, or its programmes. Lumos is committed to ensuring the safety and protection of all, particularly children, adults at risk, programme participants, and the wider communities where we operate. This Safeguarding Policy provides a global framework of principles, standards, and practices that underpin safeguarding across all Lumos offices and contexts. It sets out our minimum expectations and is aligned with UK and international law and global safeguarding best practice.

In line with Lumos' values and our *Code of Conduct* we are committed to creating inclusive, respectful, and safe environments in all our work. Lumos has zero tolerance for all forms of harm or abuse. We will act to prevent harm wherever possible and respond robustly if harm occurs. Harm may be intentional (for example,

abuse carried out by a Lumos employee, associate, or partner, or failure to act on the same) or unintentional (for example, unsafe programme design). Our approach is trauma-informed and survivor-centred: the welfare of the individual is the primary consideration.

2. SCOPE AND APPLICATION

This policy applies to all children, adults at risk, programme participants, and communities who are engaged with, impacted by, or come into contact with Lumos' work - whether directly or through delivery partners. It applies to every person connected to Lumos, including trustees, staff, contractors, consultants, volunteers, and partners. The policy applies at all times, both during and outside of working hours, as set out in Lumos' Code of Conduct. All staff must read this policy and sign a Statement of Commitment (Appendix A) when joining Lumos.

Responsibilities for Implementation:

- All Staff and Associates¹: Follow the principles and procedures of this policy at all times and raise safeguarding concerns immediately through Lumos' reporting pathway.
- HR/Designated Safeguarding Leads (DSLs): Ensure all staff sign the Statement of Commitment when starting work and maintain records of compliance, regularly promote safeguarding in their areas of work.
- Country Directors and Project Leads: Share this policy with partners, contractors, and grantees; ensure safeguarding commitments are integrated into contracts and MOUs; oversee safeguarding risk assessments and due diligence for any work involving children or adults at risk.

While this policy establishes global safeguarding principles and standards, Lumos recognises that implementation must reflect different legal and cultural contexts. Application will therefore be adapted to ensure safeguarding is effective, appropriate, and proportionate in each setting. Country Directors are responsible for ensuring safeguarding is meaningfully embedded in country offices. This will include completion of country context mapping to contextualise this policy to national legal frameworks, child protection systems, and cultural or context specific risks and shall maintain documented local referral pathways for safeguarding and child protection concerns.

This policy forms part of Lumos' wider duty of care framework and should be read alongside our *Code of Conduct*, *Protection from Sexual Exploitation and Abuse (PSEA) Policy*, *Global Harassment and Bullying Policy*, *Global Prevention of Sexual Harassment in the Workplace Policy*, *Global Grievance Policy*, and *Global Safety and Security Policy*.

In this policy, safeguarding refers to Lumos' internal duty of care — preventing and responding to harm caused by our staff, representatives, or programmes. Lumos also has a duty to identify and report child protection concerns. Child protection or community protection concerns refers to our responsibility to act when children are at risk of harm in the wider community (not harmed caused by Lumos). Lumos Child Protection Protocol (in development) will be aligned with and function alongside this policy, and will provide guidance on the expected response to child or community protection concerns. In line with global best practice, Lumos does not investigate such cases, but we have a mandatory reporting and referral obligation. Wherever Lumos staff and associates suspect or encounter harm or abuse, there is a duty to report. All protection concerns must be raised through the internal safeguarding reporting pathway, after which they will be assessed and referred in line with local law and available child protection services as part of Lumos'

¹ Associates, in the context of this policy, are individuals who are consultants, service providers, contractors or volunteers. The term volunteer includes Lumos trustees, ambassadors and self-advocates. Child friendly and accessible versions of this policy are available in all languages.

programmatic response. Local country offices are responsible for ensuring that local child protection reporting and referral pathways are documented.

3. GUIDING PRINCIPLES AND COMMITMENTS

Lumos' safeguarding commitments are guided by the following principles, which reflect global best practice and apply across all our work:

Right to be Safeguarded

Everyone has the right to be safe from harm. Lumos protects all people we engage with regardless of age, disability, gender, race, religion, sexual orientation, identity, marital or economic status, and works to overcome barriers such as discrimination and communication.

Promote, Prevent, Protect

We promote the welfare of everyone we encounter in our work, particularly children and adults at risk, prevent abuse by assessing and managing risks, and protect those at risk by responding promptly and effectively to concerns.

