

Child_Protection_Policy



Help The Needy Charitable Trust
501 Crown House
North Circular Road
London
NW10 7 PN

HTN Child Protection Policy

1.0. Background

Our mission is to encourage child and adult to live with dignity and to make sure the well being and development of each child and adult.

HTN believes that child protection is very important to ensuring children under 18 ages have rights, confidence and environment in which they can make choices, express their views and communicate effectively with other children and adult.

This Child Protection Policy(CPP) is applicable for every staff members working for HTN and its implementing partners.

2.0. Definitions

2.1. Child

A child is defined anyone under the age of 18 in line with the UN Convention on the right of the Child.

2.2. Child abuse

According to the World Health Organization, ‘Child Abuse’ or maltreatment that all constitute all forms of physical and emotional ill treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation resulting in actual or potential harm to child’s health survival development or dignity in the context of a relationship of responsibility, trust or power.

This definition therefore points to four types of cruelty:

Physical abuse: Including hurting or injuring a child, inflicting pain, poisoning, drowning or smothering

Sexual abuse: Including direct or indirect sexual exploitation or corruption of children by involving them in inappropriate sexual activities.

Emotional abuse: Repeatedly rejecting children, humiliating them and denying their worth and rights as human beings.

Neglect: The persistent lack of appropriate care of the child, stimulation, safety, nourishment, education and medical attention.

2.3. Child Protection

Child protection describes standards and guidelines to protect children from both intentional and unintentional harm. In the current context, it applies particularly to the duty of HTN and every individual associated with HTN.

2.4. Partner

An overseas organization that receives funding from HTN whether funding is occasional or regular, short-term or long-term, for a specific project or towards core costs and regardless of the amount of money involved.

2.5. Policy

A statement of intent that demonstrates a commitment to safeguard children from harm and makes clear to all what is required in relation to the protection of children. It helps to create a safe and positive environment for children and to show that the organization is taking its duty and responsibility of care seriously¹.

3.0. HTN's Policy stands on

3.1. Legal basis

HTN Child Protection Policy is based on the UN Convention on the Rights of the World

3.2. Moral basis

It is a moral obligation for HTN to protect children's rights and specifically protect them from abuse, exploitation and ill-treatment

3.3. Children's participation

Children have the rights to communication to enable them to receive information to ask questions, to make choices and to make decisions².

3.4. Protection Policy in Practice

Child protection policy is not just about reading or signing a paper: the policy and guidelines must be in practice. These include amongst other measures such as recruitment procedure, staff training and projects. Above all it must be remembered that it is the children not the standards that are sacrosanct and although abuse must never be tolerated, the standards are no more than a tool in the service of promoting the welfare of children.³

4.0. Why does HTN require Child Protection Policy

- Any International NGO should have a Child Protection Policy if its direct or indirect beneficiaries include individuals under the age of 18⁴.
- HTN ensures the promotion of children's rights specifically protecting children from abuse.
- Orphan Children are vulnerable to abuse, exploitation and ill-treatment at the hands of carers, other project workers.
- Organizations without protection policies, guidelines and systems are more vulnerable to false or malicious accusations of abuse.

¹ *Setting the Standard: A Common Approach to Child Protection for International NGOs Standard 1(Policy)*

² *Quoted from Sense International Child Protection Policy, Section 2.1.2*

³ *Setting the Standard: A Common Approach to Child Protection for International NGOs*

⁴ *Setting the Standard: A Common Approach to Child Protection for INGOs, Standard 1(Policy)*

5.0. HTN Child Protection Policy

5.1. Staff and Personnel

As a condition of working with HTN, all trustees, employees, officers, staff members, volunteers, researchers, consultants and advisers of the HTN are required to undergo the following:

- Satisfactory clearance through a police check conducted by the Criminal Record Bureau(CRB)
- Both acceptance of and commitment to HTN child protection policy and code of conduct for working with the children.
- Providing the name and contact information of two character references they have known for not less than two years excluding family members.

5.2. Management

HTN International Project Manager is additionally responsible for the Child Protection issues.

5.3. Reporting incidents

All witnesses, suspected or alleged violations of the child protection policy will be immediately reported to the designated child protection concerned in HTN who will record and act on these in a confidential manner in accordance with standardised process developed by HTN and the best interest of the child.

The relevant contact details for child protection services, local social services department, police, emergency medical help and help lines will be also readily available and easily accessible.

5.4. Ramifications of Misconduct

HTN will immediately suspend any employee, adviser, consultant, trustee, intern or volunteer who is alleged to have violated the Child Protection Policy, pending the outcome of an investigation; HTN reserves the right to take any disciplinary action against any of the above who have been proven guilty in an investigation which may include reporting the incident to police.

6.0. HTN Code of Conduct to working with the Children

HTN believes in and advocates children's rights to survival, protection, development and participation. This includes appropriate behaviours of an adult towards a child.

6.1. Standards of behaviours

An adult should:

- provide an enabling environment for children's personal, physical, social, emotional, ethical and intellectual development
- encourage and respect children's voices
- be inclusive and involve all children without selection or exclusion on the basis of gender, disability, ethnicity, religion or any other status.
- be aware of the political peer abuse
- avoid placing yourself in a compromising or vulnerable position when meeting with children (e.g. being alone with a child in any circumstances which might potentially be questioned by others)
- meet with a child in a public location whenever possible.

6.2. Inappropriate Standards of Behaviour

An adult should not:

- hit or otherwise physically assault the child
- use language that will mentally or emotionally abuse any child
- show discrimination of race, culture, age, gender, disability, religion, sexuality, political persuasion or any other status.
- develop a sexual relationship with a child
- kiss, hug, fondle, rub or touch a child in an inappropriate or culturally insensitive way.
- encourages any crushes by a child
- initiate physical contact with the children