

Children in Crossfire Child Protection Policy

Introduction

Children in Crossfire is committed to protecting children in our areas of operation from exploitation, neglect or negligent treatment, sexual, emotional and physical abuse, and reduce their risk and vulnerability. This policy sets out what we expect from staff, board members, volunteers, interns, partners, associates, independent contractors and all who work with children through Children in Crossfire.

Child Protection finds basis in the United Nations Convention on the Rights of the Child of 1990 (herein referred to as the CRC). Children in Crossfire have aligned this policy to UNCRC Articles 3(2), 19, 34 & 39. At Tanzanian national level the policy is formed under the Constitution of United Republic of Tanzania, Law of the Child Act 2009, National Plan of Action to end violence against Women and Children 2017/2018 to 2021/2022 and the National Integrated case Management system linkages with the existing national policies systems.

Important Definitions

A child, for the purposes of the Child Protection Policy is any human being under the age of 18 years;

Child Abuse consists of anything, which individuals, institutions, or processes does or fails to do which directly or indirectly harm children, or damages their prospects of safe and healthy development into adulthood;

- Both boys and girls can be victims of all forms of abuse;
- A child of any age, sex, race, religion, and socioeconomic background can suffer child abuse and neglect;
- A child who is being abused may experience more than one type of abuse. For example, physical and sexual abuse almost always involve emotional abuse as well;
- Abused children can be helped to lead fulfilling lives, but we must NEVER expect them to just forget about it and 'get over it'. The impact of child abuse lasts a lifetime

Forms of abuse include:

Physical abuse: the intentional causing of physical harm to a child. This may take the form of slapping, punching, shaking, kicking, burning, shoving, biting, strangling, poisoning or otherwise physical hurting a child;

Emotional abuse: involves continuing behaviour by adults towards children, which includes threats, rejection, isolation, belittling, name calling or other non-physical forms of hostile or rejecting treatment which erodes social competence or self-esteem over time;

Neglect or negligent treatment: is the failure to provide a child - within the context of resources reasonably available to the family or caregivers - with the conditions essential for their physical and emotional development and well-being;

Sexual abuse: occurs when someone uses their power or authority to involve a child in sexual activity;

Exploitation: Commercial or other exploitation of a child refers to the use of the child in work or other activities for the benefit of others that are unacceptable because it deprives them of their childhood, development or dignity. This includes, but is not limited to, child labour and child prostitution;

Child Labour: Any work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. It refers to work that: is mentally, physically, socially or legally dangerous and harmful to children.

The following Child Rights Principles will guide the Child Protection Policy and its Code of Conduct:

Non-Discrimination: Every child shall be treated equally regardless of race, ethnic group, colour, sex, language, religion, disability, nationality or other status;

Best Interests of the Child: In all actions concerning the child undertaken by any person or authority the best interests of the child shall be the primary consideration;

Child Participation: Children and young including the most marginalised should be given an opportunity to express their views, influencing decision making and achieve change in accordance with their development or evolving capacities;

Survival and Development: The right to life and development must be interpreted in its broadest sense, encompassing the physical, psychological, emotional, social and spiritual development of a child;

Awareness Creation: Children in Crossfire will undertake to educate its staff, volunteers, trustees and partners on issues pertaining to Child Protection by:

- Training staff and board members annually;
- Informing beneficiaries of this policy;
- Supporting our partner organisations in training, policy and procedures;
- Including policy and procedures in orientation of new staff and in the Staff and Volunteer Manuals;
- Ensuring all personnel sign an acknowledgement of compliance with the policy;
- Informing all personnel of policy changes as they arise.

Programme Design, implementation, Monitoring and Evaluation

Children in Crossfire will:

- Ensure that an assessment of the circumstances of children is incorporated into all surveys conducted prior to the initiation of any programme as appropriate. Programme design will include plans to implement rigorous Child Protection procedures to protect children from situations of abuse, neglect or exploitation;
- Work with others to enhance awareness of abuse and exploitation, offer information on community resources and support services, and provide training and skills enhancement for project staff;
- Ensure Programme Plans promote the prevention of child abuse, exploitation and neglect by exploring the causes and implementing responses to support family and community responsibility for the wellbeing of children.

