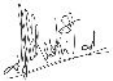




SAFEGUARDING POLICY

Document Code	:	PTGC-PRO-POL-017
Policy Area	:	Program
Effective Date	:	13 March 2026
Document Owner	:	Ferliyan Tahir
Approver	:	Reski Amirullah (Director)
Version No.	:	1.0

Authorized By

Authorized	Name	Signature	Date
Prepared by / Document Owner	Ferliyan Tahir		13 March 2026
Reviewed by / Functional Head	Ferliyan Tahir		13 March 2026
Approved by /PT GC Director	Reski Amirullah	 Reski Amirullah	14 March 2026



1. Purpose

The purpose of this policy is to ensure that all children participating in programs at Green Camp Bali are safe, protected, and supported in a secure learning environment. As part of the Green School Bali ecosystem, Green Camp Bali is committed to upholding the same high safeguarding standards. This policy establishes clear procedures, responsibilities, and expectations for preventing harm and responding appropriately to any safeguarding concerns. Green Camp Bali operates in a nature-based, experiential, and adventure-focused learning environment. Therefore, safeguarding practices must consider outdoor activities, community interactions, residential programs, and mixed-age learning groups.

This policy supports the commitment that:

“Safeguarding is everyone’s responsibility. Every adult who interacts with campers plays a vital role in keeping them safe. Campers come first.”

2. Scope

This policy applies to all individuals involved in Green Camp Bali programs, including interactions on campus, during field activities, and in residential program settings.

The policy applies to:

- Full-time and part-time staff
- Volunteers
- Interns
- Contractors and consultants
- Visitors and guest educators
- Board members and leadership teams
- Community partners involved in Green Camp activities

The policy covers all safeguarding situations including:

- Camp programs and workshops
- Onsite and offsite programs
- Outdoor and adventure activities
- Residential and overnight programs
- Community and cultural immersion activities
- Online learning or digital communication



3. Roles and Responsibilities

Safeguarding is the responsibility of every adult working with campers. However, several key roles provide leadership and oversight.

Role	Contact details
GSSO Chairman	Karen Yung karen.yung@elevateed.com
GSSO Safeguarding Consultant	Kate Beith Kate.Beith@eimglobal.com
GSSO External Auditor Conducts biannual safeguarding audits in all EiM Schools.	Tim Gerrish Tim@icpa.co.uk
Group Safeguarding Lead (GSL)	Lesley Mayer lesley.mayer@eimglobal.com
Head of Campus	Sanjit Singh Sethi sanjit.sethi@greenschool.org
Designated Safeguarding Lead and Deputy (DSL /DDSL)	DSL Amanda Coates amanda.coates@greenschool.org DDSL Ni Luh Pt Eka Pertiwisari KPD putue@greenschool.org
Child Protection Officers	Lead CPO's Green Camp Bali Kiki Reski Amirullah kiky@greencampbali.com
Focal Point	One of the Bahasa speaking CPO
National Safeguarding Lead Trainer and	National Safeguarding Lead Trainer



Role	Contact details
Safeguarding Trainers	Ni Putu Ayu Evy Damayanti evy.damayanti@greenschool.org
Green Camp Safeguarding Trainer	Safeguarding Trainer Team Green Camp Bali Ferliyan Tahir ferly@greencampbali.com Rina Mariadona Pangaribuan rina.pangaribuan@greencampbali.com
Data Protection Officer (DPO)	Ni Luh Putu Eka Pertiwisari KPD putue@greenschool.org
E Safety Lead	I Kadek Wirya Diyantara (Pak Wirya) wirya@greenschool.org

Photos and contact details are also displayed on posters in our Camp. Descriptions of the roles are provided in key safeguarding roles and responsibilities.

These descriptions are added to individual HR files. Below are brief summaries.

Group-Level Safeguarding Leadership

- **GSSO Chairman**

Responsible for overall safeguarding accountability across the group and reporting to external boards.

- **Group Safeguarding Lead**

Responsible for overseeing safeguarding across all schools and programs, including policy development, serious case management, and group compliance.

- **Safeguarding Consultant**

Supports safeguarding practices, professional learning, and policy development across the organization.



- **External Auditor**

Conducts safeguarding audits every two years and monitors compliance across schools and camps.

3.1. School and Camp Leadership

- **Head of Campus**

Responsible for ensuring safeguarding policies are implemented and followed within both the school and camp environment.

- **Designated Safeguarding Lead (DSL)**

Responsible for:

- Overseeing all safeguarding procedures
- Leading the safeguarding working group
- Managing safeguarding action plans
- Coordinating safeguarding audits and compliance review

- **Deputy Designated Safeguarding Lead (DDSL)**

Supports the DSL and assumes responsibilities when the DSL is unavailable.

