



Child Safeguarding Policy

1. Purpose

The purpose of this policy is to protect children from harm and abuse and to ensure that all Lovemore Project staff, volunteers, contractors, and partners understand their responsibilities in safeguarding children. This policy aligns with Commitment 1.4 of the ACFID Code of Conduct.

2. Scope

This policy applies to all personnel engaged by or representing Lovemore Project in any capacity, including directors, staff, volunteers, interns, contractors, consultants, and implementing partners, whether in Australia, Zimbabwe, or any other operational context.

3. Policy Statement

Lovemore Project is committed to creating and maintaining a child-safe environment where children are protected, respected, and empowered. We have zero tolerance for child abuse and will take all concerns and allegations of child abuse seriously and respond to them in line with our procedures.

4. Definitions

- Child: Anyone under the age of 18.
- Child abuse: Includes physical abuse, emotional abuse, neglect, sexual abuse, exploitation, and exposure to family and domestic violence.
- Safeguarding: Actions taken to promote the welfare of children and protect them from harm.

5. Guiding Principles

- Children have the right to be safe, listened to, and respected.
- The best interests of the child are paramount.
- Child safeguarding is everyone's responsibility.
- Cultural sensitivity must not override a child's right to protection.

6. Code of Conduct Related to Children

All personnel must:

- Treat all children with respect and dignity.
- Listen to children and value their opinions.
- Avoid physical contact with children unless absolutely necessary and appropriate.
- Use positive language and behaviour.
- Never engage in or condone any form of child abuse or exploitative behaviour.
- Never be alone with a child in a private setting.
- Immediately report any suspicion, disclosure or allegation of abuse.





7. Recruitment and Screening

Lovemore Project will:

- Include child safeguarding responsibilities in all role descriptions.
- Conduct criminal record checks and Working with Children Checks for relevant positions.
- Use child-safe interview questions and reference checks.

8. Training and Awareness

All staff and representatives will:

- Complete mandatory child safeguarding training on induction and regularly thereafter.
- Sign and adhere to the Child Safeguarding Code of Conduct.
- Be provided with ongoing learning opportunities and policy updates.

9. Risk Assessment and Mitigation

We will:

- Identify child safeguarding risks in all programs and activities.
- Develop and implement risk mitigation strategies.
- Design programs to uphold the rights and safety of children.

10. Communication Guidelines

- Obtain informed consent from children and their guardians before photographing or filming.
- Refrain from using images that are sexualised or that may stigmatise or misrepresent children.
- Protect the identity and privacy of children in all communications.

11. Reporting Concerns and Response

- All personnel must report concerns immediately to the Directors.
- Reports can be made verbally or in writing and can be anonymous.
- The organisation will respond in a timely and confidential manner.
- Reports will be escalated to appropriate authorities when required.
- Support will be provided to the victim and whistleblower.

12. Partner Obligations

All implementing partners must:

- Have their own child safeguarding policy consistent with ACFID requirements or agree to adhere to Lovemore Project's policy.
- Include child safeguarding obligations in partnership agreements.





13. Monitoring and Review

- The policy will be reviewed every two years or after any significant incident.
- Compliance will be monitored through audits, staff feedback, and reporting trends.

14. Related Documents

- Lovemore Project Code of Conduct
- Complaints Handling Policy
- Whistleblower Policy
- Risk Management Framework

15. Approval and Endorsement

This policy is approved by the Board of Directors and is effective as of the date of endorsement.

- Endorsed by: The Lovemore Project Board
- Date: _____
- Next Review: _____