Person-Centred and Trauma-Informed

We place the welfare and best interests of the people we work with, particularly children and adults at risk, at the centre of all decisions. We recognise the impact of trauma, power imbalances, and institutionalisation, and integrate trauma-awareness into our policies, procedures, and practice. Lumos recognises that experiences of harm and barriers to protection are shaped by intersecting factors such as gender, disability, age, sexual orientation, and identity, and we are committed to inclusive safeguarding that addresses these risks.

Participation

We listen and respond to the views and input of children, adults at risk, families, and communities. Participation helps us design safe, inclusive environments and strengthens people's own protective capacities.

Awareness and Vigilance

Abuse and harm can happen anywhere, and anyone may be involved. We are committed to responding quickly, sensitively, and appropriately to every concern raised.

Everyone's Responsibility

Safeguarding is both an individual and shared responsibility across Lumos. All staff and associates are held to high standards, supported with regular training, and expected to integrate safeguarding into their daily practice. Breaches of this policy will be treated seriously.

A Golden Thread Through All Work

Safeguarding is embedded across all Lumos functions — including programmes, fundraising, advocacy, communications, evidence, design, delivery, and reporting. We expect the same standards from our partners and associates, with mechanisms for due diligence, monitoring, and accountability.

Culture of Safeguarding Excellence

We promote a culture of openness, accountability, and continuous learning. We encourage staff to speak up, take concerns seriously, and recognise that staff wellbeing, psychological and physical safety are integral to safeguarding others.

4. KEY DEFINITIONS

These definitions are aligned with international law, sector standards (e.g. UNCRC, IASC, Keeping Children Safe), and Lumos' global duty of care framework.

Child: Any person under the age of 18, in line with the UN Convention on the Rights of the Child. This applies across all Lumos work, regardless of differing legal definitions of adulthood in national contexts.

Adult: Any person aged 18 or above.

Programme Participant: Any child, adult at risk, family member, carer, or community member who takes part in, benefits from, or is otherwise directly engaged with Lumos programmes, services, or activities.

Adult at Risk: An adult who is experiencing, or is at increased risk of, abuse, neglect, or exploitation due to a position of social disadvantage or unequal power. Factors may include poverty, migrant status, gender, disability, mental health, age, sexual orientation, caste, or other forms of marginalisation. In Lumos' work, this includes self-advocates over 18, parents, caregivers and young people aged 18+ encountered in institutions or communities.

Harm: Any action or lack of action that negatively affects a person's safety, dignity, or wellbeing. Harm can be intentional or unintentional.

Abuse: A form of harm that is significant, severe, or persistent, and is likely to have a lasting effect on a person's health, safety, or development. Abuse usually occurs in relationships where there is an expectation of trust or a power imbalance.

Types of Abuse

- Physical abuse – inflicting or threatening physical harm (e.g. hitting, burning, poisoning, suffocating).
- Emotional abuse – persistent behaviours that harm an individual's sense of self or wellbeing (e.g. bullying, humiliation, hostile treatment).
- Sexual abuse – forcing, coercing, or enticing someone into sexual activities for another's gratification, including contact and non-contact acts (e.g. rape, sexual touching, exposure to pornography).
- Exploitation – abusing a position of power, vulnerability, or trust to manipulate or coerce someone for personal, financial, sexual, political, or social gain (includes sexual exploitation, labour exploitation, and trafficking).
- Neglect – persistent failure to meet physical or emotional needs, causing serious impairment to health, wellbeing, or development.
- Online abuse – harm facilitated through digital technology, including grooming, sexual exploitation, bullying, or the sharing of abusive material.

Child Abuse: Alongside the above, all forms of physical, emotional, sexual abuse, neglect, exploitation, or harmful practices (including trafficking, child marriage, and female genital mutilation) that result in actual or potential harm to a child's health, survival, development, or dignity.

Safeguarding: An organisation's responsibility to prevent and respond to harm caused by its staff, associates, or programmes, and to ensure people are not placed at risk by engaging with the organisation. This includes recognising, responding to, and reporting safeguarding concerns.

Safeguarding Concern: A safeguarding concern at Lumos is any situation where harm, abuse, neglect, or exploitation is linked to Lumos, its staff, representatives, partners, or programmes — whether intentional (e.g.

abuse by a staff member or partner) or unintentional (e.g. unsafe programme design or practices). All safeguarding concerns must be reported immediately through Lumos' safeguarding reporting pathway.