3.2. Child Protection Officers

- **Child Protection Officer (CPO)**

Responsible for:

- Managing child protection cases
- Recording and reporting concern
- Coordinating safeguarding responses
- Supporting staff in safeguarding procedures

- **Focal Point**

Provides safeguarding support in the local language and ensures communication between community members and safeguarding leadership.

3.3. Safeguarding Training and Support Roles

- **Safeguarding Lead Trainer**

Leads safeguarding training programs and coordinates professional learning for staff.

- **Safeguarding Trainers**

Provide safeguarding training and support staff competency development.



- **E-Safety Lead**

Responsible for digital safety, online safeguarding, and monitoring online platforms used for learning.

- **Data Protection Officer**

Ensures safeguarding records and data are managed in compliance with data protection requirements.

4. Safeguarding Content

4.1 Safeguarding Commitment

4.1.1 Green Camp Bali is committed to ensuring that all campers are protected from:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Peer-on-peer abuse

4.1.2 Safeguarding is embedded into all aspects of camp life including:

- Outdoor adventure programs
- Cultural immersion activities
- Community engagement
- Residential and overnight programs

4.1.3 Special attention is given to vulnerable campers, including those with:

- Disabilities
- Language barriers
- Mental health needs
- Trauma history

4.2 Camp-Specific Safeguarding Measures

4.2.1 Overnight and Residential Safety

Residential programs follow strict safety protocols including:

- Age-appropriate and gender-appropriate sleeping arrangements
- Separate accommodation for staff and campers
- Nighttime supervision by trained staff
- Staff-to-camper ratios 1:10 to 1:15
- Documented emergency procedures



4.2.2 Water, Adventure, and Outdoor Activities

Due to the nature-based environment of Green Camp Bali, all outdoor activities require additional safeguards. Mandatory measures include:

- Pre-activity safety briefings
- Activity-specific risk assessments
- Qualified facilitators for specialized activities
- Staff-to-camper ratios 1:3 to 1:5
- Immediate reporting of concerns to Child Protection Officers

4.3. Community Engagement

4.3.1 Green Camp Bali works closely with local communities and cultural partners. Safeguarding expectations apply during:

- Village walks
- Ocean Related Programs
- Trekking activities
- Homestay visits
- Farm and craft experiences
- Cultural workshops and local learning activities

4.3.2 All community partners are briefed on safeguarding expectations before activities and sign Safeguarding Code of Conduct

4.4 Reporting and Responding to Safeguarding Concerns

4.4.1 All staff, volunteers, and visitors must report any safeguarding concerns immediately. Staff must not investigate concerns themselves. Instead, they must report concerns to:

- Lead Facilitator
- Program Manager
- PT Global Camp Director

4.4.2 All concerns must be recorded using an Incident Report Form and stored securely. Safeguarding responses prioritize:

- The safety and wellbeing of the camper
- Confidential handling of information
- Compliance with local legal requirements



4.5 Confidentiality and Information Management

All safeguarding information must be handled with strict confidentiality.

Safeguarding records:

- Must be securely stored
- May only be accessed by authorized personnel
- Must comply with data protection regulations
- Information may only be shared when necessary to protect the safety of a child.

4.6 Safer Recruitment

Green Camp Bali follows strict recruitment procedures to ensure that all adults working with campers are suitable. Recruitment safeguards include:

- Identity verification
- Criminal record checks where required
- Reference checks
- Safeguarding training requirements
- Signing the Safeguarding Code of Conduct
- Safeguarding regular refreshment online and offline

4.7 Professional Conduct

All staff, volunteers, visitors, vendors and contractors must maintain professional boundaries with campers. Staff must follow the Safeguarding Code of Conduct, including expectations regarding:

- Appropriate behavior and communication
- Safe physical contact
- Professional relationships with campers
- Use of social media

4.8 Whistleblowing

All adults are encouraged to report concerns about unsafe behavior. Whistleblowing allows staff or community members to raise concerns when they believe safeguarding standards may not be met. Reports should be directed to:

- The Lead Facilitator
- Program Manager
- PT Global Camp Director



4.8 E-Safety

Green Camp Bali promotes responsible digital behavior and safe online learning environments. Safeguarding measures include:

- Approved digital learning platforms
- Monitoring online systems
- Training for staff and campers on digital safety
- Responsible use of social media

5. Monitoring and Review

Safeguarding practices are continuously monitored and evaluated.

- Conducts regular safeguarding refreshment and working group meetings
- Maintains safeguarding action plans
- Reviews this policy annually



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