Recruitment and Screening

Children in Crossfire will screen all staff, volunteers and board. We will:

- Request permission for a criminal record check (Access NI for Northern Ireland or Gardai vetting check for ROI) or police clearance (for overseas staff) 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 clear record check. Please note criminal record checks will be conducted every 2 years for existing staff, volunteers & board members;
- Inform personnel of Children in Crossfire's Child Protection Policy at the start of any recruiting process;
- Conduct an interview which includes at least one safeguarding question related to working with children;
- Request at least two written reference checks;
- Policies and standards will be reviewed during orientation.

When negotiating to engage contractors (such as security, cleaning or consultants) we will:

- Require contractors to screen their employees appropriately (including police and background checks where relevant);
- Require contractors on site to read and comply with the Children in Crossfire Child Protection Policy and code of conduct;
- Commit to doing our utmost to ensure independent contractors, regardless of the country context, adhere to the highest available standards of Child Protection.

In the best interests of children, Children in Crossfire will not hire anyone with a prior conviction for child abuse, paedophilia or related offences and reserves the right not to hire an applicant if the background check reveals that the person is not suitable to work with children.

Behaviour Protocols/Code of Conduct

These are designed to protect children, but are also intended to give personnel/project visitors confidence that their behaviour is in line with an acceptable code of conduct when in contact with children. All visiting personnel/project visitors to our overseas programme must be briefed on local behaviour protocols, which reflect behaviour requirements based on local sensitivities. Children in Crossfire's 'template for in country briefing on safeguarding and child protection briefing to visitors' should be completed by the Designated Child Protection and Safeguarding Officer. They

should ensure visitors are fully briefed prior to any field level visits. Visitors encompass absolutely anyone who is in the country to visit our projects under the banner of Children in Crossfire e.g. Ireland staff members, trustees, current/potential donors, culture trip participants and/or any other people. Once completed, this template should be uploaded to a shared folder on 365, ensuring the Central Head of Safeguarding has access to the link.

The following basic Children in Crossfire Behaviour Protocols/Code of Conduct must be followed:

I understand that while involved with Children in Crossfire, I will:

- Treat children with respect regardless of race, colour, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status;
- Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- Not engage children in any form of sexual intercourse or sexual activity, including paying for sexual services or acts;
- Not give gifts or money to any children as this shows favouritism and encourages dependency;
- Adhere to the 'two-adult' rule, wherein two or more adults supervise all activities where children are involved, and must not take a child or children into a private place out of view of other adult;
- Not hire children for domestic or other labour or provide shelter for children associated with Children in Crossfire in their homes;
- Not stay alone overnight with one or more children who are not part of your extended/community family, whether in the staff member's house, project premises or elsewhere;
- Not use physical punishment on children;
- Use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or access child exploitation material through any medium;
- Not take images of any vulnerable children and/or adults during field visits;
- Immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or occurs during my association with Children in Crossfire that relate to child exploitation and abuse;
- Immediately inform a Senior Manager of any concerns that I might have in regards to the overall safety and wellbeing of any child.

Communications about Children

I understand that when photographing or filming a child or using children's images for work-related purposes, I must:

- Truthfully represent any image or depicted situation both in its immediate and in its wider context;
- Avoid images and messages that stereotype, sensationalise or discriminate against people, situations or places;
- Ensure the full understanding, participation and permission of the subjects (or subjects' parents'/guardian), and specify to them how the image/film will be used;
- Ensure those whose situation is being represented have the opportunity to communicate their stories themselves;
- Establish and record whether the subjects wish to be named or identifiable and always act accordingly;
- Assess and endeavour to comply with local traditions or restrictions before photographing or filming a child;
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive;

- Ensure file labels or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form;
- Not use scanned images of children from/in other websites without formal permission of the responsible office or the project and the parent(s)/guardian(s) of the child. This permission will be in writing (whenever possible) and may be part of the packet of documents signed by the child's parent(s)/guardian(s);
- Not use child personal and physical information that could be used to identify the location of a child within a country on the Children in Crossfire website or in any other form of communication about a child.

