



# CHILD SAFE GUARDING POLICY.

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# Presentation Outline

1. Background to Child Safe Guarding.
2. What is child safeguarding and Child safe programming?
3. Why is it important?
4. Reporting of child abuse cases

# Vision and Mission

**Vision:** A world where Children and their families live a healthy and fulfilled life.

**Mission:** To provide high-quality family-centered health care, education and clinical research worldwide.



# Goal

- Reduce the morbidity & mortality from infectious and non communicable diseases, maternal and childhood condition.

## CORE VALUES

Care, Integrity, Teamwork, Excellence, Loyalty, and Innovation



# Child safeguarding policy (CSP)

The Child Safeguarding Policy (CSP) is for Baylor-Uganda as a child care partner providing care and treatment to children, adolescents and their families. The policy seeks to provide adequate child safeguarding measures and for addressing concerns related to child abuse, exploitation, and neglect that can result from personnel working with children or from the design and implementation of projects that fail to protect children.



# Principles

- This Child Safeguarding Policy is based on principles of: **Keeping Children Safe; Child Safeguarding Standards;**
  - The UN Convention on the Rights of the Child, 1989 (and its optional protocols);
  - The UN Statement for the Elimination of Sexual Abuse and Exploitation and all child-related UN conventions;
  - The African Charter on the Rights and Welfare of the Child.
  - The Constitution of the Republic of Uganda 1995
  - The Penal code act cap 120.
  - The Children Amendment Act, 2016.
  - The Succession Amendment ,Act 2022
  - And other Laws, policies and statutes that support children.



## BU consider the following principles for child safeguarding policy:

- All children have equal rights to protection from harm.
- Everybody has a responsibility to support the protection of children.
- Organizations have responsibility to care for children, with whom they work, are in contact with, or who are affected by their work and operations.
- Organizations working with Baylor-Uganda have a responsibility to meet the minimum requirements on protection of children.
- All actions on child safeguarding are taken in the best interests of the child, which are paramount.





# Definitions and Terms

- **A child** is any person under the age of 18 years
- **What is child safeguarding?**
- Child safeguarding is the responsibility that organizations have, to make sure their staff operations, and programmes do no harm to children, that is they do not expose children to the risk of harm and abuse, and that any concerns the organisation has about children's safety within the communities in which they work, are reported to the appropriate authorities.
- ***'Do no harm' refers to organizations' responsibility to 'do no harm' or minimise the harm they may be doing inadvertently as a result of inappropriate programming.***





# Definitions of harm

**Physical abuse:** actual or potential physical harm perpetrated by another person, adult or child. It may involve hitting, shaking, drowning and burning.

**Sexual abuse:** forcing or enticing a child to take part in sexual activities that he or she does not fully understand and has little choice in consenting to. This may include, but is not limited to, rape, oral sex, penetration, or non-penetrative acts such as masturbation, kissing, rubbing and touching.

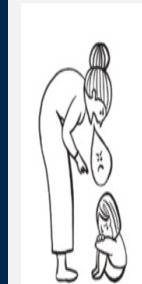
**Child sexual exploitation:** a form of sexual abuse that involves children being engaged in any sexual activity in exchange for money, gifts, food, accommodation, affection, status, or anything else that they or their family needs. It usually involves a child being manipulated or coerced, which may involve befriending children, gaining their trust, and subjecting them to drugs and alcohol.



Physical & humiliating punishment



Sexual exploitation & abuse



Emotional abuse

# Definitions of harm

**Neglect and negligent treatment:** refers to a persistent failure to meet a child's basic physical and /or psychological needs, which is likely to result in serious impairment of a child's healthy physical, spiritual, moral and mental development. It includes the failure to properly supervise and protect children from harm and provide for nutrition, shelter and safe living/working conditions.

**Emotional abuse:** persistent emotional maltreatment that impacts on a child's emotional development. Emotionally abusive acts include restriction of movement, degrading, humiliating, bullying (including cyber bullying), and threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

**Commercial exploitation:** exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social -emotional development. It includes, but is not limited to, child labour.



# Code of Conduct:

is a clear and concise guide of what is and is not acceptable behaviour or practice when employed or engaged by the organisation. It should include acceptable and unacceptable behaviour with regards to children. Any behaviour considered child abuse.

**Scope of the Child safeguarding policy:** This policy applies to all staff and associates who must comply with its requirements and understand the sanctions that may be applied for breaches of the policy.

