



CHILD PROTECTION POLICY

TO BE REVISED AFTER EVERY 4 YEARS

ENDORSED BY: b WARDI BOARD

11/11/2021

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Definition of terms

Term	Definition
Child Abuse	is a term used to describe ways, in which children or young people are harmed, usually by adults and peers
Physical abuse	is any intentional act causing injury or trauma to a child by way of bodily contact.
Neglect	is a form of abuse where the perpetrator, who is responsible for caring for children, failed to provide the expected care and support? It can be a result of carelessness, indifference, or unwillingness
Sexual abuse	is a form of child abuse in which an adult or older adolescent uses a child for sexual stimulation. Forms of child sexual abuse includes engaging in sexual activities with a child actual or attempted; indecent exposure or touching (of the genitals, female nipples, etc.), child grooming, child sexual exploitation or showing pornography materials
Emotional Abuse	can include anything from verbal abuse and constant criticism to more subtle tactics such as intimidation, belittling, shaming, degrading, and manipulations.
Child exploitation	is the act of using a child for profit, labor, sexual gratification, or some other personal or financial advantage. Child labor and child trafficking are most common example of child exploitation.

Introduction

Every child or young person who benefits from WARDI programs should be able to take part in an enjoyable and safe environment and be protected from any form of abuse. This is the responsibility of every adult involved in WARDI.

WARDI management recognizes its responsibilities to safeguard the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or exploitation. WARDI is determined to meet this obligation through adherence to the Child Protection guidelines contained in this Policy.

This Policy shall apply to all WARDI management, employees, contractors, volunteers and partners. Clear procedures and practices has to be adhered to for proper training has to be conducted regularly every year and this will help WARDI to ensure that all personnel understand exactly what is expected of them in relation to the protection of children.

All WARDI personnel are required to read, understand the contents of this policy and sign it as it will part of the contracts. The personnel are also mandated to abide by the regulations at all times. For the avoidance of doubt, a child is defined as a person under the age of 18 (The Children Act 1989).

Purpose of the policy

This policy is completely dedicated to ensuring the well-being of all children in its care. The policy emphasizes the importance of promoting and protecting children from damage, abuse, and exploitation. A child is defined as someone under the age of 18 for the purposes of this policy and its associated processes.

- I. to develop a positive and pro-active position in order to best protect all children and young people who benefits from WARDI, enabling them to participate in an enjoyable and safe environment;
- II. to deliver quality assured child protection training for all personnel to demonstrate best practice in the area of child protection; and
- III. To ensure and encourage the highest professional behavior and personal practice to guarantee that no harm occurs to children during their participation in any WARDI activities or projects.

Scope of the policy

This policy equally applies to all WARDI's management board members, employees, interns, consultants, volunteers and contractors and all those acting on behalf of WARDI. They are obliged to read and sign this policy.

Principles of the policy:

The key principles underpinning this policy are:

The child's welfare - is, and must always be, the paramount consideration in all our work;

Right to protection -All children and young people have a right to be protected from abuse regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual identity;

- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately;

Right for appropriate support -All children and young people have a right to the appropriate support for their personal and social development with regard to their involvement in WARDI activities and projects

Reporting -it is the responsibility of all WARDI staff, partners, volunteers, consultants and contractors to report any incident of abuse and rights violation against children in their working environment

Confidentiality- child privacy should be protected, and any information that may be used to identify a child or put them in danger should not be used.

Child Abuse:

is a term used to describe ways, in which children or young people are harmed, usually by adults and peers? It refers to the physical, emotional/psychological and social damage done to a child. Children or young people can be abused within or outside their family, at school and within WARDI environment. Abusive situations arise when adults or peers misuse their power over children or young people.

Forms of child abuse

WARDI recognizes the following forms as child abuse;

- I. Physical abuse
- II. Neglect
- III. Sexual abuse
- IV. Child exploitation
- V. Emotional Abuse

Recognition of Abuse

Even for adults who have worked with children before, recognizing a scenario where abuse is developing or has already occurred can be difficult. Most persons who deal with children or young people, whether paid or unpaid, are not specialists in this area. Any concern regarding a child or young person's welfare should be reported as outlined in this manual.

