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Abuse: Abuse can take many forms and the circumstances of the individual must always be considered. It may consist of a single act or repeated acts and within a number of contexts, including [extremism](#) or [modern-day slavery](#). The following is a list of examples of the different types of abuse which may affect an individual:

- **Physical** – includes, but is not limited to, hitting, slapping, pushing, kicking, misuse of medication, unlawful or inappropriate restraint and inappropriate physical sanctions. It also includes cultural practices which can alter physicality in ways that cause distress, harm and/or cause lasting health ramifications such as Female Genital Mutilation.
- **Sexual** – is unwanted sexual activity or behaviour that happens without consent or understanding
- **Psychological** – is emotional abuse which causes distress and can be verbal and non-verbal.
- **Financial and material** – includes theft, fraud, exploitation and pressure in connection to wills, property, inheritance and financial transactions, or inciting an adult at risk to do any of these things on another individual's behalf; it may also involve the misuse or misappropriation of property, possessions and benefits of an adult at risk .
- **Domestic Abuse** – is “any incident or pattern of incidents of controlling, coercive or threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality”.

Adult: Eighteen (18) is the age at which an individual reaches the age of majority in the UK

Adult at Risk: is anyone aged eighteen (18) or over who:

- has needs for care and or support
- as a result of care and support needs is unable to protect themselves from abuse
- is currently experiencing or is at risk of abuse

Adults at risk may:

- have a mental or physical illness
- have a learning disability
- have addiction problems
- be frail

Whether an adult is at risk or not is something which changes with the individual's circumstances – it is not a fixed definition.

Affirmative Consent: an informed, voluntary, and active agreement to engage in specific sexual activity.

Voluntary impairment by the [Respondent](#) by alcohol or other drugs is **not** an excuse for failing to obtain Affirmative Consent.

The person initiating sexual contact must obtain Affirmative Consent from their partner.

Affirmative Consent is an active process that must be ongoing throughout sexual activity. Affirmative Consent to one sexual act does not constitute Affirmative Consent to another, and can be revoked at any point.

Affirmative Consent requires a clear “yes.” Although the “yes” need not be verbal, verbal communication is the most reliable way to give and receive Affirmative Consent.

Affirmative Consent is not

- Silence
- Lack of protest or resistance
- Obtained by force, coercion, or threat

An individual is unable to give Affirmative Consent when that person cannot act on considered decisions to engage in sexual activity due to drugs, alcohol, unconsciousness, mental or physical disability, or some other condition. Prior sexual activity or the existence of a past sexual or dating relationship between parties does not imply Affirmative Consent. Consent to sexual activity with one partner does not mean consent with multiple or other partners.

At risk individual: A collective term, that encompasses [children, young people](#) and [adults-at risk](#)

Bullying: Bullying is a form of [harassment](#) and may be characterised as offensive, intimidating, malicious or insulting behaviour, or misuse of power through means intended to undermine, humiliate, denigrate or injure the recipient.

Child: A child is defined as any person under the age of eighteen (18) years as stated by the Convention on the Rights of the Child. This definition is recognised internationally as identifying a population who are particularly vulnerable and require additional safeguards to protect their rights. The definition of a child for the purposes of [Safeguarding](#) and Child Protection should not be confused with the legal definition of a child or age limits set out in other relevant laws. The fact that a young person under the age of 18 may have reached the age of e.g. sexual consent, voting age etc. does not alter their inherent vulnerability as a child.

Complainant: an individual who has reported [Prohibited Conduct](#), and who is not a [Confidential Complainant](#).

Rhodes Trust Conduct Officers (RTCOs): Individuals to whom complaints of misconduct can be made.

Any individual who wishes to report prohibited conduct under this Policy should contact one of the Rhodes Trust Conduct Officers (RTCO):

- the Warden and CEO;
- the Registrar and Director of Scholar Affairs;
- the Dean of the Rhodes Scholarship;
- the Chief Operating Officer;
- the Director of Selection & Outreach;
- Or the nominated local or in-Country Conduct Officer: this is usually a constituencies National Secretary or their Deputy.

Up to date contact details for the members of the Directorate that hold these positions can be found on the Rhodes Trust website [here](#).

Confidential Complainant: an individual who is reported to have experienced [Prohibited Conduct](#) and makes a request to the Warden that their identity is not disclosed to the [Respondent](#), and the Warden determines that the request can be honoured. A Confidential Complainant can withdraw a request that their identity will not be disclosed to the Respondent at any time and become a Complainant.

Designated Safeguarding Lead: Any Rhodes Trust activity involving adults at risk, young people or children must have an individual appointed to act as the Designated Safeguarding Lead for the activity. This person will ensure safeguarding policies and procedures are upheld and the activities risk assessment followed for the duration of the activity. They are also the named contact publicized to all involved in the activity for disclosing any suspicions or allegations of safeguarding concerns and are responsible for ensuring that concerns and allegations are escalated to the appropriate [Safeguarding Officer](#) without delay.

