

SUSTAINABLE HUB FOR POLICY INITIATIVES



CHILD PROTECTION POLICY

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Child Protection Policy

Introduction

Child abuse is a global problem that affects both boys and girls. It has existed since the beginning of time and is deeply rooted in cultural, economic and social practices. Children are abused physically, sexually, emotionally and through neglect. Children are forced to endure the most hazardous forms of child labour including sweat shops and prostitution. In some areas children experience severe corporal punishment in schools. Children living in poverty are more at risk of child abuse and exploitation.

Most child abuse occurs within families and communities, It is usually the result of poor conditions, bad work practices and negligent management.

The objective of this policy

To ensure that SHPI takes all possible steps to ensure the protection of children against all forms of child abuse.

Vision

We aim to create 'child safe' environments, both internally and externally, where children are respected, protected, empowered and active in their own protection, and where staff are skilled, confident and competent and well supported in meeting their protection responsibilities'.

Policy Statement

SHPI considers child abuse unacceptable in all circumstances and takes its duty of care seriously and will aim at all times to provide the safest possible programs and environments for children. This will be achieved by identifying and managing risks that may lead to harm.

The United Nations Convention on the Rights of the Child (1989) provides a foundation for SHPI work on child protection. All SHPI staffs have the responsibility to protect children"...from all forms of physical and mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse".

SHPI is committed to ensuring that all possible and necessary steps are taken to realise the rights of children and to actively safeguard all children.

We take seriously our responsibility to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form. We will take positive action to prevent child

Purpose

This policy will demonstrate SHPI commitment to protect children from harm and abuse. This policy and its accompanying implementation procedures have been developed to provide a practical guide to prevent child abuse as a result of SHPI work. It aims to create an open and aware environment where concerns for the safety and wellbeing of a child can be raised and managed in a fair and just manner, which protects the rights of all.

Guiding Principles

- SHPI believes that all children have a right to be safe at all times and we have an obligation to provide child safe and child friendly environments and programs
- All children have equal rights to protection from abuse and exploitation regardless of their gender, race, religious or political beliefs, age, physical or mental health, sexual orientation, family and social background and culture, economic status or criminal background.
- All decisions regarding the welfare and protection of children are made based on the best interests of the child.

Scope of Policy

This policy applies to:

1. SHPI staff
2. Plan Australia Associates – these include board members, volunteers, interns, consultants and contractors, suppliers, supporters (including donors, sponsors, advocates, ambassadors). Also the staff and representatives of partner organizations/government with whom SHPI has a formal working relationship, and anyone who has been brought into contact with children while working for or with SHPI.
3. SHPI visitors – these include people such as journalists, media, researchers, celebrities etc who may come in contact with children through SHPI are also bound by this policy. All of whom are referred to collectively as 'SHPI Participants'.

Definitions

A Child: A child means every human being below the age of eighteen years.

Child Protection: Child Protection within the scope of this policy is defined as the responsibilities, measures and activities that SHPI undertakes to safeguard children from both intentional and unintentional harm.

Child Abuse: Child Abuse is defined as all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that results in actual or potential harm to a child.

Child abuse may be a deliberate act or it may be failing to act to prevent harm. Child abuse consists of anything which individuals, institutions or processes do or fail to do, intentionally or unintentionally which harms a child or damages their prospect of safe and healthy development into adulthood.

Risk identification and management

SHPI recognizes that there is a number of potential risks to children in the delivery of our programs. We understand that the effects of abuse on children are both devastating and long term. SHPI will not permit a person to work with children if they pose an unacceptable risk to children's safety or wellbeing. Therefore we undertake the following preventative measures:

- Proactively assessing and managing risks to children in our programs (and in the communities in which we work) to reduce the risk of harm. This is achieved by examining each stage of the project management cycle and its potential impact on children.
- Proactively assessing and managing risks to children in our sponsorship, marketing and communications, information, systems and technology (IST) and human resource (HR) operations
- Implementing new preventative measures when gaps are identified

As an organization SHPI is to always be aware, vigilant and uncompromising when implementing our Child Protection Policy. Staff and others should continually be aware of risks, and be actively minimizing opportunities and situations where children can be harmed. This implementation document

provides specific child protection guidelines for the following working areas of SHPI

- Management and supervision
- HR - recruitment of staff, contractors, consultants and volunteers, induction and training
- Information safeguarding and IST
- Programming (including youth participation)
- Media and Communications
- Marketing (including fundraising and sponsorship)
- Reporting and responding
- Responsibilities under this policy

It is the responsibility of the Board and executive director to ensure that all staffs in their area of responsibility are aware of, sign onto and agree to abide by this policy.

SHPI staff, Associates and Visitors must:

- Sign onto and agree to abide by this policy and the procedures relevant to them as.
- Report any child abuse and protection concerns . This is a mandatory requirement and failure to do so may result in disciplinary action
- Respond to a child who may have been abused or exploited in accordance with applicable local office procedures
- Cooperate fully and confidentially in any investigation of concerns or allegations
- Contribute to an environment where children are respected and encouraged to discuss their concerns and rights

Reporting

It is mandatory for all Plan Participants to report concerns or allegations of child abuse that relate to a child.

SHPI considers the abuse and exploitation of children to be completely unacceptable. We will take all concerns and reports of child abuse seriously and investigate and act on these reports immediately, with the highest priority, according to the reporting and complaints mechanisms outlined in this policy.

An allegation of child abuse is a serious issue. In following this policy and local procedures, it is essential that all parties maintain confidentiality. Sharing of information, which could identify a child, an alleged perpetrator or the informant/reporter could put them at harm so should be done so strictly on a 'need to know' basis. Unless abuse has actually been proved to have occurred, one must always refer to "alleged abuse".

If an employee raises a legitimate concern about suspected child abuse, which proves to be unfounded on investigation, no action will be taken against the employee.

Any employee who makes false and malicious accusations, however, will face disciplinary action. SHPI will take appropriate legal or other action against other Plan Participants who makes false and malicious accusations of child abuse.

Review of policy

This policy will be reviewed every five years. The board of directors will review, and staff will be consulted in this process.

References

- 1.
- 2.
3. Child Act 2009.

Policy approval

This policy was formulated by the board of directors to be adopted by all employees in sustainable hub for policy initiatives landscape.

It was approved by the board of directors to be exercised on 1st July,2017.

Name	position	signature
1. SINDA MANJI	BOARD MEMBER
2. TIBEZUKA FUNDISHA	BOARD MEMBER
3. NEEMA TENGERSAS	BOARD MEMBER
4. TANGANYIKA MHOJA	BOARD MEMBER