Indications that a child or young person may be being abused include:

- ✓ Forced marriage
- ✓ Child labor
- ✓ Child recruitment into arms
- ✓ Denial to access education
- ✓ Child trafficking
- ✓ Denial of humanitarian assistance

Other than abuse, there might be other explanations for these factors. If you are worried about the welfare of a child or young person, **YOU MUST TAKE ACTION!** Do not presume that similar incidents will be reported by others.

WARDI's PREVENTION APPROACH ON CHILD ABUSE

- Any person suspected or identified as potential to abuse children is prevented from joining WARDI by conducting reference background checks with their previous employer
- WARDI must state in all employment adverts that it is a "zero tolerance organization for any type of child abuse," and that failing to follow safeguarding measures will result in dismissal.

- WARDI will organize awareness raising and training on child protection, code of conduct, PSEA and whistle blowing for its employees, volunteers, consultants and contractors.
- All WARDI employees and clients should be cautious, and any concerns on child abuse and violation child rights should be addressed to the WARDI Organization Child Protection Safeguarding Focal Point.
- Taking images/pictures, films, and narrative reports of children must be done with their parents' or guardians' permission by filling WARD's image consent form and only for learning purpose and support. in a manner that abuses children (accessing child pornography web sites, posting (a) children) photograph(s) in social media ... etc.) is considered as child rights violation and will lead to termination of services with WARDI.
- WARDI will promote advocacy on child rights and prevention of abuse during community trainings, meetings with stakeholders and will mainstream with its programs.

Safeguarding Focal Point:

WARDI has designated a safeguarding focal point to which complaints and suspicions should be directed first. The focal person is responsible;

- For ensuring that issues are appropriately recorded, routed to management, investigated, and addressed.
- She or he is also obligated to make certain that the survivor is directed to the appropriate child protection organizations for the necessary services.
- Guarantee that the WARDI Child Protection policy and procedures are appropriately executed.
- Promoting awareness and monitoring the implementation of child protection policy and report development made on child safeguarding by the organization.

WARDI's Child protection code of conduct

WARDI is dedicated to preventing child abuse and exploitation. It will take all necessary steps to protect and/or assist children in such situations. Regardless of the basis of the referral, WARDI will respond to all allegations of actual or suspected violations in accordance with its child protection policy. This code of conduct offers guidelines for ethical and suitable norms of behavior for adults toward children, as well as children toward other children.

- A. All WARDI employees, Volunteers, contractors and consultants must sign up to and abide by this code of conduct;
- B. Must respect the rights, dignity and worth of each child and treat each equally within the context of the WARDI activities.
- C. Must place the well-being and safety of each child above all other considerations
- D. Must develop an appropriate working relationship with each child beneficiary on mutual trust and respect.
- E. Should not exert undue influence to obtain personal benefit or reward.
- F. Advised to encourage and guide beneficiaries to accept responsibility for their own behavior.

- G. Must ensure that the activities they direct or advocate are appropriate for the age, maturity, experience and ability of the child beneficiaries.
- H. Must co-operate fully with other authorities (e.g. the police and relevant department) in the best interests of the child.
- I. Must consistently display high standards of behavior and appearance.
- J. When photographing, recording, or asking personal information for activities, acquire written consent from the child/parent/guardian.
- K. Must aware what constitutes child protection policy, PSEA policy and understands its provisions.
- L. Must not engage with any form of sexual activities with children.

