



Charity and Empowerment Foundation

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Child Safeguarding policy

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1.0 Policy Statement

CEF believes in the inherent rights, freedom, dignity, and equality of all people, including children. Children can be extremely vulnerable, especially in situations of poverty, humanitarian crisis or conflict and deserve higher standards of protection. Furthermore, intersections of various factors such as class, gender, race, sexual orientation, disability or being displaced, further increase a child's vulnerability to child abuse and exploitation. Whilst is not specifically a child focussed organisation, we meet children every day in the course of our work. In the delivery of our work, is committed to upholding the rights of children, and safeguarding them against actions (intended or unintended) that place them at risk of all forms of violence and harm, including child abuse and exploitation.

CEF will advocate and support strengthening the protection, and promoting the rights, of all children in the communities where we work. We do this explicitly through our direct child protection programming which protects children from the risk of violence, exploitation, abuse, and neglect. We also do this implicitly by ensuring that organizationally we do no harm in the way we work or through our people (as set out in this Child Safeguarding).

2.0 Policy Purpose

This policy will demonstrate 's commitment to protect children from all harm and abuse, including sexual exploitation and abuse, physical abuse, emotional abuse, and neglect. the policy aims to create an open and aware environment where concerns for the safety and wellbeing of a child can be raised and managed in a fair and just manner, giving primacy to the best interests of the child. The responsibility for maintaining child safe environments is a shared responsibility of all those associated child protection programming.

Safeguarding children is the responsibility of all those who participate in the work of. This includes board members, Staff, Volunteers, and interns. As a condition of organizational partnership, also expects compliance with certain safeguarding requirements when partners will have contact with children or access to children's personal information. This includes Partner organizations, Consultants (both organizations and individuals) and Suppliers and Contractors

3.0 Child Safeguarding principles

3.1 Zero tolerance of child abuse and exploitation

CEF has a zero-tolerance approach to child abuse and exploitation. This is enacted via robust prevention and response work, offering support to survivors, and holding those responsible for harm and intolerable behaviour to account. will ensure all those associated with the delivery of our work have access to information about how to report concerns or allegations of child exploitation, abuse or other breaches of this policy and will take immediate action upon report of any suspected breach. CEF will not knowingly engage personnel to be in direct or indirect

contact with children or access communities whom we work with if they pose a risk to children's safety or wellbeing.

3.2 Shared responsibility

CEF believes on child safeguarding as a shared responsibility, meaning that successful implementation of child safeguarding measures is reliant on all those associated with the delivery of our work having access to this policy and guidance for its best practice implementation, knowing and understanding their responsibilities and commitment to upholding child safeguarding principles.

3.3 Accountability and Openness

CEF will continue to strengthen its child safeguarding systems to ensure accountability to children, their families, and the communities in which it works. Specific child safeguarding roles and responsibilities will be delegated to staff to effectively embed child-safe organisational practice across all programs, operations, and activities. CEF will ensure an organisational child- safe culture which is transparent about safeguarding issues occurring within, in line with privacy regulations and within legal frameworks and where any issues or concerns of child safeguarding or poor practice can.

3.4 Confidentiality

CEF is committed to confidentiality in sharing sensitive information in relation to child safeguarding incidents reported to us. Information that identifies individuals will only be shared with due consideration to the safety of the child, witnesses, or subject of complaint, or to protect the integrity of an investigation.

3.5 Commitment to good practice

CEF will Commit to good practices and expected to all employees. Safeguarding advisor/focal person and teams strive to offer the best service and advice possible and to stay appraised of sectoral and general best practice in Child Safeguarding. CEF is opened to feedback, continual learning, and improvement in order to ensure that safeguarding children is at the centre.

4.0 Role of safeguarding focal points

Ensure child safe recruitment, including screening of all staff.

- Monitor and ensure compliance with Staff Code of Conduct
- Induct new staff, including information and training on child safeguarding.
- Arrange regular child safeguarding refresher training.
- Conduct screening and risk assessment of partners.
- Ensure monitoring and supervision of interactions between supporters and

children/communities.

- Undertake child protection risk assessment as part of program design.
- Monitor child protection risks during program implementation.
- Undertake humanitarian response in accordance with the UN Global Protection

Cluster's Minimum Standards for Child Protection in Emergencies.

- Ensure information held about children is safely stored; and Report to authorities suspected or known instances of harm or abuse in line with our procedures.

5.0 Procedure for Handling Child Safeguarding

5.1. Breaches of the child safeguarding policy.

Breaches of the Policy will not be tolerated and may result in disciplinary procedures, including termination. Further information about the process of investigations and outcomes can be found in the SG Case Management SOP. will act against anyone, whether they are the subject of a complaint or not, who seek or carry out retaliatory action (such as but not limited to harassment, intimidation, unfair disciplinary action, or victimisation) against complainants, survivors, or other witnesses.