Discrimination: is the preferential or favourable treatment of one to the disadvantage of another) and is deemed to be unfair unless the person against whom a complaint is lodged establishes otherwise. Discrimination includes [abuse](#), other forms of [harassment](#), slurs or similar treatment, or hate crime/incident based on race, gender, sex, pregnancy, marital status, ethnicity, social background, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language, birth or other distinction. It is important to note that discrimination can be direct and indirect.

Exploitation: Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for personal gain, including, but not limited to, profiting monetarily, socially, emotionally or professionally from the sexual exploitation of another. The Trust recognizes that the terms [abuse](#) and exploitation represent a wide spectrum of behaviours and is not limited to the acts specified in this appendix.

Extremism: “the vocal or active opposition to our fundamental values, including democracy, the rule of law, individual liberty, and respect and tolerance for different faiths and beliefs” as defined in the UK Government’s [Counter Extremism Strategy 2015](#).

Formal Complaint: an individual wishes to make a written complaint and request a formal investigation of alleged or suspected [Prohibited Conduct](#), or safeguarding concerns. Any investigation will take place in line with the appropriate Complaints and Disciplinary Procedure.

Harassment: means conduct that is unwelcome or unwanted or degrading and which has the purpose or effect of violating a person’s dignity or creating an intimidating, demeaning, humiliating, hostile or offensive environment or otherwise adversely affects the recipient. [Sexual and gender harassment](#) means such conduct of a sexual nature, and may constitute unfair discrimination on the grounds of sex and/or gender and/or sexual orientation.

Vigorous debate will not amount to harassment when it is conducted respectfully and without violating the dignity of others or creating an intimidating, hostile, degrading, humiliating or offensive environment for them.

Informal Complaint: for limited types of [Prohibited Conduct](#), if the Warden and both parties agree, complaints may be resolved through a brief investigation by the Warden and an informal [Resolution Agreement](#) between the parties. Either party (or the Warden) can withdraw the case from Informal Resolution at any time prior to reaching a Resolution Agreement, and initiate a [Formal Complaint](#).

Investigative Lead: The individual leading the investigation where a [formal](#) or [informal complaint](#) has been made. This would usually be the appropriate [Conduct Officer](#) or [Safeguarding Officer](#).

Modern Day Slavery: as defined the [UK Modern Slavery Act 2015](#): being held in slavery or servitude or being required to perform forced or compulsory labour.

Neglect: is defined by [Sections 20 to 25 of the UK Criminal Justice and Courts Act 2015](#) as “deliberately refraining from acting, or refraining from acting because of not caring whether action was required or not.” The Rhodes Trust supports this definition, and clarifies it to further mean “to not give enough care or attention to people or things that are your responsibility.”

Illustrative examples of this include, but are not limited to:

- a Selector not paying equal, due care or attention to all applications they have been allocated, for any reason;
- a staff member or CSLP moderator not providing care to a student that is either visibly in distress or has verbally disclosed distress.

Prohibited Conduct: any such conduct that contravenes the applicable Code of Conduct or any of the types of misconduct outlined in the Safeguarding Policy, including but not limited to, [neglect](#), [abuse](#), [exploitation](#), [harassment](#) or [discrimination](#).

Report: information received by the Rhodes Trust that [Prohibited Conduct](#) has occurred. This includes both a direct complaint from an individual, as well as information from any other source, including social media, news articles, third parties, community members, and/or anonymous reports.

Respondent: an individual who has been accused of [Prohibited Conduct](#).

Resolution agreement: an agreement that has been reached by both parties resolving the instance of misconduct that was the subject of the initial report. Resolution agreements can be the result of [a formal](#) or [informal complaint](#) and investigation

Retaliation: Retaliation is any adverse or negative action taken against an individual for raising concerns about, engaging in advocacy regarding, or reporting, [Prohibited Conduct](#), or for being perceived as having done or being likely to do so. Actions taken by or through a third party, rather than by or through the [Complainant](#) or [Respondent](#) directly, may also constitute Retaliation. Retaliation includes but is not limited to: threats, intimidation, exclusion, differential treatment because of a [Report](#), and/or [Harassment](#).

Safeguarding: The policies, procedures and practices employed to protect individuals who come into contact with The Trust and all those associated with the delivery of our work from all forms of harm, [abuse](#) or [exploitation](#) and the responsibility of all personnel to embed these at the activity level to ensure The Trust is a safe organisation.

Safeguarding Officer: The Rhodes Trust has two Safeguarding Officers who will work with external organizations and agencies where appropriate to achieve our safeguarding aims. These individuals implement safeguarding policies and procedures, raise awareness of safeguarding issues and best practices as well as managing any safeguarding disclosures.

- Allegations against a member of staff or a volunteer (that is not a Scholar in Residence or Scholar-Elect), or suspicions of misconduct involving a staff member or a volunteer (that is not a Scholar in Residence or Scholar-Elect) who is considered to be an adult at risk, a young person or is under 18 years of age should be reported to the Trust's HR Director.

Director of HR: Nadine Woods

Phone Number:

Email address: nadine.woods@rhodeshouse.ox.ac.uk

- Allegations against an applicant, Scholar in Residence or Scholar Elect or suspicions of misconduct involving applicants, Scholars in Residence or Scholars Elects who are considered to be adult at risk, a young person or is under 18 years of age should be reported to the Dean of the Rhodes Scholarship.

