

THE SEDOO INITIATIVE FOR CHILDREN WITH SPECIAL NEEDS-SECHILD



CHILD SAFEGUARDING POLICY

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1. Introduction

The Sedoo Initiative for Children with Special Needs-SECHILD believes that all forms of abuse and exploitation suffered by children are unacceptable. SECHILD aims to ensure that all children who come in contact with SECHILD Center/activities/programs and staff are safe from all forms of abuse and exploitation. The organization is committed to protecting children and seeks to ensure that children the organization works with are not harmed or abused as a result of SECHILD's actions. The possibility of staff, Donors or partners abusing children is one which the organization takes seriously and is committed to working to prevent.

The child safeguarding policy is vital to SECHILD and it is expected that all staff and representatives understand why it is important and how to implement it. Child protection is a corporate and an individual responsibility. This policy extends beyond professional role in the workplace to conduct on one's personal life.

SECHILD has zero tolerance to child abuse and staff. All staff should be made familiar with the need for a child protection concern in all that they do. Associations with **anyone** found to be engaging in abusive and exploitative relationships with children should be broken.

Vision

Improved well-being of vulnerable children and their caregivers in the society

Mission

To collaborate with partners in addressing the needs of vulnerable children while promoting their rights.

Scope of the Child Safeguarding Policy

This Child Safeguarding Policy is comprehensive and applies to all individuals associated with our organization, ensuring a consistent and secure environment for children. The policy encompasses:

Staff

The term 'staff' refers to:

All employees, whether working on a national or international level.

Volunteers and interns, who contribute their time and skills to our organization.

Associates

The category of 'associates' includes:

Contractors, such as consultants, who provide external expertise.

Board Members, who govern and guide our organization.

Partners, which covers all collaborating entities, including local community-based organizations.

Guests and Visitors, who interact with our organization in any capacity.

Principles

This Child Protection Policy is based on Keeping Children Safe Child Safeguarding Standards; the UN Convention on the Rights of the Child, 1989 (and its optional protocols); the UN Statement for the Elimination of Sexual Abuse and Exploitation and all child-related UN conventions; the national child protection legislation of Nigeria and international good practice.

- All children have equal rights to protection from harm.
- Everybody has a responsibility to support the protection of children.
- Organizations have a duty of care to children with whom they work, are in contact with, or who are affected by their work and operations.
- If organizations work with partners they have a responsibility to help partners meet the minimum requirements on protection.
- All actions on child safeguarding are taken in the best interests of the child, which are paramount.
- Do no harm to any child

2. Definitions

2.1 Child:

For the purposes of this policy, a "child" is defined as anyone under the age of 18, in line with the UN Convention on the Rights of the Child (UNCRC) and the Child Right Act of the Federal Government of Nigeria.

2.2 Child abuse: Child abuse consists of anything which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of a safe and healthy development into adulthood

Commission of Inquiry into the Prevention of Child Abuse and Neglect (UK) 1996, later the Children's Act 2004 Protection, Policy, Procedures and Guidance

The definition point to five types of abuse:

2.3 Physical abuse: This is actual physical harm and may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child including fabricating the symptoms of, or deliberately causing, ill health to a child.

2.4. Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development, such as failing to provide adequate food, shelter and clothing, or neglect of, or unresponsiveness to, a child's basic emotional needs.

2.5. Emotional abuse: persistent or emotional ill treatment of a child that adversely affects their development. May involve conveying to a child that they are worthless, unloved, and inadequate, there only to meet the needs of another; or where inappropriate expectations are imposed upon them. In addition, it includes children who are regularly frightened, exploited or corrupted.

2.6. Sexual abuse: is the involvement of a child in sexual activity. It may involve forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non- penetrative acts. This may also include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.

2.7. Exploitation: trafficking, sex trade, child labor, drugs smuggling, child soldiers, exchanging sex for other favors.

2.8. Child Safeguarding: The responsibility that organizations have to make sure their staff, operations, and programs do no harm to children, that is that they do not expose children to the risk of harm and abuse, and that any concerns the organization has about children's safety within the communities in which they work, are reported to the appropriate authorities.

2.9 Harm: 'Do no harm' refers to organizations' responsibility to 'do no harm' or minimize the harm they may be doing inadvertently as a result of inappropriate programming.

