

F3 Do No Harm and Non-Discrimination Statement

Our commitment to safe, equitable and respectful practice

Organisation	[Insert]
Applies to	All staff, volunteers, trustees, mentors, trainers, contractors and partners.
Effective date	[Insert date]
Review date	[Insert date]

1. Our Commitment

[Organisation name] is committed to the principle of "Do No Harm" in all our activities. This means we design, deliver and evaluate our work to minimise the risk of unintentional harm to participants, staff, volunteers, communities and the environment. Do No Harm is not only a response to problems that arise — it is an approach to how we plan and act from the very beginning.

2. Non-Discrimination

We commit to treating every person with equal dignity and fairness, regardless of: age; gender; gender identity or expression; sexual orientation; race, ethnicity or national origin; disability; religion or belief; socioeconomic background; family situation; language; or any other characteristic.

We do not tolerate discrimination, harassment, bullying or any form of abuse. Cultural context informs how we communicate and offer support — it never lowers the standard of care or justifies harm.

3. Our Standards in Practice

- We assess potential harms before every project begins, using the risk assessment tools in R0 and R1.
- We engage participants as rights-holders — people with rights we are obligated to respect, not passive recipients.
- We do not impose our values or cultural norms on participants or communities we work with.
- We listen to feedback from participants and act on it.
- We recognise power dynamics and actively work to prevent their exploitation.
- We are accountable not only when things go wrong, but as an ongoing practice — through risk management, safeguarding readiness, and regular review. Being accountable means taking active steps to prevent harm before it occurs, not only responding when it does.



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4. Speaking Up

If you witness, experience or suspect discrimination, harm or a breach of this statement, you are encouraged and expected to speak up. Speaking up is not disloyalty. It is what our commitment to do no harm requires.

To raise a concern formally, follow the reporting procedure in I2 (Safeguarding Reporting System). In an emergency, call the DSL directly: [Insert name and contact] or call 112 (EU) / 999 (UK). Anonymous reporting is available at [Insert link].

If the concern involves the DSL, contact the Alternate DSL or external backup: [Insert name and contact].

5. Complaints

If you have a complaint about how you have been treated or about how a safeguarding concern was handled, follow the complaints procedure in I2 (Safeguarding Reporting System), Section [X]. You may also contact [Organisation name]'s [designated complaints lead / board chair] at [contact details].

Complaints are handled separately from safeguarding investigations. Raising a complaint does not affect a safeguarding process and vice versa.

6. Review

This statement is reviewed annually as part of the safeguarding self-assessment (O4). We welcome feedback from participants, staff, volunteers and partners on whether we are meeting our commitments.

References

F0 Safeguarding Policy Framework Section B (Scope), Section C (Legal Context). F1 Safeguarding Policy. I2 Safeguarding Reporting System. O4 Annual Self-Assessment and Review.

Glossary of Key Terms (Safe Spaces) — for definitions of all bolded terms in this document.

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