

CODE OF CONDUCT

This Code outlines clear expectations for all FOAT personnel- this includes Trustees, FOAT volunteers or anybody visiting on behalf of or in representation of FOAT.

Prevention is the key to safeguarding children and vulnerable people. The following principles aim to ensure that risks are reduced and standards of high accountability and transparency are maintained.

Reducing Isolation

- I understand that by eliminating or reducing one-adult to one-child situations, the risk of sexual abuse for children will be dramatically lowered. I commit to set an example by personally avoiding one-adult to one-child situations with children. This means making sure that all interactions take place where we can both be easily seen by others.
- I will not invite any child alone into my room, residence or home even with the knowledge and consent of their parent or guardian. Any private hospitality towards beneficiaries shall be carried out with another responsible adult present.
- If I am providing supervision or care to children or vulnerable people, I will aim to be as visible as possible. For instance, I will plan to be in areas where other adults are present, and I will keep doors and windows open where possible.

Ask yourself the question: do other adults know where I am and what I am doing?

Increasing accountability

- I understand and acknowledge that I will not wilfully allow any child to suffer harm as defined in the FOAT Safeguarding Policy.
- I am aware that a designated adult should be supervising children at all times.
- I will not take a child away from the rest of the group, or enter into ongoing communication with any child without the knowledge and consent of the Amani leadership or their parents.

Ask yourself the question: can I accept the requirements of this policy? do I invite feedback on my behaviour?

Addressing Power Imbalances

- I understand that corporal punishment of a child is forbidden even if it is socially sanctioned.
- I will not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning, or culturally inappropriate.
- I will not persuade a child or group of children that they have a 'special' relationship with me; for example, spending inappropriate special time with a child, inappropriately giving gifts, inappropriately showing special favors to one child but not to other children, inappropriately allowing the child to overstep rules, and/or asking the child to keep the relationship to themselves.

Ask the question: Does this child, does this person feel safe with me? What could I do to increase a sense of safety?

Ethical and Safe Interaction

- I will respect the cultural background of children, and I will not discriminate or disadvantage a child because of their racial, ethnic or tribal background.
- I will avoid situations that may give rise to misunderstanding or the perception or that I have engaged in misconduct with a child.
- I will avoid private or personal communication with children on social media, or exposing children to adult content on social media.
- I will act with caution when posting photos of children online, taking into consideration clothing, parental consent and who is able to access the photo.

Ask the question: have I acted with integrity? Would I be happy if this was happening to a child I know and love?

Compliance with FOAT Safeguarding Policy

- I agree to comply with this Code of Conduct.
- I understand and acknowledge that I will not engage in Misconduct as defined in the FOAT Safeguarding Policy.
- I understand that if any allegation of misconduct/action causing harm is made against me or a family member, we may be required to cease contact with nominated people until an appropriate assessment is made.
- I understand that FOAT may report any child safety or criminal concerns to law enforcement and child protection authorities locally and/or in my country of citizenship.
- I understand that I have a responsibility to report to the Child Safeguarding Lead or Deputy any and all suspicions of child safety concerns.
- I agree to cooperate fully with any Child Safeguarding Inquiry conducted at the instigation of FOAT.
- I agree to comply with any FOAT Child Safeguarding Plan.

Confidentiality

- I will not disclose personal information of a child or any beneficiary given in confidence unless it is in the course of acting out my duties, such as reporting concerns of safety and/or misconduct.

Responsibility regarding visitors

- I understand that as a FOAT representative, I am responsible for any visitors I invite into Amani and am aware that if they engage in any voluntary work or enter the premises they will need to sign this Code of Conduct.

FRIENDS OF AMANI TANZANIA. Safeguarding Code of Conduct

Name:.....

Physical address:.....

Date:.....