



CHILD PROTECTION POLICY

Organization	Taasa Orphan Program
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13 th January 2016	1.0	Taasa Orphan Program	First draft

1.0 ORGANIZATION

1.1 Introduction

Taasa Orphan Program is a non-profit organization whose main calling and goal is to reach the dejected, orphans, the needy and abandoned children. After being exposed to extreme poverty and devastating war in Uganda, we, the directors of the Taasa Orphan Program, decided to start an orphanage and a destitute children's home, with the intention of giving those innocent children caught in the crossfire and plagued by war and disease, a new chance for a meaningful life. We are convinced that misfortune and poverty leading to a lack of education lead to a loss of opportunities where individuals would have used their Natural-given abilities for personal improvement and for the good of society at large. There is a lot of wasted talent in Africa, as the talented people are often denied the opportunity to fully utilize their abilities.

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2.0 THE CHALLENGE

Throughout our work, our clientele is dominated by thousands of children. The safety of the child is our prime consideration at all times. This policy seeks to address our need to protect children from exploitation and abuse. We are desirous of prioritizing the wellbeing of children.

3.0 THE POLICY

3.1 Preamble

A child protection policy (CPP) is a guide for an organization and its staff to know how to keep children in their care safe. The CPP is a tool that protects both children and staff by clearly defining what action is required in order to keep children safe, and ensuring a consistency of behaviour so that all staff follow the same process. Keeping children safe is one of our chief responsibilities. Our organization and professionals who work with children are required to ensure that their policies and practices reflect this responsibility. This policy provides a structure of responsibility and identifies the action that staff should take if they have concerns. It is a source of information that staff can refer to and be reassured by protecting both children and staff. The policy demonstrates our commitment to children and ensures public confidence in our safe practices. This Policy forms the guidelines for staff and may be referred to in situations where they respond to concerns for a child with good intent, and make safe decisions that put the safety and wellbeing of the child at the forefront.

This child protection policy and all its sub policies and related policies, will be reviewed annually to align it with the changing needs of the child and the organization in general as well as the laws of the state.

3.2 Purpose of the Policy

To provide children and young people with appropriate safety and protection whilst in the care of *Taasa Orphan Program*.

To allow all staff /volunteers to make informed and confident responses to specific child protection issues.

This child protection policy (CPP) will provide a framework of principles, standards and guidelines on which to base individual and organizational practice in relation to such areas as:

- Recognizing and Responding to abuse
- Safe recruitment of staff
- Responsibility and Accountability
- Guidelines for effective communication and working with other agencies

4.0 SCOPE

This policy applies to all children who are clients of this organization, and to those with whom personnel come into contact in the course of their work with Taasa Orphan Program - at the kids' home, at our camps, events and tournaments. It applies to all staff, volunteers and management of Taasa Orphan Program, coaches and partner agencies.

5.0 GUIDING PRINCIPLES

5.1 Zero tolerance to child exploitation, abuse

Any form of exploitation or abuse of a child under our care, intentional or unintended, will not at any time be tolerated under any circumstance. We will go out of our way to deal with the allegation in accordance with the laws of the state, and ensure the safety of the child.

5.2 Recognition of the best interest of the child

At all times, our coaches, staff, volunteers and partner organization will be required to put the interest of the child at the fore front of all our engagements.

In cases where the interest of one child may harm another or the overall objectives of this policy, we will seek intervention from other concerned organization for advice to recognize and act in the best interest of the child. Taasa Orphan Program is committed to dealing with abuse, suspected abuse or disclosure of abuse in a timely fashion. When abuse is suspected or an allegation made against a staff member, the first consideration will be to ensure the safety of child.

5.3 Sharing responsibility for child protection

Taasa Orphan Program will maintain a good working relationship with Child, Youth and Family and with Police, and be familiar with the laws that serve to protect children from abuse. We will consult with Child, Youth and Family, the Police, and with other appropriate agencies that have specialist knowledge to help us protect children from abuse. We will ensure that we have contacts for Child, Youth and Family and Police offices.

5.4 Procedural fairness / Equality statement

Taasa Orphan Program will, at all times, make sure that all children and young people have the same protection regardless of age, disability, gender, racial heritage, religious belief, or identity. We commit to anti-discriminatory practice and explicitly recognize the additional needs of children from minority ethnic groups and disabled children and the barriers they may face, and are desirous of offering all children a fair shot to life and all their respective rights.

5.5 Communication including use of technology

All interactions with children and young people need to be carefully considered and planned for as to how these may occur in a way that reduces potential risk to children. Adults should clearly understand the need to maintain appropriate professional boundaries in their communication with children, and expectations around boundaries need to be firmly established to provide guidance to adults. These situations include communicating with children at work, at home, in public settings and through the use of mobile technology and social media. This includes the wider use of technology such as mobile phones, text messaging, e-mails, digital cameras, videos, web-cams, websites and blogs.