**Staffs include:** all staff, national and international and all volunteers and interns.

**Associates include:**

•All contractors, e.g., consultants all board members all partners including local community based partners guests and visitors trainees (interns, clinical attachments, field students)



# Prevention

- Protection of children from abuse and protection of rights of children will be addressed through the following steps:
  - **A. Risk assessment/risk mitigation:** A risk assessment of all Baylor-Uganda operations, programmes and project activities will be conducted. Risk mitigation strategies will be developed to minimise risk to children, and incorporated into the design, delivery and evaluation of programmes, operations and activities, which involve or impact upon children.
  - **B. Safe recruitment:** Baylor-Uganda will ensure that it applies the highest standards in its recruitment and vetting policies across the organization. Candidates are checked for their suitability for working with children and their understanding of child safeguarding. In all interview panels, Baylor-Uganda shall include interviewers who have the relevant experience of and knowledge about child safeguarding and best practice in every interview. Protection checks, such as self-disclosure of previous convictions, communication and obtaining references from referees will be part of important recruitment policy and covers all those representatives that we have an employment relationship with.





# Prevention of abuse of Child

- **C. Behaviour protocols/ Code of conduct:** All staff and associates including volunteers working with BU should agree to the code of conduct when they are employed and/ or start their job. Failure to comply will result in corrective action, up to and including dismissal from employment or leading to civil or criminal liability. The organization will take such action and impose such penalties as mentioned above.
- BU staff need to follow the code within and outside the workplace. This means adopting appropriate behaviour and reporting on concerns they have about a child whether at work or outside.

**D. Education/ training:** All staff and associates shall receive child safeguarding training to help them understand why it is necessary to safeguard and protect children and to be fully aware of the procedure for reporting concerns. All staff shall receive a short induction on child safeguarding at the time of their engagement with the organization. All staff and children should be aware of the child safeguarding focal person who is responsible for receiving reports of concerns and advising on assessing and mitigating risk in line with Baylor-Uganda policy and procedures.



## **E. Safe programme design:**

BU is committed to design and deliver programmes which are safe for children. Programs and activities will be developed in such a way that foreseen risks are mitigated. Risk assessment and mitigation will include the context, scope and setting of the organisation. BU will take various steps to encourage a culture of safety in the workplace, and prevent or reduce the risk of harm to children.

**F. Communications — use of images and children's information:** In our use of information and visual images, both photographic still pictures and videos, our overriding principle is to maintain respect and dignity in our portrayal of children, families and communities. BU has a consent procedure which does not allow any photographs or images of children printed, published or stored without their assent and the consent of their guardians. Consent forms for this purpose are available and filled whenever need arise.

**G; Social media:** BU uses internet and social media as a means of communication. Staff and volunteers who work for BU have contact with children and therefore a social media policy is developed to ensure child safeguarding principles are observed when using social media platforms.



# Responsibilities for those covered by the scope of the Policy

- The organisation's leadership: Senior management and the Board shall approve this policy. These positions will ensure the policy is being implemented. Everyone who works with and engages with Baylor-Uganda has a responsibility to ensure that children are protected.

## All Staff and Associates must

1. Never abuse or exploit a child or act in any way that places a child at risk of harm.
2. Report any child abuse and Child protection concerns they have in accordance with applicable Baylor-Uganda procedures and this policy. Staff may also use Baylor-Uganda's Whistle Blowing policy in this event.





# All Staff and Associates must

3. Respond to a child who may have been abused or exploited in accordance with applicable local office procedures and this policy.
4. Cooperate fully and confidentially in any investigation of concerns or allegations of child abuse.
5. Contribute to building an environment where children are respected and encouraged to discuss their concerns and rights.
6. At all times, treat children in a manner which is respectful of their rights, integrity and dignity, consider their best interests and not expose them to any form of risk or harm.
7. Comply with the behaviours detailed in Baylor-Uganda's Code of Conduct.



# All Staff and Associates must

8. Not disclose, or support the disclosure of, information that identifies supported families or children, through any medium (include paper, photographs and social media), unless that disclosure is in accordance with standard Baylor-Uganda policies and procedures and/or has the explicit consent of Baylor-Uganda.
9. Ensure that, whilst engaged with Baylor-Uganda, Associates sign up to either Baylor-Uganda's code of conduct and or this policy to provide guidance on appropriate behaviour towards children.
10. Ensure that they comply to the procedures that are consistent with this child safeguarding policy including reporting and responding to child protection issues.
11. Ensure that appropriate care, support and protection in dealing with all aspects of the case (Staff who have reported child protection concerns or are accused of child abuse) is provided including any safety concerns and potential reprisals which may arise from the incident or from the reporting of such concerns.



# Partners

Agreements with partners will include a statement that partners who do not have a child safeguarding policy will either abide by BU policy or develop their own as a condition of the partnership. Actions taken by a staff or associate out of working hours that are seen to contradict this policy will be considered a violation of this policy.

