



Child Protection and Safeguarding Policy

Al Madad Foundation (AMF) believes that it is our responsibility to ensure that we work in a way that promotes the overall welfare of the children we serve and to do everything possible to protect them from harm. As such, we have a zero tolerance policy in respect to the harm or exploitation of any child by our staff, representatives or partners.

This policy seeks to ensure that AMF undertakes its responsibilities with regard to protection of children and vulnerable adults, and that we respond appropriately to concerns. It also establishes a framework to support paid and unpaid staff in their practices and clarifies the organisation's expectations of their behaviour.

Children who come into contact with our staff and volunteers as a result of our activities must be protected from any deliberate or inadvertent actions or failings that might place them at risk of abuse, exploitation, or injury. This duty of care requires:

- AMF to recruit only those who are suitable to work with children and to apply strict child safe recruitment practices
- That everyone associated with the organisation is aware of their obligations and responds appropriately to issues of child abuse and exploitation
- That anyone who represents our organisation behaves appropriately towards children
- That everyone who represents the organisation creates a safe environment for the children with whom we work
- That all activities and programmes, including during the response to humanitarian emergencies, are assessed for risks to children, and once identified they are reduced or removed by all means within our control
- That central, regional and country offices establish and maintain systems that promote awareness of safeguarding, enable the prevention of harm, and facilitate the reporting of, and response to, safeguarding concerns

Principles



All staff (paid or unpaid) have a responsibility to follow the guidance laid out in this and any related policies, and to pass on any welfare concerns using the required procedures. We expect all staff to promote good practice by serving as role models, contributing to discussions about safeguarding, and involving others in developing safe practices.

Al Madad Foundation's Child Protection and Safeguarding Policy is committed to and guided by the principles of:

- Personal responsibility

All representatives must demonstrate the highest standards of behaviour towards children both in their private and professional lives, and must do all that they can to prevent, report and respond appropriately to any concerns or potential breaches of the policy.

- Universality

This Policy includes mandatory requirements that apply to everyone in all aspects of AMF's work, regardless of programme or location.

- Standards based approach

AMF has adopted a standards based approach to child protection and safeguarding, meaning that our required standards are often higher than those of the national laws and community custom or tradition in the countries in which we work. Nevertheless, it is to our standards that representatives agree when they join AMF, and it is to these that they will be held to account.

- Openness

We aim to create an environment where any issues or concerns can be raised and discussed.

- Transparency and accountability

We endeavour to be as transparent and accountable as possible to ensure that poor practice can be addressed, potentially abusive behaviour can be challenged, and best practice promoted.

- Accountability

We must always be accountable to those we aim to serve. The best interest of the child is our priority and we will strive to ensure their safety, health and wellbeing.

- Child empowerment

We encourage the children with whom we work to understand their rights, making them aware of what is and isn't acceptable and what they can do if there is a problem or a concern.

- Confidentiality



All child protection and safeguarding concerns/reports/ investigations will be dealt with on a need to know basis and all records will be held securely. Likewise, all communication will be confidential and secure.

- Partnership

We will work with other agencies to promote child protection and safeguarding within organisations and in the wider community.

This policy will be implemented in adherence with the U.N.C.R.C.1989; The Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Sexual Abuse 2003; the U.K. Charity Commissioners; Optional Protocol on the Involvement of Children in Armed Conflict (OPAC); Optional Protocol on the Sale of Children, Child Prostitution and Child Pornography (OPSC); and with due consideration to local legal frameworks.

Definitions

Term	Definition
Safeguarding	Embedding practices throughout the organisation to ensure, wherever possible, the protection of children and / or vulnerable adults
Child protection	Responding to circumstances as they arise
Child	Anyone under 18 years of age
Child safeguarding	The set of policies, procedures and practices that we employ to ensure that AMF is a child safe organisation
Child abuse	A selfish act of oppression, exploitation or manipulation of power by those in a position of authority. This can be as a result of directly inflicting harm or failing to act to prevent harm. The main categories of abuse as defined by World Health Organization are Physical Abuse, Emotional Abuse, Neglect and Negligent Treatment, Sexual Abuse, and Exploitation.
Scope of this policy	This policy applies to all AMF staff, whether national, international, full-time, part-time or engaged on short-term contracts; volunteers, trustees and board members, staff and representatives of partner agencies (including



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	consortium partners) and any other individuals, groups or organizations who have a formal/contractual relationship with AMF; donors, journalists, celebrities, politicians and any others who visit AMF programmes.
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Personal statement

I confirm that I have been made fully aware, and understand the contents, of the Child Protection and Safeguarding Policy for Al Madad Foundation.

Name _____

Employee Signature _____

Date _____