



Humanity First UK

Security and Safety Policy

Jan 2025

Approved By:	Executive Committee
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Humanity First UK
Unit 27, Red Lion Business Park, Surbiton, KT6 7QD
Registered Charity No. 1188494 · Company Registration No. 11512888



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Introduction

Humanity First UK is an International Development and Disaster Relief charity, part of the Humanity First network of charities founded in 1995. The charity is run by volunteers with diverse skill sets across the world and has access to thousands of extra volunteers worldwide.

Vision

Humanity First's vision is to help achieve a world in which every person's practical; emotional and physical nourishment needs are met. Where humans, right to learning and safety needs are addressed, and human suffering, whether it as a result of conflict, natural disaster or illness is eradicated.

Mission

To provide appropriate humanitarian activities, interventions and solutions, with the aim of reducing/eradicating human suffering.

To help create lasting solutions to communities through forming local partnerships and that promotes and safeguards the preservation of life, dignity and peace.

To support local communities to become resilient, through the development of, skills and resources to enable self-maintenance, self-development and the preserve of physical and emotional well-being.



Values

- **To improve the Human experience** our approach is to serve humanity by improving the quality of human life
- **Open, transparent and accountable.** To promote ourselves honestly and ensure that we are transparent in what we are trying to achieve. To be accountable to our donors and beneficiaries with regards to resourcing and funding of projects
- **Inclusiveness.** We approach work with others in a non-judgemental way. We welcome and embrace diversity
- **Independent.** Our actions and involvement is not aligned to any political or military action in the settings where we work.
- **Collaborative.** We work with local people to achieve the best outcomes.
- **Empowerment.** We aim to empower people to recover and to achieve their full potential as individuals, groups and communities.

Objectives

The charity's objectives are specifically restricted to promoting the following charitable purposes for the benefit of the public:

- The prevention and/or relief of poverty
- The advancement of education in such ways as the Trustees think fit
- Advancement of human health through the relief or prevention of mental illness, sickness, disease, disability or other health conditions caused
- The relief of those in need because of youth, age, ill-health, disability, financial hardship or any other disadvantage
- The objects may be advanced in any part of the world and shall include the relief of those suffering as a result of a natural disaster or human conflict



Security and Safety Policy

Purpose

This policy aims to safeguard the personnel, assets, and operations of Humanity First UK in Gaza during the ongoing conflict while ensuring compliance with international humanitarian laws and standards.

Scope

This policy applies to all staff, volunteers, and partners working with Humanity First UK in Gaza.

Security Measures

- Risk Assessment: Conduct regular risk assessments to identify potential threats and vulnerabilities. Update security protocols based on the evolving situation.
- Coordination with Authorities: Collaborate with local authorities, UN Clusters, including the Israeli Defence Ministry's Coordination of Government Activities in the Territories (COGAT), to ensure safe passage and delivery of humanitarian aid
- Background Checks: Implement thorough background checks for all local hires to prevent infiltration by militant groups, while ensuring transparency and due process
- Training: Provide mandatory security training for all staff, focusing on conflict navigation, emergency procedures, and personal safety.

Operational Safety

- Travel Restrictions: Limit travel to essential activities only. Avoid areas identified as high-risk or declared no-go zones by Israeli evacuation orders
- Safe Zones: Identify and establish safe zones for staff accommodation and operations. Ensure these areas are equipped with necessary security measures.
- Communication Protocols: Maintain reliable communication channels for regular updates and emergency alerts. Ensure staff satellite phone is always topped up.

Humanitarian Operations

- Access Negotiations: Engage in continuous dialogue with relevant authorities to secure humanitarian access through border crossings like Rafah



- Resource Allocation: Prioritise the distribution of essential supplies such as food, water, medicine, and sanitation products. Coordinate with other NGOs to maximize resource efficiency

- Monitoring and Evaluation: Implement robust monitoring systems to track aid delivery and assess impact. Use data-driven approaches to adapt strategies as needed

Health and Well-being

- Medical Support: Ensure access to medical care for staff through partnerships with operational hospitals in Gaza. Provide mental health support services to address stress and trauma

- Preventive Measures: Encourage vaccinations and health checks for all personnel. Supply protective gear to minimize exposure to communicable diseases prevalent in the region

Incident Response

- Emergency Procedures: Develop clear protocols for responding to security incidents, including evacuation plans and crisis management teams.

- Reporting Mechanisms: Establish confidential reporting channels for staff to report security incidents or breaches without fear of reprisal

- Review and Adaptation: Regularly review incident reports to identify trends and adjust policies accordingly.

Compliance and Accountability

- Legal Compliance: Adhere strictly to international humanitarian law, ensuring that all operations respect the principles of neutrality, impartiality, and independence

- Transparency: Maintain open communication with stakeholders regarding operational challenges and achievements. Provide regular updates on security measures and policy changes.

By implementing this comprehensive security and safety policy, Humanity First UK can better protect its personnel while effectively delivering humanitarian aid amidst the challenging conditions in Gaza.

July 2024 Update

As of mid-2024 the Rafah crossing is no longer operation and Kerem Salom is becoming operational



DECLARATION BY BOARD / STAFF / VOLUNTEERS

I, the undersigned would like to confirm and state that I have read and understood the above policy. I will make every effort to apply the policy, where applicable within the organisation and/ or where relevant outside the UK. (The signed declaration will be kept by HR team for official records)

Name: Dr Aziz Hafiz

Designation: HFUK Chairman

Dated: 22nd January 2025 **Place:** United Kingdom

Humanity First UK, is a UK registered charity (Reg No 1188494), having its main office at Unit 27, Red Lion Business Park, Surbiton, KT6 7QD.

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