2.10. Commercial exploitation: exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labor.

2.11. Spiritual abuse: when a spiritual leader or someone in a position of spiritual power or authority (whether organization, institution, church or family) misuses their power or authority, and the trust placed in them, with the intention of controlling, coercing, manipulating or dominating a child. Spiritual abuse is always about the misuse of power within a framework of spiritual belief or practice, in order to meet the needs of the abuser (or enhance his or her position) at the expense of the needs of the child. Spiritual abuse results in spiritual harm to a child and can be linked to other abuse such as physical, sexual and emotional abuse. [Note: This definition applies to a Christian setting and should be adapted to the specific issues relevant to other faith settings.]

3. Partner Compliance with Child Safeguarding Standards

3.1 Commitment to Protection Standards

All partners engaged with our organization are required to uphold the highest standards of child protection and safety. As such, it is mandatory for partners to: **Meet the Minimum Standards on Protection:** Partners are obligated to adhere to the minimum protection standards as established by our organization. These standards are designed to ensure the safety and well-being of children under our collective care.

3.2 Partnership Agreements and Child Safeguarding Policies

In our commitment to child safeguarding, we stipulate the following in our agreements with partners:

- **Adherence to SECHILD's Child Safeguarding Policy:** Partners who do not possess their own child safeguarding policy must agree to abide by the policy set forth by SECHILD. This ensures a consistent and unified approach to child protection across all operations.
- **Development of an Independent Child Safeguarding Policy:** Should partners choose to develop their own policy, it must be done as a condition of the partnership and in alignment with the protection standards outlined by SECHILD.

4. Recruitment & Training: Upholding Child Safeguarding Standards and compliance

4.1 Clear Job Descriptions and Safeguarding Responsibilities

All staff, consultants, and volunteers are recruited based on clear job or role descriptions. These descriptions will include specific statements outlining the individual's responsibilities to meet the requirements of the organization's child safeguarding policy.

4.2 Screening and Induction Process

Trustee Members, Staff, Interns, and Volunteers: During the recruitment process, candidates will be thoroughly screened, which includes:

- Signing a declaration of criminal convictions.
- Obtaining a police check, where possible.
- Securing reliable character and professional references, with a focus on child protection concerns.
- Interview questions will probe the candidate's attitudes, perceptions, and knowledge about child protection.

4.3 Prospective Employees: All prospective employees, interns, volunteers, partners, and Trustees will undergo induction and training on the organization's Child Safeguarding Policy. This training will be tailored to their specific roles. They will be required to sign the Child Safeguarding Policy, agreeing to uphold its principles and values, and to comply with its rules. Staff with particular responsibilities relating to child safeguarding will be provided with a more in-depth training within 6 months of their engagement."

4.4 Independent Hired Individuals: Individuals hired as independent contractors will be briefed on and provided with a copy of the organization's Child Safeguarding Policy. They will sign a declaration confirming they have received and understood the policy.

4.5 Volunteer Management and Confidentiality: Volunteers will be monitored by their assigned Team Leaders to ensure that confidential information concerning children is handled appropriately. Any concerns will be reported to the Center Manager or Head of the Human Resources Department for further investigation.

4.6 Verification of References: Mandatory Reference Checks: All references provided by candidates will be thoroughly verified to confirm their reliability and relevance. This step is crucial to ascertain the candidate's suitability and integrity.

4.7 Proof of Identity: Identity Verification: Candidates are required to present valid proof of identity. This may include government-issued identification such as a passport or national ID card, ensuring that we accurately know the identity of individuals joining our organization.

4.8 Qualification Authentication: Verification of Qualifications: For positions requiring specific qualifications, candidates must provide authentic proof of their educational and professional credentials. These documents will be carefully reviewed to confirm their validity.

5. Introduction to the Code of Conduct

Our Commitment: As an organization dedicated to the welfare of children, we uphold a strict Code of Conduct that serves as a definitive guide for acceptable and unacceptable behaviors. This Code is integral to our operations and reflects our values and commitment to child safety.

5.1 Scope and Application: The Code of Conduct applies to all staff and associates, including but not limited to:

- Employees (both national and international)
- Volunteers and interns
- Contractors (e.g., consultants)
- Board Members
- Partners (including local community-based partners)
- Guests and Visitors

5.2 Signing the Code: Upon commencement of employment or engagement with the organization, all staff and associates are required to agree to and sign the Code of Conduct, affirming their understanding and commitment to its principles.