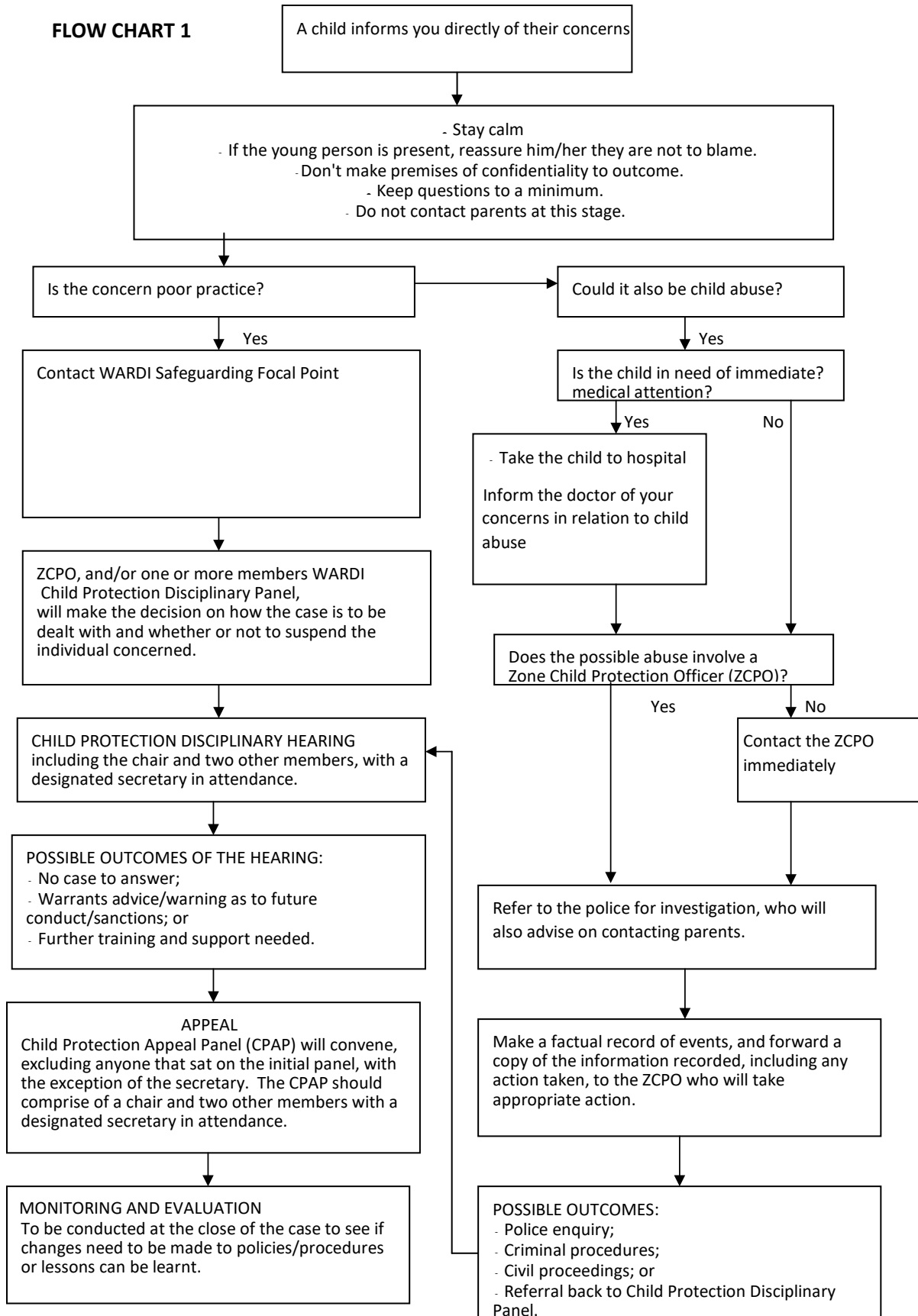
Reporting procedures on child safe guarding process

WARDI ensures that its workers and others understand what procedures to take when concerns about the safety of children emerge. Some of the procedures include;

- Seek complement from the police, who will advise on the next steps to take, including contacting parents.
- Make a full and factual record of events and forward a copy of the recorded information to the Police as directed, as well as to the WARDI safeguarding focal point; and
- If the alleged perpetrator(s) is/are from within the WARDI environment, the focal point will consider suspension of the individual concerned following contact with the Police and the conclusion of the police investigation, the case will be brought to the WARDI Child Protection Disciplinary Panel.

WARDI will take some time depending on the nature of the case to conduct the investigation during which the reporter of the case is updated about the status of the case through the focal point, following the procedures captured in the flow chart below.