Individuals or organisations requesting the use of Children in Crossfire resources such as videos or photographs should be required to sign an agreement with the appropriate Children in Crossfire authority as to the proper use of such materials. The agreement will include a statement that any use of such materials, for purposes other than what is agreed upon, could subject the borrowing individual or organisation to legal action. Furthermore, failure to adhere to the agreed upon use of the material will result in the immediate termination of Children in Crossfire's permission to use the subject materials and/or require immediate return of all materials provided by Children in Crossfire as well as any copies of such materials.

If a child or concerned adult discloses abuse

If you're in a situation where a child adult discloses abuse to you, there are a number of steps you can take:

- **Listen carefully to the child/concerned adult:** Avoid expressing your own views on the matter. A reaction of shock or disbelief could cause the child to 'shut down', retract or stop talking. Do not attempt to question or interview them. Allow the child or young person to tell you what they want without asking any questions which may re-trigger or re-traumatise them. Do not promise them that you will keep secret what they tell you;
- **Let them know they've done the right thing:** Reassurance can make a big impact to the child who may have been keeping the abuse secret;
- **Tell them it's not their fault:** Abuse is never the child's fault and they need to know this;
- **Say you will take them seriously:** A child/concerned adult could keep abuse secret in fear they won't be believed. They've told you because they want help and trust you'll be the person who will listen to and support them;
- **Don't talk to the alleged abuser:** Confronting the alleged abuser about what the child's told you could make the situation a lot worse for the child;
- **Explain what you'll do next:** Explain to the child/concerned adult you'll need to report the abuse to someone who will be able to help;
- **Don't delay recording and reporting the abuse:** Make a written record of the abuse as soon as possible. Use the 'Report Form for Suspected Abuse' stored on Children in Crossfire's central online system. Do not save the form on this system. It should be printed and brought to Children in Crossfire's Central Head of Safeguarding as soon as possible. Use as much of the child/concerned adult's language as possible in

the report - write what they have said/told you in their words. The sooner the abuse is reported after the child/concerned adult discloses the better. Report as soon as possible to the Central Head of Safeguarding so details are fresh in your mind and action can be taken.

Disclosure Referrals

- The responsibility for investigating abuse, whether they result from the disclosure of a child or the concerns of an adult, lies with social workers and police. It is normally the responsibility of the Central Head of Safeguarding to make a referral to these agencies following receipt of the report. However, if you judge the situation to be an emergency and/or you require urgent advice in the absence of the Central Head of Safeguarding, you must report your concerns directly, using the contacts listed below:
 - Immediate risk 999
 - Gateway Team Northern Ireland 028 9050 7000
 - Child Helpline Tanzania 116
 - Tusla Republic of Ireland <https://www.tusla.ie/children-first/report-a-concern/>

Reporting

Staff, volunteers or partners of Children in Crossfire activities must report to Children in Crossfire when they have a reasonable belief that a child has been harmed or is at potential risk of harm when it is due to the actions of a staff member, volunteer or partner of Children in Crossfire. Concerns that must be reported include:

- An observation or disclosure of actual harm or abuse to a child;
- An observation or disclosure of potential risk of harm to a child;
- A breach of the Child Protection Policy or Code of Conduct for working with children;
- An observation of possession of child exploitation material;
- Children in Crossfire also expects staff, volunteers and partners to be observant for indicators of child abuse and to raise concerns, even in the absence of a disclosure. If you are not sure if what you have seen or heard is harm or risk of harm to a child, talk to the Executive Director.

Who you need to report to: A report must be made to one of the following (in order of priority):

- Central Head of Safeguarding/Child Protection
- Executive Director

How to make a report: Reports can be made in person or by telephone as soon as possible. Verbal reports should be followed up with written notification within 24 hours.

What do you need to include in the report: You should provide as much verbatim information as possible, including:

- Dates, times, form of communication of disclosure;

- Names of people/organisations involved;
- Details of alleged incidents and which authorities have/will be informed;
- Activities/interventions already undertaken and support services engaged;
- Details of what Children in Crossfire proposes to do.