Child Protection and Child Protection Programming: Child protection is the responsibility to prevent and respond to abuse, neglect, exploitation, and violence against children carried out by people external to Lumos (e.g. harm caused by parents, caregivers, teachers, or community members). Lumos does not investigate such cases but has a mandatory duty to report and refer them through our safeguarding pathway to the appropriate authorities or services, and to ensure learning from child protection cases strengthens our programmatic approach. Child protection programming is Lumos' broader work to strengthen systems and communities so they can prevent and respond to harm against children outside Lumos' direct responsibility. This includes advocacy, capacity building, and supporting safe family- and community-based care.

5. SAFEGUARDING ROLES AND RESPONSIBILITIES

Safeguarding Culture and Accountability

At Lumos, safeguarding is a shared responsibility rooted in our values of integrity, respect, and accountability. Every individual connected to Lumos has a duty to act in ways that keep children, adults at risk, colleagues, and communities safe. Leadership at all levels carries responsibility to ensure safeguarding is embedded in our culture, systems, and daily practice. Lumos adopts a survivor-centred and trauma-informed approach, with zero tolerance for abuse, exploitation, or unsafe practices. This section sets out how responsibility for safeguarding is distributed across the organisation, from trustees to frontline staff and associates, to ensure that our commitments are consistently upheld in all contexts. More detailed role descriptions for specific roles are available, but essential information is set out below.

All staff, associates, and partners must understand their safeguarding duties, act in line with this policy, and raise concerns without delay. Failure to comply with the policy is a serious matter and may result in disciplinary action or termination of contracts and partnerships. All those engaged with Lumos are expected to treat children, adults at risk, colleagues, and community members with respect always, maintaining professional boundaries and ensuring that their work is carried out safely. They must report any safeguarding concerns immediately through Lumos' safeguarding reporting pathway and adhere to the standards of behaviour set out in the Lumos Code of Conduct and the Guidelines for Working with Children and Adults at Risk and Conduct within Communities. Under no circumstances may Lumos staff, associates, or partners engage in abuse, exploitation, or behaviour that makes others feel unsafe; pursue sexual or romantic relationships with community members where Lumos is delivering aid or services; exchange goods, services, or employment for sexual acts; purchase sex in any context; or misuse Lumos goods or services for personal benefit. For further detail on this, see *Lumos' Protection from Sexual Exploitation and Abuse policy*.

The **Board of Trustees** holds ultimate accountability for safeguarding within Lumos. Safeguarding is a governance priority, and the Board is responsible for ensuring that robust policies and procedures are in place, are reviewed regularly, and are effective in practice. The Board promotes a culture where concerns can be raised safely and acted upon, and it exercises oversight through the People, Safeguarding and Security Committee (PSSC), which receives quarterly safeguarding reports from the Global Safeguarding Lead. Within the Board, the **Nominated Trustee for Safeguarding** plays a specific role in reviewing safeguarding reports, ensuring that lessons learned are applied across the organisation, providing advice on complex or high-risk cases, and acting as a point of contact for concerns involving the Chief Executive or the Global Safeguarding Lead.

The **Chief Executive** provides organisational leadership on safeguarding, ensuring that it is prioritised across all Lumos strategies and operations. The Chief Executive has a responsibility to immediately inform the Nominated Trustee for Safeguarding of any serious allegations or incidents that may pose a reputational risk to the organisation.

The **Global Safeguarding Lead (GSL)**, currently the Director of People and Operations, has responsibility for ensuring a consistent, effective, and coordinated approach to safeguarding across the organisation. The GSL sets global safeguarding strategy and standards, oversees policies and procedures for safeguarding and protection from sexual exploitation and abuse (PSEA), and ensures they are aligned with international standards, legal frameworks, and donor requirements. The GSL is responsible for overseeing case management, maintaining a central safeguarding case log, and ensuring all responses are trauma-informed, survivor-centred, and confidential. The GSL builds safeguarding capacity across the organisation by leading training and awareness raising, provides expert advice to programme teams, and supports colleagues to embed safeguarding into programme design, fundraising, communications, and advocacy. The GSL reports quarterly to the PSSC and escalates serious concerns immediately to the Chief Executive and Nominated Trustee. The GSL also provides matrix management and support to Designated Safeguarding Leads across the organisation, ensuring consistency, learning, and continuous improvement.