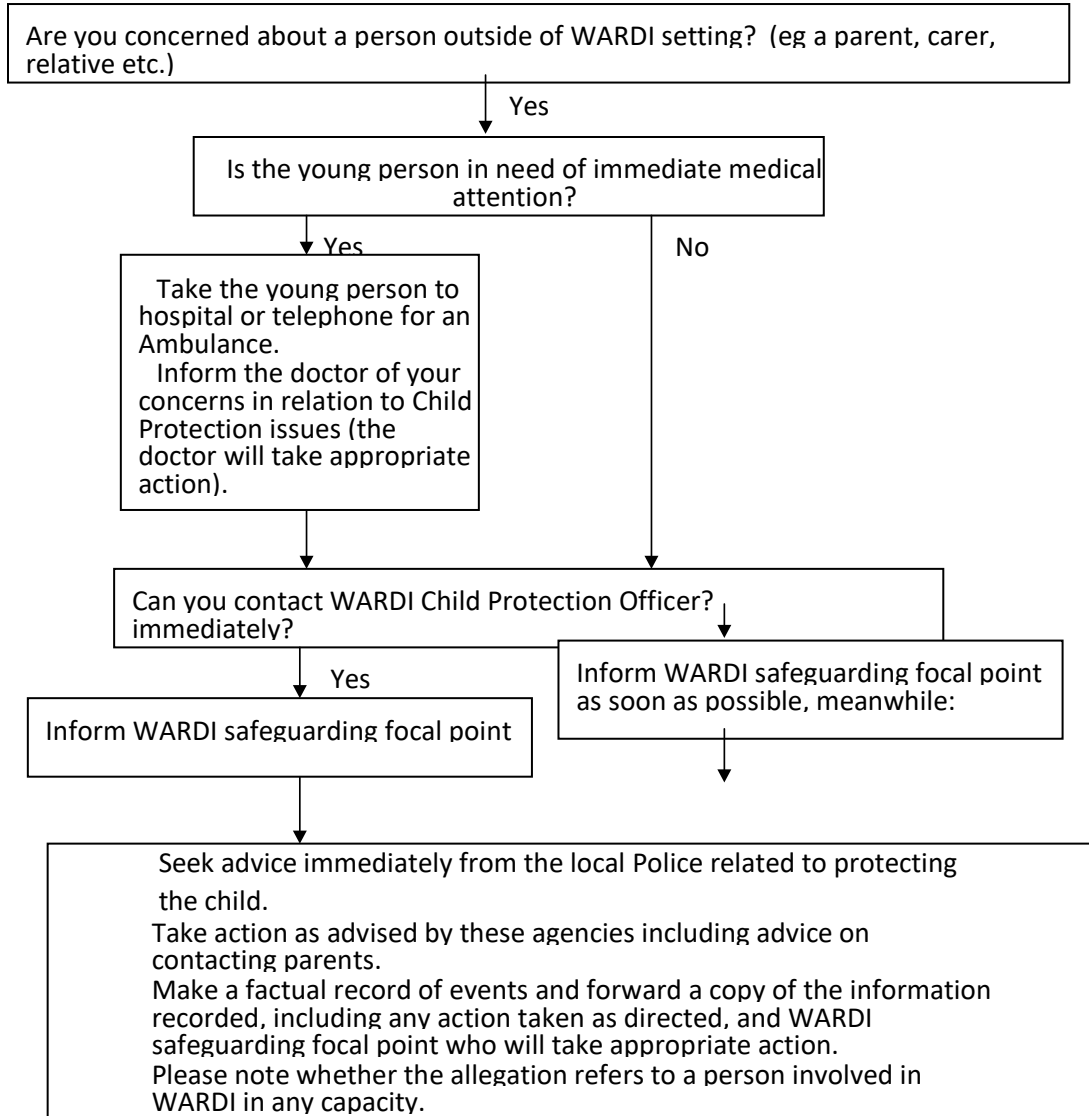
FLOW CHART 1



Dealing with concerns, disclosure or allegations outside the WARDI setting (see Flow Chart 2 below)

Immediate action to take if a young person informs you directly that he/she is being abused outside WARDI setting (i.e. at home or some other setting outside of WARDI) OR through your own observations or through a third party you become aware of possible abuse outside WARDI setting (i.e. at home or some other setting outside of WARDI).

FLOW CHART 2



Declaration of Statement

I, the undersigned..... declare I have received, read and understood the WARDI's child protection policy and I commit myself to know and agree to work in accordance with procedures enclosed herein. I understand that any failure to uphold the Code of Conduct and the child protection policy will result in the dismissal for WARDI Organization or further disciplinary or judicial proceedings as mentioned above.

Name

Date

Signature