

CHILD PROTECTION POLICY

I. Scope and Aims of a Child Protection Policy

- Provide clear guidelines in order to prevent harm to the child:
 - Physical
 - Emotional
 - Verbal
 - Intellectual
 - Spiritual
- Ensure that (the subscribing organization named here in) provides services aligned with the Children's Act and other relevant legislation.
- Educate staff, guardians, teachers, medical practitioners, caregivers on the Rights of Children and ensure adherence to protections policy guidelines.
- Address vulnerabilities of children in specific terms so as to raise awareness in the people who care, teach or parent them.
- Set standards of behaviour for adults, teachers, coaches, caregivers, parents, as expectations , to guard the trust and safety of the child in their care.
- Reduce risk to the organization of opportunistic litigation by consistent adherence to the policy and guidelines..
- Provide clear guidelines and procedures to follow in the event of child abuse.

II. An effective Child Protection Policy protects the Rights of Children:

- To a name and a nationality, with supporting documents
- Safe shelter and adequate, nutritious food
- Education
- Medical care and social services
- Caring and consistent parenting, preferably with a mother and father
- Information for their own protection and safety
- Right to protection from maltreatment, privation, abuse or degrading situations

III. An effective Child Protection Policy ensures the child is protected

- Physical safety is ensured by warm and secure shelter, watchful caretaking, including respect for privacy and freedom from sexual abuse
- Emotional safety as child is listened to and taken seriously
- Psychological/mental reassurance and needs for affirmation are attended to. Adult interaction is respectful, with thoughtful follow through
- Protected from oppression and harmful cultural practices and exploitation that puts the child at risk physically or emotionally
- Spiritual and moral development of the child is protected and encouraged

IV Adult caretaker behaviour is critically important in protecting children and developing a positive self-image of the child.

- No inappropriate physical touch. This includes sexual touch, beating, flogging, Kicking, pinching, twisting ears, rapping on the head
- No use of vulgar language , which compromises trust and respect
- Cultivate being child-friendly
 - Being accessible to the child
 - Being flexible in body and spirit
 - Listen to the story behind the words
 - Be open to play
 - Use age appropriate language
- The adult is in charge of what the standards are, correcting firmly and effectively the child's misbehaviour.
- Discipline according to thoughtful and respectful standards is important to adopt, learn and implement.
- Loving the child

IV. Guidelines in the instance of child abuse

- Caretakers are alert and look for signs and symptoms or abuse in the child
- Listen attentively to the child 's story, observe body language,
- Engage in role play, art expression, puppets, dolls can be used to elicit story
- Believe the child, even if suspicious. The child has the benefit of the doubt.
- Adult observing another staff adult can include intervention and supportive action to address the problem,
- Immediately activate the chain of command or organizational protocol for incidents of child abuse. Incident protocol is already in place in the organization and all staff know how and who to report to.
- Any instance of abuse is followed up with continued monitoring of the child and other principals involved.
- Disciplinary action is taken toward the offending adult, as appropriate, with professional evaluation impacted.
- Severity of the abuse may need counsel for the child, and calling in other professional help

V. Prevention of child abuse in organizations, schools, homes and places of safety

- All staff and parents are trained in basic counselling practices of listening, observing, age appropriate behavioural norms, talking with children , validating emotions and redirecting inappropriate behaviour
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- Children, parents, caretaker staff are taught expected behaviour, intervention in the case of abuse, who to report to/get help from. Children are taught the Interrupt Rule and Good Touch, Bad Touch awareness.
- Families and organizations establish open channels of communication, appropriate language to use, encouraging peer communication.
- Staff understand that the child will choose who he or she feels comfortable talking to about problems or incidents. Be open and safe for a child to approach.

- Confidentiality of things shared privately is stressed and agreed by staff, UNLESS the information implicates harm to the child and offensive adult behaviour.
- Consequences are clearly laid out for caretakers NOT taking action to protect the rights and safety of children
- Frequent review of the child protection policy is planned by management of school or organization caring for children.
- A clear discipline policy is in place and used routinely, across the organization
- Anger management is addressed openly and help is provided for staff recognizing their vulnerability.
- Cultural norms for exercising authority and attention to child are openly addressed and organizational expectations clearly expressed
- Staff are provided easily understood behaviour norms for signature and compliance, which is in form of document with their signature.
- Yearly evaluation staff interview will include evaluating care and handling of adult-child relationship as supportive, open communication, loving the child.

VI Preparation by the school, organization, child care center in the event of abuse

- Staff are trained in immediate response procedures in the event of abuse, with appropriate chain of authority reporting
- The organization, school or care center has prior arrangement with outside professional services in the event of incidents requiring immediate help. Medical, counselling, legal services.
- Follow up of incidents is planned and documented, as appropriate.

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