



Fanos Integrated Community Development Organization

Child Protection and Safeguarding Policy

Approved by the Board of Trustees – 2025

1. Introduction

Fanos Integrated Community Development Organization (Fanos) is committed to promoting the safety, dignity, and wellbeing of all children and families involved in its programs. As an organization working closely with vulnerable communities, Fanos recognizes its moral and legal duty to protect children from all forms of abuse, neglect, and exploitation. This policy expresses our shared commitment to maintaining a safe, respectful, and empowering environment in every aspect of our work.

2. Purpose

This policy provides clear guidance for all Fanos staff, volunteers, sponsors, and partners to ensure that children and families are protected from harm. It defines expected standards of behavior, reporting procedures, and institutional responsibilities necessary to create and sustain a safeguarding culture within the organization.

3. Legal and Regulatory Framework

This policy is developed in line with both United Kingdom and Ethiopian child protection and safeguarding legislation, as well as international standards such as the United Nations Convention on the Rights of the Child (UNCRC) and the African Charter on the Rights and Welfare of the Child. Fanos is committed to upholding these legal and ethical frameworks to ensure that all safeguarding practices meet the highest international standards.

4. Scope

This policy applies to all Fanos employees, volunteers, sponsors, advisory board members, trustees, and partner organizations engaged in any program or communication involving children and families.

5. Guiding Principles

Fanos is committed to the following principles:

1. **Best Interests of the Child:** The safety and wellbeing of the child come first in all decisions and actions.
2. **Zero Tolerance of Abuse:** No form of abuse physical, emotional, sexual, or neglect is acceptable.
3. **Equality and Inclusion:** Every child has the right to care and protection, regardless of gender, ability, religion, or background.
4. **Accountability and Transparency:** Everyone associated with Fanos must follow this policy and report any concern immediately.
5. **Safe and Respectful Environment:** All interactions must uphold the dignity, privacy, and emotional safety of children and families.

6. Roles and Responsibilities

The responsibility for implementing and upholding this Child Protection and Safeguarding Policy rests collectively with all individuals and bodies connected to Fanos Integrated Community Development Organization. The Board of Trustees, Founder and CEO, Country Director, Advisory Board Members, staff, volunteers, and partners all share a common duty to ensure that every child and family engaged in Fanos programs is protected from harm. Each person, regardless of position or role, is expected to model integrity, respect, and care in all interactions with children and families, to adhere to this policy and related safeguarding standards, and to take prompt action by reporting any concern or suspected risk. Through shared accountability and consistent practice, all members of Fanos contribute to building a safe, transparent, and child-centered organizational culture.

7. Safe Practices

To maintain a child-safe environment, Fanos ensures:

- **Recruitment and Screening:** All staff, volunteers, and partners are screened, including background checks and reference verification.
- **Code of Conduct:** Clear behavioral standards are enforced to maintain professional boundaries and prevent misconduct.
- **Digital Safety:** Children's personal details or photos may only be shared with prior consent and organizational approval.
- **Training and Awareness:** All relevant personnel receive safeguarding and child protection training regularly.

8. Reporting and Response Procedures

Any concern, suspicion, or allegation of abuse must be reported immediately to the **Country Director** or directly to the **Founder & CEO**. Reports may be verbal or written and will always be handled confidentially. In situations where a child is at immediate risk, Fanos will promptly notify the relevant local authorities. All reports will be documented, investigated without delay, and managed with fairness and transparency. Fanos will fully cooperate with law enforcement and child protection bodies when required.

9. Community and Beneficiary Engagement

Fanos works closely with families, communities, and local leaders to raise awareness of children's rights and protection. Children and families involved in Fanos programs are informed of their rights and the proper channels for reporting any misconduct or harm.

10. Implementation and Review

This policy will be reviewed every two years or as needed to reflect emerging risks and best practices. It will be shared with all staff, volunteers, sponsors, and partners. New personnel will receive orientation upon joining, and safeguarding requirements will be integrated into all partnership agreements and sponsorship activities.

11. Conclusion

Fanos Integrated Community Development Organization affirms that protecting children and families is a shared and ongoing responsibility. Through this policy, Fanos commits to upholding the highest standards of care, accountability, and respect ensuring that every child and family under its care is valued, safe, and empowered.

 **For further information or safeguarding reporting, please contact:**

Bershewa Belete – Country Director

Email: bbelete762@gmail.com

WhatsApp: +251 967 316 877

Abeba Mersha – Founder & CEO

Email: abeba@fanos.charity

WhatsApp: +44 7535 716 562

Website: <https://fanos.charity/>