GOALS CHILD PROTECTION POLICIES AND PROCEDURES

Contents:

1. Introduction
2. Protocol for reporting and recording incidents
   a. Good-faith protection
   b. Confidentiality
3. Ramifications of misconduct
4. Communication guidelines
5. Non-discrimination policy
6. Behavioral code of conduct
7. Appendix A: Incident report form & Guidelines
8. Appendix B: Staff/volunteer Child Protection Agreement (English and Creole)
9. Appendix C: Coach Child Protection Agreement (Creole)
10. Appendix D: Child Protection Pledge for Kids (Creole)

1. INTRODUCTION:

GOALS has implemented the following policies and procedures to guide decisions, should allegations of misconduct occur. In addition, GOALS Child Protection Policy outlines several preventative measures to help ensure the safety and security of all GOALS participants.

In accordance with UNICEF and Child Hope’s Child Protection guidelines, we believe that the best way to protect children is to empower them to protect themselves. As such, GOALS has adopted a Child Protection Pledge in addition to these policies, which serves as a facilitator for open discussion with all staff, volunteers and individuals who come into contact (direct or indirect) with children as part of GOALS’ projects.

For the purposes of this policy, a “child” is defined as anyone under the age of 18, in agreement with the UN Convention on the Rights of the Child.

While recognizing that child abuse may be defined differently cross culturally, GOALS follows the definitions provided by the World Health Organization which defines “child abuse” or “maltreatment” as “all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power.”

This policy shall apply to all GOALS actors (staff, volunteers, visitors, board members, interns, consultants, or partners), whether in direct or indirect contact with children.

Direct contact: In the physical presence of children, which may include site visits, short term or long term visits or daily/ongoing interaction.
Indirect contact: Staff/volunteers who come into contact with children's names, photos, details or case information.
GOALS recognizes its duty of care to safeguard all children from harm when involved in GOALS activities. This policy aims to:

- Provide children and young people with appropriate safety and protection whilst in the care of GOALS
- Allow all staff/volunteers to make informed and confident responses to specific child protection issues.

## 2. PROTOCOL FOR REPORTING AND RECORDING INCIDENTS

All witnessed, suspected or alleged violations of the Child Protection Policy will be immediately reported to the designated Child Protection Officer (currently the Executive Director), who will immediately take such steps as considered necessary to ensure the safety of the child in question and any other child who may be at risk. The Child Protection Officer will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further inquiries. Information about suspected abuse must be accurate and a detailed record should always be made at the time of the disclosure/concern. **See incident report form for further guidelines, Appendix A.** The Child Protection Officer will record and act on witnessed, suspected or alleged violations in a confidential manner.

### Good Faith Protection:

GOALS will assure all staff/volunteers that it will fully support and protect anyone who in good faith reports concern that a colleague is, or may be, abusing a child.

### Confidentiality:

Confidentiality shall be maintained for all concerned parties involved in an incident or alleged incident. Information should be handled and disseminated on a need to know basis only.

## 3. RAMIFICATIONS OF MISCONDUCT

GOALS reserves the right to take disciplinary action, including the immediate suspension of any staff, volunteers, visitors, board members, interns, consultants, or partners who are alleged to have violated the Child Protection Policy, pending the outcome of further inquiry. GOALS may take any disciplinary action up to and including permanent termination and reporting the incident to the police. Any decision made to suspend an individual or a relationship based violations of GOALS Child Protection Policy is not subject to challenge.

## 4. COMMUNICATION GUIDELINES

For publicity and fundraising purposes, GOALS occasionally uses text and imagery depicting children participating in its programs. All publications in print and online that include images and text related to children will not contain the following:

- Manipulated or sensationalized text and/or images
- Discriminatory and degrading language
• Images in which children are inappropriately clothed or posed in any manner that could be interpreted as sexually provocative.
• Personal or physical information that could be used to identify the location of a child or cause them to be put at risk.

As a general guideline, communications should avoid using children’s names (first name or surname) in photograph captions. If the child is named with text, communications should avoid using his or her photograph. If a photograph is used, communications should avoid naming the child.

All data relating to children is limited to those members of staff who need to know and will be treated as confidential.

5. NON-DISCRIMINATION POLICY

GOALS recognizes that all children regardless of sex, age, race, color, gender, sexual orientation, size, religion, disability, HIV status or other status or class have equal rights to participation in its programs and have equal rights to protection. Discrimination by GOALS staff, interns, volunteers or other actors towards any child for any reason is unacceptable.

GOALS Child Protection policy shall apply equally to all participants in GOALS programs.

6. BEHAVIORAL CODE OF CONDUCT

Appropriate Standards of Behavior

Adults should:

• Contribute to a positive environment which enables personal, physical and social development.
• Encourage and respect children’s voices and views.
• Be inclusive and involve all children without selection or exclusion on the basis of gender, disability, ethnicity, religion or any other status. (See Non-discrimination Policy)
• Be aware of the potential for peer abuse, peer discrimination and bullying and be aware of high-risk peer situations (such as unsupervised mixing of older and younger children).
• 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.
• Immediately report suspected or alleged abuse to the designated Child Protection Officer (Executive Director).

Inappropriate Standards of Behavior

Adults should not:

• Hit or otherwise physically assault a child.
• Use language that will mentally or emotionally harm a child.
• Act in any way that intends to embarrass, shame, humiliate, or degrade a child.
• Show discrimination based upon sex, age, race, color, gender, sexual orientation, size, religion, disability, HIV status or other status or class.
• Spend time alone with children, unless necessary.
• Develop a physical or sexual relationship with a child.
• Behave in a sexual manner in front of children.
• Allow children to engage in sexually provocative games with each other.
• Stand aside when they see inappropriate actions inflicted by children on other children because it is frequent and commonplace.