5.3 Behavioral Expectations: The Code of Conduct details both acceptable and unacceptable behaviors concerning children, ensuring that all individuals associated with our organization are aware of their responsibilities and the standards they are expected to maintain.

5.4 Adherence Inside and Outside the Workplace: It is imperative that staff adhere to the Code of Conduct not only within the confines of the workplace but also in their personal conduct outside of work. This includes maintaining appropriate behavior at all times and reporting any concerns regarding child safety, irrespective of the setting.

5.5 Accessibility: The full text of the Code of Conduct is available within the body of our child safeguarding policy and as an annex. This ensures that the Code is

readily accessible to all and underscores its importance within our safeguarding framework.

6. Behavior Protocols

Behavior protocols are rules of appropriate and proper behavior, which are designed to protect children but are also intended to protect adults from false accusations of inappropriate behavior or abuse. These protocols apply to employees, volunteers, Trustees, contractors, sponsors and any visitors to SECHILD's projects.

6.1. SECHILD Center personnel and visitors: SECHILD personnel and visitors should not spend unnecessary time alone with the children, including in the following situations: in the playground, in their care rooms, or the relaxation area, therapy rooms, in the reception, at advocacy and other activity sites etc. or sleep at the center without prior approval by the President. Such approval should only be given if there is concern that not doing so might put the children at risk of abuse or exploitation and if there are no other suitable options.

6.2. Hiring of House Maids: SECHILD personnel and visitors should not hire children as "house help" or promote any form of exploitative child labor.

6.3. Touching of Children: SECHILD personnel and visitors should not fondle or kiss children. They should also not hold, hug or touch children in an inappropriate or culturally insensitive way.

6.4. Two- Adult Rule: Where possible and practical, the "two-adult" rule, wherein the Center Manager and two or more Caregivers supervise all therapies/activities where children are involved and are present at all times, should be followed. If this is not possible, SECHILD field staff members are encouraged to look for alternatives such as being accompanied by community members on visits to children. In addition, gender should be considered in the "two-adult" rule, for example an adolescent girl should never be in a situation where she is alone with 2 males

6.4. Hitting: SECHILD staff or representatives should never hit or otherwise physically assault or physically abuse children.

6.5. Sexual Relationship: SECHILD staff or representatives should not develop physical/sexual relationships with children or develop any form of relationship with children which could in any way be deemed exploitative or abusive.

6.6. Reporting: SECHILD staff or representatives should not be aware of these and not do anything about it.

6.7. Exploitation: SECHILD staff or representatives should not exploit their own position vis-à-vis the beneficiaries by making them run errands, do domestic work or carry out other forms of economic exploitation.

6.8. Shaming: SECHILD staff or representatives should not act in ways intended to shame, humiliate or degrade children, or otherwise perpetuate any form of emotional abuse.

7. Disciplinary Actions for Breach of Code of Conduct

Introduction: This section outlines the disciplinary measures that will be taken if any staff member or associate is found to have violated the organization's Code of Conduct or child **safeguarding policy**.

7.1 Immediate Actions

- **Suspension:** Upon the initiation of an investigation into alleged inappropriate behavior, the individual in question will be suspended from their duties. This is a neutral act, not a presumption of guilt, and is intended to ensure the safety of children and the integrity of the investigation.
- **Potential Disciplinary Measures**
 - **Termination of Contract:** If an individual is found to have breached the Code of Conduct, they may face termination of their contract or employment with the organization.
 - **Referral to Authorities:** In cases where the inappropriate behavior constitutes a criminal act, the organization will refer the matter to the appropriate authorities, when safe and appropriate to do so.
 - **Additional Measures:** Depending on the severity of the breach, additional measures may include written warnings, mandatory training, or other actions deemed necessary by the organization.

8. Commitment to Safety and Justice

Our organization is committed to ensuring the safety of children and the fair treatment of all staff and associates. All disciplinary actions will be conducted in accordance with legal requirements and organizational policies.

Declaration By signing the organization's Code of Conduct, all staff and associates acknowledge their understanding of these disciplinary actions and the consequences of violating the policy

9. Commitment to Regular Safeguarding Training

Training Frequency: Our organization is committed to the continuous education and training of our staff in child safeguarding principles. We mandate that:

All staff members receive formal training on child safeguarding at least every two years. This training will be updated regularly to reflect the latest best practices and legal requirements.

