



CHILD PROTECTION POLICY

PURPOSE

This Child Protection Policy is our statement of intent which demonstrates our commitment to safeguarding children from harm and makes clear to all in the organisation and those who come into contact with us what is required in relation to the protection of children, and that child abuse in any form is unacceptable to the UK Charity Children Walking Tall.

STATEMENT

The UK Charity Children Walking Tall takes seriously our responsibility to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form. In addition, we will take positive action to prevent child abusers from becoming involved with Children Walking Tall in any way and take stringent measures against any trustee, employee or volunteer who abuses a child.

Whilst this document is the policy for Children Walking Tall, it will be necessary in the future for all of our Indian partners to develop a Children Protection Policy that is appropriate to their own culture and legal system.

DEFINITIONS UNDER THIS CHILD PROTECTION POLICY

A “**child**” is defined as any person under the age of 18 years.

“**Child Abuse**” is defined as all forms of physical abuse, emotional ill treatment, harassment and bullying, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that result in actual or potential harm to a child.

Child abuse may be a deliberate act or it might be the failure 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.

“**Child Protection**”, within the scope of this policy is defined as the responsibilities, measures and activities that Children Walking Tall undertakes to safeguard children from both intentional and unintentional harm.

“**Direct contact**” Being in the physical presence of a child or children in the context of Children Walking Tall’s work

“Indirect contact” Having access to information on children in the context of Children Walking Tall’s work, such as children’s names, locations (addresses of individuals or projects), photographs and case studies

“Partner” for the purposes of this policy an overseas organisation which receives funds from Children Walking Tall or an overseas organisation involved in project work with the children.

SCOPE OF THE CHILD PROTECTION POLICY.

This Child Protection Policy applies to everyone working for or associated with Children Walking Tall. It encompasses the whole of the UK Charity Children Walking Tall and includes without limitation employees, trustees, volunteers, staff/representatives of partner organisations and visitors who are brought into direct or indirect contact with children.

THE CHILDREN WALKING TALL CHILD PROTECTION POLICY

Trustees, Staff and Volunteers

As a condition of working with our organisation all trustees, employees and volunteers are required to undergo the following:

1. Satisfactory clearance through an enhanced Criminal Records Bureau check or equivalent police where the person is not a UK resident.
2. Both acceptance of and commitment to our Child Protection Policy and Code of Conduct for working with children.
3. Signing a personal declaration stating any criminal convictions, including spent convictions.
4. Providing the name and contact information of two character references they have known for no less than two years, excluding family members.

Management

The designated Child Protection Officer is Jane Grimshaw (Trustee).

Code of Conduct

All trustees, staff and volunteers of Children Walking Tall who have direct contact with children either in the UK or overseas will be informed of and required to sign that they will abide by Children Walking Tall’s Code of Conduct.

Communications about Children

Photos of children either on the website or in publications must only be taken with the child’s verbal permission.

All publications and the website which contain images and text relating to children will not contain the following:-

- Manipulated or sensationalised text and/or images
- Discriminatory and degrading language
- Images where children are inappropriately clothed
- The names of actual children

- Anything which might be used to identify the location of a child and put them at risk

All information relating to children must be held securely and limited only to those trustees, members of staff and volunteers who need to know and must be treated as confidential.

Reporting Incidents

All Witnessed, suspected or alleged violations of the Child Protection Policy will be immediately reported to the designated Child Protection Officer who will record and act on those in a confidential manner. The Charity will take appropriate action to protect the child in question from further harm and others in the organisation during and after an incident or allegation.

Ramifications of Misconduct Pending the outcome of an investigation we will immediately suspend any trustee, employee or volunteer who is alleged to have violated our Child Protection Policy. We reserve the right to take disciplinary action against any of the above who have been proven guilty in an investigation. This may include reporting the incident to the police.

CHILDREN WALKING TALL CODE OF CONDUCT FOR WORKING WITH CHILDREN

All trustees, staff and volunteers of the UK Charity Children Walking Tall must sign up to and abide by this Code of Conduct.

Trustees, Staff and Volunteers must never:

- hit or otherwise physically assault or physically abuse children
- develop physical/sexual relationships with children
- develop relationships with children which could in any way be deemed exploitative or abusive
- act in ways that may be abusive or may place a child at risk of abuse
- use language, make suggestions or offer advice which is inappropriate, offensive or abusive
- behave physically in a manner which is inappropriate or sexually provocative
- take a child/children with whom they are working away from the work place without authorisation from the manager in charge
- take a child to your home
- do things for children of a personal nature that they can do for themselves
- be alone with a child when they are bathing, showering etc.
- take a child on the back of their two wheeler except where this is the most practical solution
- take photographs of a child without their permission
- take a camera or mobile phone into any place where children are not fully dressed
- condone, or participate in, behaviour of children which is illegal, unsafe or abusive
- 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.

NB This is not an exhaustive or exclusive list. Staff must avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

In general it is always inappropriate to:

- spend time alone with children away from others