Senior Managers and Country Directors are responsible for promoting a safe working culture and leading by example. They must ensure safeguarding is embedded in all activities, risk assessments, and partner engagements, and that staff understand and follow this policy. They are responsible for appointing and supporting Designated Safeguarding Leads, ensuring safeguarding training is completed, establishing trusted reporting channels, and working with Designated Safeguarding Leads to address safeguarding concerns promptly. They must also provide data and updates on safeguarding practice and incidents to the GSL.

Designated Safeguarding Leads (DSLs) act as safeguarding focal points within country offices, central functions, or projects. They are responsible for ensuring new staff and associates receive safeguarding induction, leading ongoing training and awareness raising, and supporting teams to integrate safeguarding into all aspects of their work. DSLs receive and act on safeguarding concerns, escalating to the Global Safeguarding Lead where necessary, and meet regularly with the GSL and other DSLs to share learning and strengthen practice.

6. PREVENTION

Lumos is committed to preventing harm through awareness, good practice, and embedding safeguarding across all areas of our work. Prevention is central to the “do no harm” principle and is achieved through the following measures:

Safer Recruitment and Selection

Lumos applies safer recruitment principles to ensure we do not employ anyone who is a risk to anyone, particularly children and adults at risk. All recruitment follows our *Safer Recruitment Procedures*, including appropriate background checks, explanation of employment gaps, and competency-based interviews for roles with direct contact with children or adults at risk. HR focal points and the GSL provide advice, oversight, and regular review of these processes for staff and associates.

Induction and Training

All staff and associates receive mandatory safeguarding induction, with local context provided by Designated Safeguarding Leads in country offices. Annual refresher training is required, and further training may be delivered as needed to strengthen safeguarding practice. Resources are accessible to all staff via the Lumos Safeguarding Hub.

Awareness Raising

This policy and related safeguarding materials are made accessible to staff, associates, and partners, and translated where possible. Updates and lessons learned are shared through internal communications. Child-

friendly and accessible versions of this policy are available to ensure that children are aware of our responsibilities and know how to raise concerns.

Safer Programming and Risk Management

Safeguarding is embedded throughout the programme cycle from design to risk assessment, delivery, monitoring, evaluation, and exit. All activities involving programme participants, children or adults at risk undergo a safeguarding risk assessment, including events and partner-led work. Organisational safeguarding risks and mitigations are reviewed regularly by the Executive Team, PSSC and Board of Trustees.

Accessible Reporting and Feedback

Lumos is also committed to ensuring that children, adults at risk, programme participants and community members can raise concerns safely. Country offices and programme leads must ensure that accessible, child-friendly, and confidential reporting and feedback mechanisms are in place in line with local context and languages, and that programme participants know how to access them.

Use of Images and Stories

Lumos ensures that all images, stories, and case material are collected and used ethically and safely. The dignity, privacy, and safety of children, adults at risk, families, and communities are paramount. Documented informed consent is required, and risks are carefully assessed in line with our Global Ethical Story and Content Gathering Policy.

Data Protection and Security

Lumos safeguards personal and sensitive information in line with legal and regulatory requirements. Identifying information is protected, and access is restricted in accordance with our Data Protection Policy and guidance on storing and sharing data about children.

Work with Partners

Lumos carries out safeguarding due diligence for all delivery partners, whether funded or unfunded, to ensure they have appropriate safeguarding procedures in place. Country Directors and DSLs are responsible for embedding safeguarding into all partnership work and ensuring clear lines of reporting between Lumos and partners. Where gaps exist, Lumos supports partners to strengthen their safeguarding capacity through the *Lumos Partner Safeguarding Toolkit*. Lumos welcomes reciprocal safeguarding due diligence from partners and is committed to working collaboratively with partners to create strong cultures of safeguarding.

7. REPORTING SAFEGUARDING CONCERNS

Lumos staff and associates have a duty to report all Safeguarding concerns they witness, suspect or are told about. This includes:

- Concern that a child, adult at risk, programme participant or community member is experiencing or at risk of experiencing any form of harm or abuse by Lumos staff/associates or due to Lumos activities.
- Concerns about the behaviour of staff/associates in delivery partners or in other agencies or NGOs Lumos comes in to contact with

Reports should be raised within 24 hours or as soon as possible to any of the below:

- Designated Safeguarding Lead
- Line Manager
- Global Safeguarding Lead (safeguarding@wearelumos.org)
- CEO
- Safeguarding Trustee