Dean of the Rhodes Scholarship: Doyin Atewologun

Phone Number:

Email address: doyin.atewologun@rhodeshouse.ox.ac.uk

Where both groups may be involved the Trusts Safeguarding Officers will jointly agree the most appropriate response. Where allegations relate to one of the Safeguarding Officers, the other Safeguarding Officer should be contacted. The Trust's Safeguarding Officers are responsible for nominating trained deputies to ensure that a nominated individual is available during UK working hours, to ensure that all allegations can be dealt with without delay.

Safeguarding Young People: The process of protecting the health, well-being and human rights of young people, which allows them to live free from [abuse](#), harm and [neglect](#), and enables them to enter adulthood successfully.

Selector: any person involved in the selection of Rhodes Scholars – whether at the application screening, pre-selection interview or final Selection Committee stage of the process

Serious incident: The UK Charity Commission states that: "A serious incident is an adverse event, whether actual or alleged, which results in or risks significant:

- loss of a charity's money or assets
- damage to a charity's property
- harm to a charity's work, beneficiaries or reputation"

The Commission's guidance provides both thresholds for reporting as well as discretion.

The figure of £25k is referenced as a possible threshold for reporting financial loss and suspicious donations which the Trust has adopted.

Sexual Assault: Sexual assault is sexual contact without [Affirmative Consent](#). Sexual contact includes any contact with the intimate body parts of another, including breasts, buttocks, groin or genitals. Sexual contact also includes making another person touch their own or another person's intimate body parts. Sexual contact may be clothed or unclothed and includes, but is not limited to, fondling; kissing; penetration of the mouth, anus, or vagina, however slight, with any body part or object; or any other sexual activity.

Sexual Exploitation: Sexual Exploitation occurs when an individual *knowingly*

- Causes incapacitation for the purpose of making another person vulnerable to non-consensual sexual activity, including through alcohol or drugs;
- Observes, records, or photographs private sexual activity or an individual's intimate parts without [Affirmative Consent](#);
- Disseminates images of private sexual activity or an individual's intimate parts without [Affirmative Consent](#);
- Exposes an individual's genitals to another without [Affirmative Consent](#); or
- Or recklessly without steps to prevent, transmits a sexually transmitted infection to an individual, after exposing the individual to the infection without their knowledge.

Sexual & Gender-Based Harassment:

Sexual Harassment: any unwelcome conduct of a sexual nature. The conduct may be verbal or non-verbal, graphic, physical, or otherwise. Sexual harassment may include sexual advances, requests for sexual favors, or sexual comments about a person's clothing, anatomy, or looks. It can happen regardless of gender, sexual orientation, race, religion or age. It does not always happen in person and may happen on online, for example on social media, via e-mail or messaging.

Sexual harassment and violence can include:

- Catcalling, wolf-whistling, leering, unwanted comments or jokes about a person's body, clothing or sex life
- Stalking someone (in person or online);
- Unwanted physical contact, including but not limited groping, sexual assault, abuse or rape;
- Relationship abuse;
- Unwelcome sexual requests;
- Non-consensual photos like up-skirting or sharing of explicit material.

Gender-Based Harassment: any harassment based on gender, sexual orientation, gender identity, or gender expression. Gender-based harassment may include acts of aggression, intimidation, or hostility. The conduct may be verbal or non-verbal, graphic, physical, or otherwise, and need not be sexual in nature.

To be considered Sexual or Gender-Based Harassment, either or both of the following must be present:

- Submission to or rejection of such conduct is made, either explicitly or implicitly, a term or condition of a person's employment, academic standing, or participation in any the Rhodes Trust programs and/or activities, or is used as the basis for the Rhodes Trust decisions affecting the individual. (This is often referred to as "quid pro quo" harassment.)
- Such conduct creates a hostile environment. A "hostile environment" exists when the conduct is sufficiently severe, persistent, or pervasive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefiting from the Rhodes Trust's education or employment programs and/or activities. **A single incident, if sufficiently severe, can create a hostile environment.**

Survivor: someone that has, or believes to have, experienced harm, [abuse](#) or [exploitation](#).

Volunteer: any individual or group undertaking "any activity that involves spending time, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than, or in addition to, close relatives." This definition is the UK National Council of Voluntary Organizations definition which the Trust has adopted.

Young People/ Youth: Whilst the UN definition is 15 to 24, the Trust defines a young person as being between the ages of 18 and 30 due to the nature of our work as a postgraduate programme. However, it recognises that definitions change between countries and cultural contexts – the African Youth Charter, for example, defines young people as those between the ages of 15 and 35. When using the term youth or young people, we recognise that young people are not a homogeneous group and experience different levels of privilege and marginalisation that should be considered.

Youth participant: A youth participant is any young person who engages with The Trust through its programmes, activities or other initiatives.

Youth Leader: Any youth participant engaged with the Trust through its programmes, activities or other initiatives in a leadership capacity.