




TYDT CHILD PROTECTION POLICY

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| <p>POLICY</p> <p>TYDT CHILD PROTECTION POLICY</p> | <p>Accountability: All Staff</p> |
| <p>Scope:</p> <p>All Staff</p> | <p>Authorized: </p> <p style="text-align: center;">DIRECTOR</p> <p>Date: 06/07/2017</p> |

1. PURPOSE

The purpose of this policy is to ensure that Tariro Youth Development Trust (TYDT) has the proper processes in place to prevent and deal with child abuse by any TYDT employee.

2. SCOPE

This policy applies to all TYDT employees i.e. staff, managers, Trustees, Directors and principal investigators of TYDT projects.

3. STATEMENT OF INTENT

- a) TYDT believes that it is never acceptable for a child to experience abuse of any kind. TYDT recognizes it's responsibility to protect children from abuse and to safeguard their welfare. This policy has been written to ensure that TYDT employees do not engage in behaviour that could allow abuse to occur or engage in actions that could be misinterpreted by children, their families or other adults as constituting or leading to abuse.

- b) All staff members are required to acknowledge in writing, receipt and understanding of the Child Protection Policy and will be kept informed of policy changes as they arise. Additionally, employees will be informed of TYDT Child Protection Policy during their orientation.
- c) TYDT will require assurance from partner organizations that provide services to children, that the appropriate child protection policies are in place. When entering into other partnership agreements, TYDT will encourage the adoption of child protection policies, acknowledging that the lack of such policies can place children at risk.

4. RECRUITING AND SCREENING

- a) Basic screening of applicants for employment includes a written application, personal interviews and reference checks. During the interview process, applicants may be asked about previous work with children.
- b) Where possible and permissible by local law, applicants may be requested to give written permission for a criminal record or police background to check for any conviction related to abuse of children. If such checks are instituted, candidates are informed at the time of interview that hiring will be contingent on a record check.
- c) TYDT will not hire anyone that it learns has a prior conviction for child abuse, paedophilia or related offenses. In the event that local law prohibits this broad hiring rule, no person with a conviction for child abuse, paedophilia or related offences will be hired into a position which includes direct access to children.

5. BEHAVIOUR PROTOCOLS

5.1. Where appropriate, individuals who are hired as independent contractors and visitors to TYDT offices and sites will be made aware that they are expected to follow behaviour protocols set out below. TYDT Behaviour Protocols are rules of appropriate and proper behaviour. All staffs are required to acknowledge receipt and understanding of the Behaviour Protocols. These Protocols are designed to protect children but are also intended to protect staff from false accusation of inappropriate behaviour of abuse.

- a) TYDT staff should avoid being alone or staying overnight with a child where others cannot witness their behaviour, unless the child is a family member or if the employee is the legal guardian.
- b) TYDT staff should not hire minors as “house help” in their homes. Even though providing employment for minor may be culturally acceptable and provide benefits not otherwise available to the child, the hiring of minors may lead to misunderstandings.
- c) Avoid inappropriate physical contact with a child. If a child is hurt or distressed, comfort or reassure him/her without compromising his/her dignity or doing anything to discredit your own behaviour.
- d) Behave appropriately, ensure that the language used is moderated in their presence and refrain from adult jokes or comments which are clearly unsuitable.
- e) Pay attention to what the children are saying, and respond/report appropriately.
- f) Be familiar with the procedures for reporting at *TYDT* or the partner organization and immediately report any concerns related to the child’s welfare to the Designated Person.

5.2. Inappropriate behaviour towards children, including failure to follow TYDT Behaviour Protocols or sexual abuse of a child is ground for discipline which may include dismissal from employment.

6. WHEN WORKING WITH CHILDREN YOU MUST NEVER:

- a) Hit or otherwise physically assault them or act in ways that may be abusive or may place the child at risk of abuse.
- b) Develop physical/sexual relationships with them, behave in a manner which is inappropriate or sexually provocative, or develop relationships which could in any way be deemed exploitative or abusive.
- c) Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- d) Have a child with whom you are working to stay overnight at your home unsupervised. Condone, or participate in, behaviour of a child which is illegal, unsafe or abusive.

- e) Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse, discriminate against, show differential treatment, or favour particular children to the exclusion of others.
- f) Allow allegations made by a child or concerns about their welfare go unrecorded or not acted upon.

7. INCIDENT REPORTING AND INVESTIGATION

- a) Effective reporting procedures and plans for handling allegation of misconduct enhance efforts to protect children from abuse. Child abuses are not likely to remain in an environment where workers are trained to report suspicious behaviour. Child abusers thrive on secrecy and are more likely to commit and abusive act when they are unnoticed, or when they are in an environment in which others are naïve and insensitive to the possibility of child abuse. Alleged cases of child abuse should be reported to the Manager, Finance and Administration Office, TYDT Director or to the Principal Investigators.
- b) An alleged perpetrator of child abuse will normally be suspended from their position during the investigation of the allegations. The person will be informed that allegations have been made against him or her and given an opportunity to respond following procedures laid down in the National Disciplinary Code of Conduct. TYDT may refer the matter to the local authorities and it may support criminal prosecution.
- c) An employee who is proven to have committed child abuse will be dismissed from their employment with TYDT and not eligible for rehire.
- d) In the event an employee is discharged for suspected sexual abuse, TYDT may disclose such information if requested by a prospective employer. Such disclosures are made in accordance with applicable laws and/or customs.
- e) In the event that an allegation is proven to be untrue, or even fabricated, appropriate steps are taken for follow-up with the person who has been accused, the child, and the person who did the reporting. If any employee raises a legitimate concern about suspected child abuse, which proves to be unfounded at the conclusion of an

investigation, no action will be taken against the employee. However, any employee who makes false and malicious accusation will face disciplinary action.

- f) An allegation of child abuse is a serious issue. Information about a child protection incident is shared only with people on a ‘need to know’ basis as deemed necessary. Anyone given information regarding the names, identities, allegations, and/or information regarding the investigation, as outlined above is required to maintain confidentiality at all times.

8. COMMUNICATION ABOUT CHILDREN

- a) Communication about children should use pictures that are decent and respectful. Poses that could be interpreted as sexually suggestive should be avoided. Language that implies a relationship of power over children should be avoided.
- b) Child personal and physical information that could be used to identify the location of a child should not be used on TYDT websites or in any other form of communication about a child.
- c) As TYDT becomes aware of applicable information on community resources and support services for vulnerable, abused or exploited children, information will be provided to TYDT staff.

9. CONTACT

For questions or suggestions about this policy please email tydtprogrammes@gmail.com

10. DEFINITIONS

Child..... Person under the age of 18 years and includes an infant

Infant..... person under the age of 7 years