

Safeguarding at Field Ready Türkiye

During the recruitment process, screening for safeguarding concerns will be undertaken in ways that are respectful, lawful and accurate. Basic checks include establishing key information about the individual's employment history, their suitability for the post in question, employment references and their right to work in their post location. These standard pre-employment checks are mandatory for all prospective staff and an individual cannot commence their employment until these checks have been completed satisfactorily. Most will require no more than the basic level checks as detailed above.

However, team members who are working in high risk areas (and in particular if they are to be in contact with vulnerable populations, particularly children) may be required to undergo a higher level of security screening before commencing their responsibilities. As part of our child-safe recruitment policy, this may include criminal background checks carried out by private and/or government authorities. Team members occupying roles which are subject to higher level screening may be required to have these checks repeated as needed (e.g., on an annual basis) to regulatory requirements. Failure to satisfactorily pass screening will result in amended duties, redeployment or dismissal.

In addition to standard pre-employment checks, enhanced screening procedures will be conducted, incorporating specific interview questions focused on safeguarding:

- **Ethical Awareness:** Candidates will be asked to describe an ethical organization and share experiences of ethical challenges they have faced.
- **Understanding of Safeguarding Issues:** Candidates will explain how sexual exploitation, abuse, and gender-based violence occur and suggest preventive measures. They will also outline appropriate responses if such situations arise.
- **Disclosure and Learning:** Candidates will be asked if they have ever been involved in incidents related to safeguarding concerns and what they have learned from those experiences. Importantly, they will not be asked if they are survivors.
- **Commitment to Highest Standards:** Candidates will provide insights on how Field Ready can uphold the highest safeguarding standards for children.

Referees/references of applicants should also be asked if there are any ethical concerns regarding the candidate.

Each position at Field Ready should have a written role description, serving as both a vacancy notice and a job description. In most cases, this will be a formal document, while occasionally it may be a less formal terms of reference. However, role descriptions prepared by Field Ready serve as an outline only.

Due to organizational needs, team members may be required to perform job duties not within his/her written role description. We may have to revise, add to, or delete from a team member's job duties according to the organization's needs.