Communication with Children and Families

Informing Children and Families We recognize the importance of not only informing our staff but also the children and families we serve about our commitment to child safeguarding. Therefore:

Children and families will be provided with clear information about SECHILD's dedication to child protection.

They will be informed about the steps to take if they have any concerns regarding a child's safety.

Designated Safeguarding Personnel

To ensure that concerns are managed effectively, all staff and children will be made aware of the Child Safeguarding Officer (CSO) or Child Safeguarding Focal Point.

The CSO or Focal Point will be responsible for receiving reports of concerns and advising on assessing and mitigating risks in accordance with our policy and procedures.

10. Online Availability

Our organization commits to making the child safeguarding policy publicly available online, ensuring easy access for all stakeholders.

Local Language Accessibility: Our organization is committed to translating the child safeguarding policy into at least one Nigerian language.

Recognizing the diversity of our community, we will provide translations of the policy into local languages, facilitating understanding and engagement.

Appropriate Formats: We will ensure that the policy is available in formats appropriate for different needs, including print and digital versions, and accessible to individuals with disabilities.

Child-Friendly Version: To empower children with knowledge of their rights and our safeguarding procedures, we will develop a child-friendly version of the policy. This version will be written in simple language and may include illustrations to aid comprehension.

11. Commitment to Safe Communication Practices

Our organization is dedicated to ensuring the safety and security of all communications involving children. We are committed to upholding the highest standards of confidentiality and data protection in line with national and international laws.

11.1 Data Security and Confidentiality: We will maintain the security and confidentiality of all data and communications involving children.

All hard copies of photos or documents containing children's details will be securely stored behind locked doors.

All digital copies of sensitive information will be password protected and encrypted to prevent unauthorized access.

12. Guidelines for Safeguarding in Communications

- **Respect and Dignity:** We will always seek consent and respect the dignity of individuals in our communications.
- **Non-Exploitation:** We will not exploit subjects or manipulate images in a way that distorts reality.
- **Balanced Portrayal:** We aim to provide a balanced portrayal of situations, avoiding stereotypes and misrepresentation.
- **Truthful Use of Images:** We will use images truthfully and maintain the confidentiality of subjects.
- **Decency and Respect:** We will maintain standards of taste and decency consistent with our values.
- **Sensitivity to Partners:** We will respect the views and concerns of our staff and partner organizations.
- **Positive Treatment in Disasters:** We will portray those affected by disasters with respect and dignity.
- **High Technical Standards:** We will maintain high technical standards in our use of images and videos.
- **Photo Library Management:** We will maintain a current and appropriately documented photo library.

13. Procedures for Reporting Suspected or Actual Abuse of Children

Should a member of SECHILD receive any information about, or observe actual or suspected child abuse by a staff, volunteer, visitor or any other representative he or she should immediately inform the designate Child Protection focal person/Center Manager. If the concern involves the CP focal person, the concern should be reported to the organization's Administrative Manager. If the concern involves the Administrative Manager, the concern should be reported to the Executive Director/ Vice President/President and when the concern involves this person, it should be reported to the Board of Trustees.

Note: The reporter is not required to investigate or try to find “more proof” before

making the report. They should just make the report, and the process of investigation will be handled confidentially by trained senior staff member.

13.1. Reporting: Reporting of child abuse is a requirement of the organization and should be undertaken by staff, Youth Corp Members, Interns, volunteers and other representatives. **Non-reporting is considered to be a breach of the Child Safeguarding Policy.**

13.2 Safeguarding Reporting and Investigation Guidelines annex.

SECHILD will receive disclosures from children with sensitivity and will strive not to retraumatise children in their handling of complaints. If a child or young person tells you they are being or have been abused;

- Listen to and accept what the child or young person says but do not press for information
- Let the child or young person know what you are going to do next and that you will let them know what happens.
- Take the alleged abuse seriously.
- Record carefully what you have heard on the reporting form.

SECHILD affirms that any report will be treated seriously and with confidentiality. The priority will always be the safety and best interests of the child.

Identifying information about children will be shared on a “need to know” basis only. Any staff who raise concerns of serious malpractice will be protected as far as possible from victimization or any other detrimental treatment if they come forward with serious concerns, provided that concerns are raised in good faith. Deliberate false allegations are a serious disciplinary offence and will be investigated.

The subject of the complaint (alleged perpetrator) and all witnesses must cooperate fully and openly with internal and statutory investigations and hearings. Their confidentiality will be protected and information which could identify them will be shared on a „need to know” basis only.