Investigation

The following protocol will be applied during any investigation:

- Generally, an employee/volunteer accused of the abuse of a child will be temporarily suspended **with full pay** during the course of the investigation. The employee/volunteer should be informed that charges have been made against him or her and given an opportunity to respond. Note, any suspension is not a penalty or a prejudgement of guilt, but is just part of the process to aid the investigation;
- Children in Crossfire has an obligation to initiate an internal investigation. The employee/volunteer will be encouraged to participate in the investigation by providing information and the names of witnesses to be interviewed. At the conclusion of the investigation, the employee will be informed of the results of the investigation and what corrective action, if any, will be taken;
- Children in Crossfire will submit reports to local authorities as required, and will give due regard to the appropriateness of informing local law and judicial mechanisms where this is not a requirement. If an expatriate is suspected, due regard must be given to the potential for extraterritorial proceedings by the expatriate's country of origin;
- Information about a Child Protection incident will be shared with people on a 'right' and 'need to know' basis as deemed necessary by Children in Crossfire management. Names and identities will not to be disclosed outside the management group designated as 'need to know' unless cleared by Children in Crossfire management;
- The best interests of the child will be kept at the centre of a plan for responding to the results of an investigation;
- A strategy for dealing with media enquiries that includes a designated spokes-person will be established.

The following applies when making a response to findings and concluding an investigation:

- The best interests and welfare of a child is of prime importance to Children in Crossfire. In case of a proven or suspected abuse, every effort will be made to refer the child to relevant psychological counselling or appropriate assistance;
- In the event if an allegation is proven to be true, the employment of the accused will be terminated following the appropriate statutory dismissal procedure, and the employee/volunteer will have the findings of the investigation shared with him or her;
- Effort will be made to provide assistance to an employee/volunteer accused of misconduct with children, including appropriate counselling and support;
- In the event if 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;

- All information concerning the incident and investigation will be documented in writing. A copy of the confidential report of the investigation and conclusion should be provided to the Executive Director if it involves a Children in Crossfire employee (e.g. expatriate, contract, secondment or national employee of a Children in Crossfire office);
- In the event an employee/volunteer is discharged for suspected abuse, Children in Crossfire may disclose such information if requested by a prospective employer. Such disclosures will be made in accordance with applicable law and/or customs in the country of work.

Advocacy

The following sets out how Children in Crossfire shall be actively involved in advocating for the protection of children:

- Children in Crossfire's Child Protection policy includes plans to be involved in community, national and regional activities which promote the rights of children and seek their protection from various forms of exploitation and abuse. Advocacy efforts will include policy influencing for changes in public policies that have an adverse effect on children or do not address their needs;
- Children in Crossfire will raise awareness among partner organisations and donors of issues related to exploitation of children, and measures being taken to protect them. Children in Crossfire will seek and maintain collaboration with Child Protection professionals and relevant agencies to ensure Child Protection knowledge, policies and procedures are up to date;
- Local and national best practices and lessons learned concerning child rights and Child Protection will be disseminated throughout the Children in Crossfire Partnership to enhance knowledge, staff competence and programme approaches;
- Children in Crossfire will develop and support policy and research capacities that seek to change structures and systems that jeopardise the rights of children. We will advocate for the laws that protect and promote the rights of all children by participating in relevant forums.

Partner Organisations

Children in Crossfire will enter into agreements with partner organisations, which provide direct or indirect services to children and young people. In doing so we will:

- Require assurance that partner organisations have adequate Child Protection policies and procedures in place to protect children, and/or support the development of such policies and procedures to meet the highest possible standard in line with Children in Crossfire's policy;
- Evaluate and monitor partner policy and procedures in an on-going basis, and review protocols for awareness raising amongst target beneficiaries and key target actors;
- Actively promote a culture of protecting children through opportunities for partner training and emphasising the importance of taking responsibility to do all that is reasonably possible to ensure children in their care are free from abuse;
- Ensure partners have the contact details of the Children in Crossfire Head of Safeguarding/Child Protection who can offer advice and support.

Partner/Staff/Volunteer DECLARATION

This is to certify that we (insert organisation or individual name) have received, read and understand the Children in Crossfire Child Protection Policy and Procedures. This is also to certify that we are committed to implementing Child Protection in line with Children in Crossfire.

Name.....

Signed.....

Date.....