Who Is this Policy For?

This policy is for all rebels in XRUK working groups (circles that sit within the UK Rebel Hive). It applies to all participants in XRUK activities, including volunteers, contractors, and anyone acting on behalf of XRUK

This policy should be on the Hub, as well as shared to all Team Chats. It should be pinned in team chat headers, on whatever platform(s) are being used.

This policy will be reviewed annually by the UK Rebel Hive in collaboration with Rebel Support, or sooner where required due to organisational learning or changes in legal or regulatory requirements.

Everyone in XRUK and engaging in XRUK activities should know about our safeguarding policy and how to raise safeguarding concerns. To support this, it should be included in the following:

- Team induction and onboarding.
- Regularly at meetings and check-ins.
- At action briefings.
- Relevant trainings.
- Consideration of inclusion on Action Support/Carousel form to know if safeguarding policy is available from any potential ally seeking XRUK support and to signpost our policy.
- Safeguarding/Risk Management field added to CRM.

Additionally, Safeguarding training will be provided, which rebels holding a role in an XRUK working group should ensure that they complete at least once annually. This would be integrated into the Hub so that there is a clear record of who has completed it.