Allegations against a staff member would normally result in suspending the staff member from their employment immediately subject to investigation of the issue. If the allegation is a criminal issue, this should be reported to the formal authorities before acting or informing the alleged perpetrator.

Internal investigation will be conducted by person(s) with the skills to do so. The investigation will involve interviews of all parties involved including witnesses to gather all relevant details of the allegation.

Appropriate disciplinary measures will be taken in the event that the allegation is found to be true. If the allegation is found to be without base, appropriate steps will be taken to minimize damage to the reputation of the individual accused.

Internal investigations related to allegations of criminal behaviour will be discussed with the formal authorities prior to embarking on this course of action to ensure that the organization does not compromise the formal investigation.

Support and counselling will be made available to those involved in the report and response.

SECHILD will have a list of organizations and professionals that can be contacted quickly to support reporting and responding to concerns.

14. Risk Assessment

All SECHILD's staff, volunteers and interns should conduct and document a risk assessment when planning a new activity or event that would involve the participation of children. Taking children out of SECHILD Center e.g. for medical check-ups, swimming, visits, excursions, state level activity etc. in particular is considered to be a high-risk activity.

14.1 Risk Assessment Matrix: A Risk Assessment Matrix is provided and should be completed well in advance of the activity or event. **(Refer to appendix 1- Risk Assessment Matrix)**

Use this Matrix to identify any risk to the safety and well-being of children, assess the level of risk, and develop strategies to reduce this risk.

14.2 mitigation strategies: To draw a risk assessment matrix, you should: Consider any risk factors in the program or activity considering:

- The age, race, social background, gender, skin color, disability, religion, beliefs or citizenship of the children
- The setting or environment (e.g. is it outdoors, in a Shelter Home, one-on-one, at night, etc.)
- What is involved in the program or activity (e.g. Workshops)
- The level of supervision and ratio of Care Giver to children
- Any other risk factor you can identify

Evaluate the level of risk of each of the identified factors as

HIGH, MEDIUM or LOW.

Priorities the factors according to their level of risk.

Develop strategies to minimize the risk in order to reduce the likelihood of harm or abuse occurring.

14.3. Principles of Risk Assessment

There are many different types of risk assessment but the core principles are the same. SECHILD requires that you speak to the designated Health and Safety Lead or the Center Manager responsible for risk assessment in the first instance, prior to creating new ones. The process should be onerous but risk assessment should be based on these following:

- Identify hazards
- Assess the risks
- Control the risks
- Record your findings
- Review the controls

Others are:

- What are the hazards
- Who might be harmed and how
- What are you already doing to control the risks
- What further action do you need to take to control the risks
- Who needs to carry out the action and?
- When is the action needed by

If a child will be physically present at an activity the President of SECHILD should approve based on the risk assessment submitted.

14.4. Appendix1-RiskAssessmentMatrix

Risk Rating Matrix

	Nil	Slight	Moderate	High	Very High
	Very Minor Injuries	Requires 1 st Aid Treatment	Significant Injury	Serious Injury/Permanent Disability/Death	Multiple Deaths
Remote	Acceptable	Acceptable	Acceptable	Acceptable	Acceptable
Unlikely	Acceptable	Acceptable	Acceptable	Acceptable	Acceptable
Possible	Acceptable	Moderate	Moderate	Moderate	High
Highly Likely	Acceptable	Moderate	High	Unacceptable	Unacceptable

An example of a hazard and the control measures in place to mitigate impact of the risk to Caregivers and Children

Hazard Observed	Who May Be Harmed	Possible Outcome	Risk Rating Before Control	Control Measures	Risk Rating After Current Control	Further Controls Required	Risk Rating After Additional Controls
Infection from Pool	Caregivers and Children	Allergic Reaction to Soil Bacteria	Low	Change of Water in the Pool	Low	N/A	N/A

Assessment carried out by: _____

Date assessment was carried out: _____

Reviewed by: _____

Date of next review: _____

Authorized by: _____

Approved by: _____

Code of Conduct for Child Safeguarding

Introduction This Code of Conduct outlines the standards of behavior that all staff, volunteers, and associates are expected to uphold to ensure the protection and safety of children within the scope of our organization's activities. **Our Commitment** We are committed to creating and maintaining an environment that promotes the safety, well-being, and dignity of children. We recognize our responsibility to protect children from harm and abuse and to report any concerns regarding child welfare.