5.2. Support for children who have suffered harm.

Safeguarding Teams will offer support to children who have suffered harm abuse or exploitation, regardless of whether a formal internal response is carried out (such as an internal investigation). Support can include psycho-social counselling, access to' SG focal person (where available) and/or access to other appropriate support as needed. Children can choose when they would like to take up the support options available to them. CEF will strive to provide support that is sensitive to the child's needs and seek it out wherever available elsewhere.

5.3 Contact with children

Those associated with the delivery of 's work must: Conduct themselves in a manner consistent with 's values and the Child Safeguarding Policy. shall treat for all children with respect regardless of their race, colour, gender (including gender diverse children), language, religion, opinions, nationality, ethnicity, social origin, property, disability, sexual orientation, or other status.

6.0 REPORTING

6.1 Externally Facing Reporting Information: have relevant policy (whistle blowing) email and phone numbers provided for reporting CSG. Complaint's mechanisms such as help desk, suggestion boxes are vital for community to report as well in communities where is working.

6.2 Policy Child Friendly Reporting Information and Processes Children rarely speak up about abuse or violence against them. If we provide the mechanisms, trusted adults, and a safe environment then we increase the likelihood that children will let us know when they are being harmed or feel unsafe.

6.3 How to Raise a Complaint or Concern: Anyone (including 's beneficiaries) can raise a concern or make a complaint to about something they have experienced or witnessed without fear of retribution. this is done verbally or in writing to Focal Point or Executing/Home Affiliate's Safeguarding and Safeguarding Team or using the whistleblowing helpline service.

6.4 Reporting Misconduct Standard Operating Procedures 's Reporting Misconduct Standard Operating Procedures describe the entire reporting journey from suspicion / allegation of misconduct, to how that information is managed and acted upon within, to how that information is shared with external stakeholders, including donors.

6.5 Requirement for Proof: People are required to report any knowledge or concern, founded or otherwise, that they may have of a child safeguarding incident occurring. Those with knowledge or suspicions should not gather evidence, speak to other colleagues or the child involved, or investigate the incident themselves.

6.6 Confidentiality, Safety and Wellbeing: is committed to the confidentiality, safety, and wellbeing of all involved in any report of a child safeguarding incident, including the individuals who have reported the incident and the individual against whom the allegation is made. When responding to allegations, will ensure all those involved are treated fairly, and that the rights of everyone are respected during an investigation and any applicable disciplinary process.

Definition of key concepts

Child: Any person under the age of eighteen (18) years as defined by the Convention on the Rights of the Child.

Child Rights: Children have the “right to life, survival and development” where development encompasses physical, emotional, cognitive, social, and cultural development.

Child Safeguarding: The policies, procedures and practices employed to safeguard children who come into contact with and all those associated with the delivery of our work from all forms of harm, abuse or exploitation and the responsibility of all personnel to embed these at the activity level to ensure is a child safe organisation.

Child Protection: The prevention of and response to significant harm, abuse, neglect, exploitation, and violence against children. Child Protection programming is an activity or initiative designed to protect children from all forms of violence. This includes the integration of child protection into all thematic areas of programming to enhance the protective environments for children in the community.

Child Abuse: Child abuse involves the abuse of children’s rights and includes all forms of violence against children: physical, emotional and sexual abuse, neglect, family violence, sexual exploitation, abduction and trafficking, including for sexual purposes, involvement of a child in online child sexual exploitation and child labour as defined below. -.

Physical Abuse: When a person purposefully injures, or threatens to injure, a child. Physically abusive behaviour includes shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling and poisoning. It also includes cultural practices which can alter physicality in ways that cause distress, harm and/or cause lasting health ramifications such as Female Genital Mutilation.

Neglect: The persistent failure, where there are means, or the deliberate denial to provide the child with clean water, food, shelter, sanitation or supervision or care to the extent that the child’s health and development is placed at risk.

Emotional Abuse: A persistent attack on a child’s self-esteem. Examples include, but are not limited to – name-calling, threatening, ridiculing, shaming, intimidating, or isolating the child.

Family violence: Includes verbal, physical, sexual or emotional violence within the household or family, which the child witnesses, usually on a regular basis.

Commercial Sexual Exploitation of Children: Comprises sexual abuse by the adult and remuneration in cash or kind to the child or a third person or persons.

Child Marriage: A formal marriage or informal union before age 18, is a reality for both boys and girls, although girls are disproportionately the most affected. Child marriage is widespread and can lead to a lifetime of disadvantage and deprivation.

Grooming: Generally, refers to behaviour that makes it easier for an offender to procure a child for sexual activity. For example, an offender may build a relationship of trust with the child, and then seek to sexualise that relationship by encouraging romantic feelings or exposing the child to sexual concepts through pornography.

List of acronyms

CEF: Charity and Empowerment Foundation

UN: United nation

SG: Safeguarding

CSG: Child Safeguarding

SOPs: Standard of procedures