- [Safe Call](#) (Safe Call is a confidential services that is available in over 170 languages, 24 hours a day where concerns relating to Lumos staff or programmes, including safeguarding concerns, can be anonymously reported. You can make a report online or over the phone (calls are free). Staff and associates are encouraged to use the protected and confidential mechanisms outlined in the Whistleblowing Policy if they feel unable to report a concern via the normal reporting protocols.
- Contact details for key safeguarding reporting points and Safecall shall be made available on the All Staff Area of Sharepoint and locally on reporting and awareness raising materials

There is no minimum threshold for reporting a safeguarding concern as described in this policy. If you think you are aware of a safeguarding concern, it is always better to report rather than keep concerns to yourself. It is not the responsibility of individual staff to investigate or determine the veracity or significance of any allegation or concern, only to report in line with the guidelines set out in this policy. DSLs and the Global Safeguarding Lead are always available to discuss or explore concerns if staff are unsure.

All Safeguarding concerns must be escalated to the Global Safeguarding Lead regardless of where the first report is received. It is the responsibility of local reporting points (Designated Safeguarding Leads) to ensure central reporting. This is so Lumos can ensure safe action is taken and Lumos's reporting requirements (regulatory and donor) are carried out. If the concern is about or involves the GSL or a DSL, a report should be made to a member of the executive team.

Historical or Non-Recent Abuse Disclosures: It is not unusual for individuals to disclose abuse several years after the fact, when they feel they are in a safe space to do so. There is no time limit on when a person can raise a Safeguarding concern to Lumos. While there may be challenges in responding to historical allegations Lumos will take every effort to respond with the same level of care.

Child or Community Protection Concerns: Staff/associates, in the course of their work, may be made aware of community protection concerns (cases of harm or abuse NOT related to or carried out by Lumos staff, associates or partners). Community protection concerns should be raised to the country office DSL or the GSL if no country office DSL is available. These shall be reported via the same reporting pathways and addressed and documented in line with the Lumos Child Protection Protocols (under development). The DSL and GSL can support if required e.g. in ensuring a survivor-centred approach, but this should be managed as a programme issue, working closely with national agencies. The GSL will maintain an overview to ensure appropriate duty of care in line with this safeguarding policy.

8. RESPONDING TO SAFEGUARDING CONCERNS

The relevant Designated Safeguarding Lead (DSL) and Senior Manager or Country Director are responsible for managing safeguarding concerns, with support from the Global Safeguarding Lead (GSL). Responding to concerns will always be prioritised, and a trauma-informed, survivor-centred approach will guide all actions. For detailed operational guidance, staff should refer to the *Safeguarding Incident Management Guidelines*, and for community child protection concerns, to the *Child Protection Protocol*.

Triage and Escalation

When a safeguarding concern is raised, the DSL will review the information, provide initial advice, and escalate to the Senior Manager/Country Director and the GSL within 24 hours.

Case Management

The DSL and Senior Manager/Country Director manage the concern, documenting all actions and drawing on advice from the GSL as needed. The GSL maintains the central safeguarding case log, monitors cases for quality

and consistency, and escalates high-risk or complex cases immediately to the Chief Executive and/or the Nominated Trustee for Safeguarding.

Case management may include:

- Gathering further information and conducting a safeguarding risk assessment.
- Putting in place immediate measures to protect the person(s) in question.
- HR/People will lead the employment process in line with the Safeguarding Incident Response Procedures and Procedures on Managing Safeguarding Allegations Against Staff and Associates, ensuring compliance with local labour law. In high-risk cases, staff may be suspended until an investigation is concluded.
- Referring concerns to local statutory authorities or protection services. Lumos will comply with national laws requiring referral to statutory authorities unless such referral would place the child or adult at greater risk of harm. In such cases, a risk assessment will be conducted, and the final decision will rest with the Senior Manager/Country Director and the GSL, in consultation with the Chief Executive if required.
- Cases will be closed following consultation between the DSL, Senior Manager/Country Director, and the GSL, with input from the Chief Executive or Nominated Trustee for higher-risk or complex cases. A case should be closed only once the individual is no longer at risk of significant harm, and action has been taken to prevent recurrence.

Confidentiality and Documentation

All safeguarding concerns must be documented using the Lumos Safeguarding Report Form within 24 hours by the staff member who became aware of the issue. The DSL adds comments and forwards the report to the GSL within the next 24 hours. All case documentation must be stored securely and shared through approved, confidential channels in line with Lumos' *Data Protection Policy*. Information will only be shared on a strict 'need to know' basis. The DSL and Senior Manager/Country Director ensure confidentiality in local management of the case, while the GSL oversees central documentation, maintains the safeguarding case log, and ensures any breaches of confidentiality are addressed. Central records allow Lumos to monitor trends, identify risks, and strengthen organisational learning.