Standards of Behavior: **Respect and Dignity:** Treat all children with respect and uphold their rights to protection and care.

Professional Boundaries: Maintain appropriate professional boundaries with children and avoid any behavior that could be misinterpreted.

Privacy and Confidentiality: Respect the privacy of children and maintain confidentiality, except when disclosure is required by law or is in the best interest of the child.

Reporting Concerns: Report any concerns or suspicions of child abuse or neglect promptly, following the organization's reporting procedures.

Positive Representation: Act as a positive role model for children and represent the organization's values in all interactions.

Unacceptable Behavior: Engaging in any form of physical, emotional, or sexual abuse or exploitation of children.

Developing relationships with children that could in any way be deemed exploitative or abusive.

Using language or behavior towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally insensitive.

Compliance: All staff and associates are required to read, understand, and sign this Code of Conduct.

Failure to comply with this Code of Conduct will result in disciplinary action, up to and including termination of employment or association with the organization.

Declaration I have read and understood the above Code of Conduct and agree to abide by its principles and standards. I commit to upholding the safety and well-being of children at all times.

Name: _____ Signature: _____ Date: _____

Witness: Name: _____ Signature: _____ Date: _____

16. Appendix 3: Incident Reporting Form

Incident Reporting Form

Reporter's Information:

Name:

Position:

Contact Information:

Incident Details:

Date and Time of Incident:

Location of Incident:

Description of Incident:

Names of Individuals Involved (if applicable):

Witness Information (if applicable):

Immediate Action Taken:

☐ Notified Child Safeguarding Officer

☐ Separated individuals involved

☐ Provided immediate support to the child

☐ Other (please specify)

Signature of Reporter:

Signature:

Date:

For Office Use Only:

Received by:

Date Received:

Follow-up Action Taken:

17. Appendix 4: Child Safeguarding Consent Form

Child Safeguarding Consent Form

Child's Information:

Name:

Age:

Program/Activity:

Parent/Guardian's Information:

Name:

Relationship to Child:

Contact Information:

Consent Details:

I, the undersigned, give consent for my child to participate in the activities organized by SECHILD and for the use of photographs/videos taken during these activities for the organization's communication materials.

Signature of Parent/Guardian:

Signature: _____

Date: _____

18. Appendix 5: Child Safeguarding Reporting Guidelines

Reporting Guidelines for Child Safeguarding Concerns

Recognizing Signs of Abuse: Be vigilant for any signs of abuse or neglect, including changes in behavior or appearance.

Immediate Reporting: Report any concerns immediately to the Child Safeguarding Officer (CSO) or designated focal point.

Confidentiality: Maintain confidentiality throughout the reporting process to protect the identities of those involved.

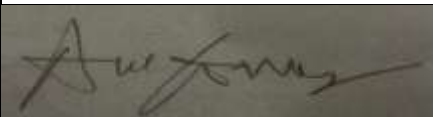
Documentation: Complete the Incident Reporting Form with as much detail as possible.

Cooperation: Cooperate fully with any subsequent investigation, providing all relevant information.

18. The Child Safeguarding Policy shall be reviewed and updated annually

Version	Date	Author	Summary
1.0	June 5 th 2022	The Sedoo Initiative for Children with Special Needs-SECHILD	SECHILD believes that all forms of abuse and exploitation suffered by children are unacceptable. The organization aims to ensure that all children who come in contact with SECHILD Center/activities/programs and staff are safe from all forms of abuse and exploitation. The organization is committed to protecting children and seeks to ensure that children the organization works with are not harmed or abused as a result of SECHILD's actions. The possibility of staff, Donors or partners abusing children is one which the organization takes seriously and is committed to working to prevent. The child safeguarding policy is vital to SECHILD and it is expected that all staff and representatives understand why it is important and how to implement it. Child protection is a corporate and an individual responsibility. This policy extends beyond professional role in the workplace to conduct on one's personal life. SECHILD has zero tolerance to child abuse and staff. All staff should be made familiar with the need for a child protection concern in all that they do. Associations with anyone found to be engaging in abusive and exploitative relationships with children should be broken.

Document Approval

Version	Date	Approved by SECHILD Board of Trustees
1.0	June 5 th , 2022	The Sedoo Initiative for Children with Special Needs-SECHILD
		
		Barr.Aver Gavar-Chairperson

