

CHILD PROTECTION POLICY



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CONTENT.

01.	Introduction	01
02.	Policy Statement	01
03.	Policy Objectives.....	01
04.	Definition of Terms.....	01
05.	Principles of Child Protection.....	02
06.	Roles and Responsibilities.....	02
07.	Policy Provisions	03
08.	Reporting Procedures.....	03
09.	Sanctions	04
10.	Policy Review.....	04

INTRODUCTION.

Serving Humanity Foundation (SHF) is committed to safeguarding the welfare of all children who interact with the organization. SHF believes that every child has the right to protection from harm, abuse, neglect, and exploitation. This policy outlines SHF's commitment to ensuring that all its programs, staff, volunteers, and partners promote and maintain a safe environment for children.

This policy applies to all individuals working with SHF, including staff, volunteers, contractors, and partners, and covers all SHF operations and programs, particularly those involving direct contact with children.

POLICY STATEMENT.

A

SHF recognizes its duty of care to safeguard all children involved in its activities and programs. SHF will not tolerate any form of abuse, exploitation, or neglect of children.

B

SHF is committed to promoting the rights of children, ensuring that they are protected and respected in all interactions with the organization.

C

SHF will take all necessary steps to prevent abuse and to protect children from harm, ensuring that all individuals working with the organization understand their responsibilities in safeguarding children.

POLICY OBJECTIVES.

The objectives of this policy are:

A

To create a safe environment for children participating in SHF programs and activi-

B

To establish procedures for preventing, identifying, and responding to incidents of child abuse, exploitation, and neglect.

C

To ensure that all staff, volunteers, and partners are aware of their responsibilities in safeguarding children and are equipped with the necessary training and resources.

D

To provide a clear framework for reporting, investigating, and addressing any concerns related to child protection.

DEFINITION OF TERMS.

CHILD

Any person under the age of 18, in line with the definition provided by the United Nations Convention on the Rights of the Child (UNCRC).

CHILD ABUSE

All forms of physical, emotional, sexual abuse, neglect, or exploitation that may result in actual or potential harm to a child's well-being, development, or dignity.

NEGLECT

The failure to provide for a child's basic needs, including food, shelter, clothing, healthcare, and education, resulting in significant harm to their develop-

EXPLOITATION

The use of a child for the benefit or advantage of others, including sexual exploitation, child labor, and trafficking.

PRINCIPLES OF CHILD PROTECTION .

The following principles guide SHF's approach to child protection:

BEST INTERESTS OF THE CHILD

In all actions concerning children, SHF will prioritize the child's best interests and ensure that they are protected from harm.

RESPECT FOR CHILDREN'S RIGHTS

SHF is committed to upholding the rights of children as outlined in the UNCRC, ensuring that children's voices are heard and their rights are respected in all interactions.

ZERO TOLERANCE FOR ABUSE

SHF adopts a zero-tolerance approach to all forms of child abuse, exploitation, and neglect. Any incident of abuse will be addressed immediately and reported to the appropriate authorities.

CONFIDENTIALITY

SHF will handle all matters related to child protection with the utmost confidentiality, protecting the identity of the child involved and ensuring that their privacy is respected.

ROLES AND RESPONSIBILITIES .

BOARD OF DIRECTORS

Ensure that SHF's operations comply with child protection policies and legal obligations.

Oversee the implementation of child protection measures across the organization.

STAFF AND VOLUNTEERS

Follow all child protection policies and procedures in their work.

Report any concerns about a child's safety or well-being to the Child Protection Officer.

Ensure that their interactions with children are respectful, appropriate, and protective of the child's rights.

CEO

Lead SHF's efforts to create a safe environment for children.

Ensure that all staff, volunteers, and partners are trained on child protection and understand their responsibilities.

Respond promptly to any allegations of child abuse and ensure that appropriate actions are taken.

PARTNERS AND CONTRACTORS

Comply with SHF's child protection policy in all projects and collaborations.

Ensure that their staff and representatives understand and follow SHF's child protection principles.

CHILD PROTECTION OFFICER

Act as the primary point of contact for all child protection concerns within SHF.

Monitor compliance with child protection policies and procedures.

Conduct investigations into any reported incidents of child abuse or neglect and recommend appropriate actions.

Ensure that all staff and volunteers receive regular child protection training.

POLICY PROVISIONS.

RECRUITMENT AND SELECTION

SHF will implement strict recruitment procedures to ensure that all staff, volunteers, and partners working with children are suitable for their roles.

All individuals who will have direct contact with children will undergo rigorous background checks, including criminal record checks where legally permissible.

TRAINING AND AWARENESS

SHF will provide regular child protection training for all staff and volunteers, ensuring that they understand how to identify and report potential abuse or neglect.

Child protection training will include how to recognize signs of abuse, how to interact with children safely, and how to report any concerns.

CODE OF CONDUCT

SHF will establish a Code of Conduct outlining the appropriate behavior expected from all staff, volunteers, and partners when with children.

Any violation of this Code of Conduct will be taken seriously and will result in disciplinary action.

CHILD PROTECTION IN PROGRAMS AND PROJECTS

SHF will ensure that all programs and projects involving children are designed and implemented with the highest standards of child protection.

SHF will conduct risk assessments for any activities involving children to ensure their safety is prioritized.

PARTNERSHIP AGREEMENTS

SHF will ensure that all partner organizations, contractors, and collaborators are aware of and comply with SHF's child protection policy. Partnership agreements will include provisions related to child protection, outlining the roles and responsibilities of each party.

REPORTING PROCEDURES.

MANDATORY REPORTING

- All SHF staff, volunteers, and partners have a duty to report any concerns, suspicions, or allegations of child abuse or neglect. Reports should be made to the Child Protection Officer or the individual's supervisor immediately.

INVESTIGATION

- SHF will initiate a prompt and thorough investigation into any reported incidents of child abuse or neglect. Investigations will be conducted impartially, and all parties involved will be treated with fairness and respect.

CONFIDENTIALITY

- SHF will ensure that all reports of child abuse or neglect are handled confidentially. The identity of the child and the individual reporting the incident will be protected throughout the investigation process.

REFERRAL TO AUTHORITIES

- If a child is at immediate risk, SHF will report the case to the relevant authorities, including law enforcement or child protection services. SHF will cooperate fully with external agencies to ensure the child's safety.

SANCTIONS .

DISCIPLINARY ACTIONS

Any staff member, volunteer, or partner found to have violated SHF's child protection policy will face disciplinary action, which may include suspension, termination of employment, or contract termination.

LEGAL ACTION

- SHF reserves the right to pursue legal action against any individual or organization found to be involved in child abuse, exploitation, or neglect. SHF will work with law enforcement to ensure that perpetrators are held accountable.

POLICY REVIEW .

A

This policy will be reviewed every two years or as necessary to ensure it remains current with local laws, international best practices, and the evolving needs of SHF's programs and projects.

B

The Child Protection Officer, in collaboration with senior management, will conduct the policy review and propose any necessary revisions to the Board of Directors.



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