Trauma-Informed and Survivor-Centred Approach

Lumos will always aim to ensure that responses do not cause further harm or distress. Those affected will be kept informed, as appropriate to their age and understanding, and referred to external services for specialist support including medical, psychosocial, legal and other services for survivors will be completed as appropriate, working with local agencies and partners wherever possible.

Support for Staff

Staff who respond to safeguarding concerns, particularly those receiving direct disclosures, will have access to debriefing and support. Referrals for professional counselling may be offered, alongside access to Lumos' Employee Assistance Programme. Staff regularly exposed to safeguarding casework will be offered additional wellbeing support as appropriate.

9. MONITORING, ACCOUNTABILITY AND LEARNING

The Chief Executive holds overall responsibility for monitoring the implementation of this policy and ensuring it remains suitable and consistently applied across Lumos. The GSL reports regularly to the PSSC and the Board of Trustees on safeguarding cases, implementation, and organisational learning. This policy will be formally reviewed every two years, or earlier if required.

Ongoing accountability and continuous improvement are central to Lumos' commitment to a culture of safeguarding excellence. To achieve this, the GSL oversees audit and reporting structures, including annual country and programme audits to assess safeguarding practice and procedures. All high-risk cases, including "near misses", are carefully reviewed to ensure lessons are captured and applied organisation wide. Findings from audits and case reviews will inform policy updates, staff training priorities, and organisational learning, ensuring safeguarding is continuously strengthened across Lumos.

Lumos is committed to fostering an organisational culture that enables and sustains the highest standards of safeguarding. This includes promoting psychological safety, encouraging open and honest dialogue, and embedding a learning, rather than blaming, approach when reviewing cases and incidents. Staff at all levels are expected and supported to raise concerns, reflect on practice, and contribute to improvement. Through this openness and shared accountability, Lumos seeks to build trust, transparency, and collective responsibility for safeguarding.

Assurance Statement: Lumos affirms safeguarding as a core organisational priority. This policy has been reviewed and approved by the Board of Trustees, who hold ultimate accountability for its implementation. The Chief Executive and Global Safeguarding Lead are responsible for ensuring that safeguarding is embedded across all Lumos operations, monitored regularly, and continuously strengthened so that all children, adults at risk, staff, and communities we engage with are protected from harm.

10. RELATED POLICIES, GUIDANCE AND RESOURCES

Code of Conduct
Protection from Sexual Exploitation and Abuse (PSEA) Policy
Whistleblowing Policy
Safeguarding Country Context Form
Guide for Reporting a Safeguarding Concern
Safeguarding Reporting Form
Guidelines for Working With Children and Adults at Risk and Conduct Within Communities
Guidance on the Reporting and Escalation of Safeguarding Incidents and Cases
Additional Risk Factors and Signs and Indicators of Abuse
Safer Recruitment Procedures
Safeguarding Risk Assessment Template
Global Ethical Content and Storytelling Policy
Safeguarding Due Diligence Framework and Guidance
Case Recording Guidance and Case Record Template
Implementing Safeguarding Toolkit for Lumos and Partners
Safeguarding Incident Management Guidelines
Managing Safeguarding Allegations Against Staff and Associates Policy
Lumos Child Protection Protocol (upcoming)
Child Friendly Safeguarding Policy

APPENDIX A: STATEMENT OF COMMITMENT TO SAFEGUARDING

Commitment to Safeguarding

I confirm that I have read and understood the standards and guidelines outlined in Lumos' Safeguarding Policy. I commit to upholding the principles of this policy and to implementing and promoting the procedures and practices it contains in all work undertaken for, or in association with, Lumos.

I understand that any actions by me — whether in the course of my work or in my private life — which materially contravene the principles of this policy may be treated as gross misconduct and could result in disciplinary action, termination of contract, or referral to relevant authorities.

I confirm that I will immediately disclose to Lumos any charges, convictions, or outcomes of offences relating to the exploitation or abuse of children or adults at risk, whether they occurred before or arise during my association with Lumos.

I also confirm that I will report immediately any safeguarding concerns or allegations involving children, adults at risk, staff, or associates in accordance with Lumos' reporting procedures.

I declare that the information I have provided is accurate and complete to the best of my knowledge.

Name (print): _____

Job title/role: _____

Signature: _____

Date: _____

Please return the completed form to your local HR Focal Point