5.6 Media rights

Whereas working with children may involve the taking or recording of images, informed written consent from parents, guardians or caretakers and agreement, where possible, from the child or young person, should always be sought before an image is taken for any purpose. In the case of a Social Worker or Counsel for Child wishing to interview a child while in the care of Taasa Orphan Program, the staff member must consult their manager to be certain that such an interview will be undertaken legally and in the best interests of the child. We will reserve the right to deny access to a child by any media house if we deem such an initiative not in the best interest of the child.

5.7 Sexual Contact

All adults should clearly understand the need to maintain appropriate boundaries in their contacts with children. Intimate or sexual relationships between children/young people and the adults who work with them will be regarded as a grave breach of trust. Allowing or encouraging a relationship to develop in a way which might lead to a sexual relationship is also unacceptable. Any sexual activity between an adult and the child or young person with whom they work may be regarded as a criminal offence and will always be a matter for state law.

5.8 First Aid and the administration of medication

Some children may need medication to be administered while in the care of our organization especially at events, tournaments or during the soccer camps. In circumstances where children need medication regularly health care expertise should be sought at a nearby clinic or hospital to ensure the safety and protection of children and staff.

5.9 Soccer Camps, Trips, and tournaments

Adults should take particular care when supervising children during camps, trips and outings, where the setting is less formal. Adults remain in a position of trust and need to ensure that their behaviour remains professional at all times and stays within clearly defined professional boundaries. All adults who have been assigned the right to care for children at any of our events must register their contingent at the earliest opportunity with our team of officials. Children, young people, adults and parents should be informed of these prior to the start of the trip. In all circumstances, we will pay careful attention to ensuring safe staff/child ratios and to the gender mix of staff especially on overnight stays.

6.0 INTERNAL RECRUITMENT AND SCREENING PROCESSES

Taasa Orphan Program ensures that all staff working with children, both paid and voluntary, have been appropriately vetted and screened. Taasa Orphan Program ensures that all staff working with children are employed in accordance with the state laws.

7.0 INTERNAL PROCEDURES FOR HANDLING REPORTS ON CHILD EXPLOITATION AND ABUSE

In case of reports on alleged child exploitations and abuse; all staff, volunteers, coaches and children in general will be required to;

RESPOND to all concerns, and to reassure the person who has given them information on an alleged act of child exploitation or abuse.

RECORD all information, and remember to distinguish fact from opinion.

CONSULT with the designated person, our policy or external agencies.

REPORT all concerns to child, youth and family or police.

Allegations will be treated in such a way that the rights of adults and the stress upon the staff member are also taken into consideration. Taasa Orphan Program will ensure any disclosures about alleged abuse are acknowledged and appropriate action taken to ensure the safety of children who make disclosures.

When there are suspicions of abuse by a staff member, both staff and children's rights are to be attended to. This means that the safety of the child is of first concern, and that the staff member must have access to legal and professional advice.

8.0 ORGANIZATION EXPECTATION OF PARTNERS

We will expect that all partner organizations, funding agencies have in place a Child Protection Policy. AT the every minimum, we will require that these partners recognize and respect our policy herein designed.

9.0 STATEMENT OF COMMITMENT

Taasa Orphan Program is committed to the prevention of abuse and to the well-being of members, children, young people, vulnerable adults and their families. Taasa Orphan Program is committed to acting at all times in the best interest of the children, young people and vulnerable adults to whom it provides a service. Taasa Orphan Program is committed to complying with all relevant legislation.

10.0 GLOSSARY AND DEFINITIONS OF TERMS

A **Child** is defined as anyone under the age of 18. An adult receiving a service as a result of their deafness or disability could be regarded as a 'vulnerable adult' and thereby also covered by this policy.

Staff is defined as those who are employed directly by or volunteer for, Taasa Orphan Program, as well as staff and volunteers of partner organizations whilst they are working with children and young people in the care or supervision of Taasa Orphan Program.

Abuse is the deliberate act or series of actions which lead to harm. This includes, but is not limited to, verbal, physical, sexual, emotional and psychological abuse.

Child Protection is an activity or initiative or project designed to protect children from any form of harm, particularly arising from child abuse or neglect.

Exploitation refers to the use of an individual for ones' own benefit, gratification or satisfaction.

Harm refers to a negative impact on an individual's physical, emotional or behavioural health and well-being. Violence, abuse, neglect and exploitation often lead to an individual being harmed.