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Responsible Person	The Board

## PARTNERSHIP COMMITMENT POLICY

For the purpose of this policy:

- ‘CRSF’ means the Cambodia Rural Students Foundation.
- ‘CRST means the Cambodia Rural Students Trust.

This policy outlines the CRSF commitment to ensuring the safety and protection of all children to ensure that all children in its care are safe from harm and abuse regardless of the child’s race, religion, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

### 1. COVERAGE

Unless the context otherwise applies, this policy applies to the CRSF Board and its directors, team members, advisors and mentors, the CRST management team and leadership team, all teachers, all CRSF and CRST volunteers, guests and visitors, all CRST students and all children and young people involved in CRST activities.

### 2. OBJECTIVE

CRSF recognizes the importance of partnerships in achieving our mission.

A healthy partnership needs to understand the context in which partners are working, acknowledge each partners’ strength and challenges, and recognise and respond to unequal power dynamics. For collaboration to work effectively, CRSF must invest in developing quality relationships with partners that generate trust over time.

This policy outlines our commitment to effective interaction and collaboration with our selected partners and the formalization and management of these relationships.

### 3. POLICY

#### Guiding Principles

CRSF is committed to collaboration and partnership with organizations that will reflect the values of CRSF.

In selecting those for whom CRSF may partner with, CRSF will be mindful of the principles of equity, transparency, accountability and mutual respect.

CRSF will seek to ensure that the organizations that it seeks to partner with will complement the work of CRSF and that CRSF is in a position to complement the partner’s activities.

CRSF will undertake due diligence and capacity assessments before entering into formal partnerships and will undertake appropriate due diligence and risk assessment having regard to the activities which are to be the subject of the potential partnership.

CRSF will ensure that all organizations they partner with comply with the ACFID compliance indicators of:

- A demonstrated organizational commitment to the safeguarding of children.
- Having a code of conduct that advances child safeguarding behaviours and applies to all personnel, partners, and project visitors.
- Having a documented child safeguarding incident reporting procedure and complaints handling procedures that aligns with principles of privacy and promotes safety and dignity.
  - Demonstrating an organizational commitment to operating transparently with all stakeholders.
  - Ensuring that development initiatives consistently demonstrate the separation of development activities from non-development activities.
  - Enabling stakeholders to make complaints to CRSF in a safe and confidential manner.
  - An ability to control and manage their financial resources and risks.
  - An ability to control and manage risk of financial wrongdoing including terrorism financing.
  - Ensuring CRSF is not to be associated with terrorists, terrorist organizations and criminals.

CRSF will ensure that in implementing a partnership that it consults with its local stakeholders in particular with respect to the design and scope of any programs to be undertaken pursuant to a partnership agreement.

CRSF will ensure that it oversees the ongoing management of each partnership, having regard to the risks identified and scope of a partnership.

Any CRSF related project should acknowledge CRSF and use the CRSF logo and insignia.

CRSF will be responsible to:

- Oversee the project to ensure that the project is implemented and financial and narrative reporting requirements of the Cambodian Government and of the donors are met.
- Ensure that any costs to be incurred by CRSF should be authorised by the CRSF Board within a set limit and a process established for submitting cost estimates in advance of incurring them.
- Facilitate the effective and timely realization of agreed project outcomes.
- Provide ongoing monitoring and evaluation with feedback to the partner.
- Provision of logistics from planning through to completion.
- Engage in cross promotion of CRSF projects.

#### **4. DOCUMENTATION**

It is an ACFID Code of Conduct requirement to have partnership agreements in place to govern formal partnerships.

CRSF will ensure that all partnerships are properly documented to create a clear understanding of the rights and responsibilities of all parties. The formality and nature of the partnership will determine how prescriptive the agreement between the parties needs to be.

## **5. REVIEW AND EVALUATION**

The review and evaluation strategies of any partnership will include:

- Partnerships, which will be formalised in a partnership agreement are to be periodically reviewed to review their purpose, goals and effectiveness.
- Each party agrees to make available all information relevant to the partnership as necessary.
  - Each party agrees to make adjustments to the partnership should either a review or an audit indicate that this is necessary for the partnership to achieve its objectives.
- Partners will undertake the reviews by either:
  - A round table discussion
  - Formalised meeting between the partner and a CRSF Board member or delegate for either party
  - Email correspondence
- Orientation and debrief meetings must be held for partnerships with regular project deliverables for the program and opportunity for the CRSF Board and the partner to provide feedback and suggestions on the program.
- An end of project meeting for partnerships with a specific project deliverable must be held between CRSF and the partner or delegate for either party.

## **6. DISPUTE RESOLUTION**

If a dispute arises between the Partners in connection with this Policy, the Partners agree to first attempt to resolve the matter through good faith discussions. If the dispute cannot be resolved within 14 days, the Partners must refer the matter to mediation, to be conducted by a mediator agreed upon by all Partners or, failing agreement, appointed by ACFID.