



05 April 2026

## **Diversity, Safeguarding, and Data Protection Policy (UK-Aligned)**

### **1. Policy Statement**

Global Sustainable Futures Network CIC (GSFN) is committed to operating in accordance with UK legal and regulatory frameworks, ensuring that all activities uphold the principles of inclusion, safeguarding, and responsible data management.

This policy aligns with:

- The **Equality Act 2010**
- The **Data Protection Act 2018** and **UK GDPR**
- The **Charity Commission for England and Wales** guidance on safeguarding
- The **Information Commissioner's Office** (ICO) requirements
- Relevant safeguarding frameworks, including the **Care Act 2014**

This policy applies to all GSFN directors, staff, volunteers, consultants, and partners globally.

### **2. Diversity, Equity and Inclusion (DEI)**

#### **2.1 Legal Compliance**

GSFN complies with the **Equality Act 2010**, ensuring that no individual is discriminated against on the basis of protected characteristics, including:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex



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- Sexual orientation

## **2.2 Organisational Duties**

GSFN will:

- Promote equality of opportunity in all programmes and partnerships
- Eliminate unlawful discrimination, harassment, and victimisation
- Foster good relations between diverse groups

## **2.3 Reasonable Adjustments**

In line with legal obligations, GSFN will make reasonable adjustments to ensure accessibility and inclusion for individuals with disabilities.

## **2.4 Accountability**

Any breach of this policy may result in disciplinary action and, where applicable, reporting to relevant authorities.

# **3. Safeguarding Policy (UK Legal Framework)**

## **3.1 Legal Duty of Care**

GSFN recognises its duty of care under UK law and adheres to safeguarding responsibilities outlined by the **Charity Commission for England and Wales** and statutory guidance under the **Care Act 2014**.

## **3.2 Scope**

Safeguarding applies to:

- Children (under 18 years)
- Vulnerable adults (as defined under UK law)
- At-risk communities engaged in GSFN programmes

## **3.3 Safeguarding Responsibilities**

GSFN will:

- Ensure safe recruitment practices (including references and, where applicable, DBS checks in line with UK requirements)

- Conduct safeguarding risk assessments for all activities
- Provide safeguarding training to staff and partners
- Appoint a **Designated Safeguarding Lead (DSL)**

### 3.4 Reporting Obligations

GSFN will:

- Report serious safeguarding incidents to the **Charity Commission for England and Wales** where applicable
- Comply with legal reporting duties to local authorities and law enforcement
- Maintain clear internal reporting and escalation procedures

### 3.5 Whistleblowing

GSFN encourages reporting of concerns in good faith and will protect whistleblowers in line with the **Public Interest Disclosure Act 1998**.

### 3.6 Designated Safeguarding Lead (DSL)

GSFN has appointed a Designated Safeguarding Lead (DSL) to ensure the effective implementation, monitoring, and continuous improvement of safeguarding practices across all programmes and partnerships.

Designated Safeguarding Lead:

Dr Renuka Thakore

Founder & CEO, Global Sustainable Futures Network CIC (GSFN)

#### **Roles and Responsibilities of the DSL**

The Designated Safeguarding Lead is responsible for:

Safeguarding Oversight:

- Providing strategic leadership and oversight of safeguarding across all GSFN activities globally
- Policy Implementation:
- Ensuring this safeguarding policy is effectively implemented, communicated, and adhered to by all staff, partners, and stakeholders

- Reporting and Case Management:
- Receiving, recording, and managing safeguarding concerns, ensuring timely, appropriate, and confidential responses

**Regulatory Compliance:**

Ensuring compliance with safeguarding obligations in line with the Charity Commission for England and Wales and relevant UK legislation

**Training and Capacity Building:**

Promoting safeguarding awareness and ensuring appropriate training is provided to staff, volunteers, and partners

**Risk Management:**

Overseeing safeguarding risk assessments for programmes, events, and partnerships

**External Liaison:**

Acting as the primary point of contact with external agencies, including regulatory authorities and safeguarding bodies where required

**Deputy and Local Safeguarding Contacts**

Where programmes are delivered internationally, GSFN will:

- Appoint local safeguarding focal points where appropriate
- Ensure clear reporting lines to the DSL
- Adapt safeguarding measures to local contexts while maintaining UK compliance standards
- Confidentiality and Accessibility

**All safeguarding concerns reported to the DSL will be:**

- Handled with strict confidentiality
- Recorded securely in line with the Data Protection Act 2018
- Addressed promptly with appropriate action

## **4. Data Protection and Privacy (UK GDPR Compliance)**

### **4.1 Legal Framework**

GSFN processes personal data in accordance with:

- The **Data Protection Act 2018**
- UK GDPR
- Guidance from the **Information Commissioner's Office**

### **4.2 Lawful Basis for Processing**

GSFN will process personal data based on lawful grounds, including:

- Consent
- Contractual necessity
- Legal obligation
- Legitimate interests (balanced against individual rights)

### **4.3 Data Protection Principles**

GSFN adheres to the following principles:

- Lawfulness, fairness, and transparency
- Purpose limitation
- Data minimisation
- Accuracy
- Storage limitation
- Integrity and confidentiality

### **4.4 Data Security**

Appropriate technical and organisational measures will be implemented, including:

- Secure digital storage systems
- Restricted access controls
- Encryption where appropriate

### **4.5 Data Breach Reporting**

Any personal data breach will be:

- Reported to the **Information Commissioner's Office** within 72 hours (where required)
- Communicated to affected individuals where there is a high risk

#### **4.6 International Data Transfers**

Where data is transferred outside the UK, GSFN will ensure:

- Adequate safeguards are in place (e.g., Standard Contractual Clauses)
- Compliance with UK GDPR requirements

### **5. Governance and Accountability**

#### **5.1 Board Responsibility**

The Directors/Trustees of GSFN are responsible for:

- Ensuring compliance with UK legal and regulatory requirements
- Monitoring implementation of this policy
- Maintaining oversight of safeguarding and data protection risks

#### **5.2 Compliance Monitoring**

GSFN will:

- Conduct periodic policy reviews
- Maintain records for audit and compliance purposes
- Ensure alignment with **CIC Regulator** and Charity Commission expectations

### **6. Breach and Enforcement**

Failure to comply with this policy may result in:

- Disciplinary action
- Termination of contracts or partnerships
- Legal action where applicable

Serious breaches may be reported to:

- The **Charity Commission for England and Wales**
- The **Information Commissioner's Office**
- Relevant law enforcement authorities

## 7. Review and Updates

This policy will be reviewed annually or in response to:

- Changes in legislation
- Organisational growth
- Regulatory updates

## 8. Contact and Complaints

For concerns, safeguarding reports, or data requests:

**Global Sustainable Futures Network CIC (GSFN)**

Email: [info@gsfncic.org](mailto:info@gsfncic.org)

A handwritten signature in blue ink, appearing to read 'R Thakore', with a horizontal line underneath it.

Dr Renuka Thakore

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