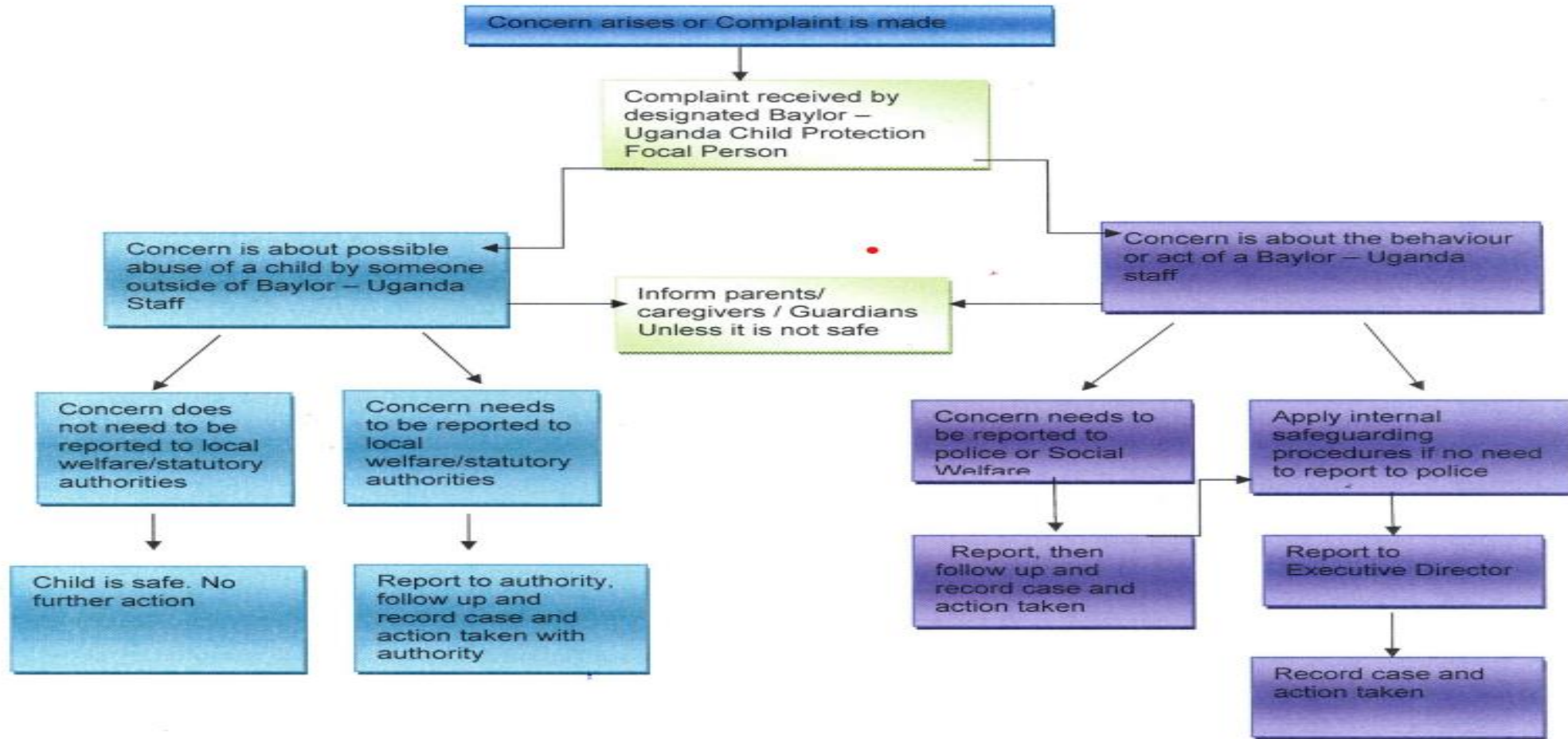
## Reporting/responding to concerns

Child safeguarding focal person is responsible for receiving reports of concerns from other BU staff. All staff and associates need to report on all concerns they have about a child, reporting flow chart (Chart 1 below) with clearly designated staff to receive and manage reports. BU will also have child-friendly versions (translated to relevant local language) of such document to inform children how to report.



# The CSP Response procedure

The CSP Response procedure



# Handling Cases reported by Children

Baylor-Uganda will receive disclosures from children with sensitivity and will strive not to re-traumatise children in their handling of complaints. If a child or young person tells you they are being, or have been, abused:

- Listen to and accept what the child or young person says but do not press for information.
- Let the child or young person know what the investigator is going to do next and that you will let them know what happens.
- Take the alleged abuse seriously.
- Record carefully what you have heard on the reporting/referral form

# Handling Cases reported by Children

Identifying information about children will be shared on a 'need to know' basis only, the safety and best interests of the child will be the priority in deciding who to tell. Any staff that raise concerns of serious malpractice will be protected as far as possible from victimisation or any other detrimental treatment if they come forward with serious concerns, provided that concerns are raised in good faith. Baylor-Uganda has a whistle blowing policy through which such malpractices are reported, deliberate false allegations are a serious disciplinary offence and will be investigated according to the BU disciplinary policy and procedures.

- The subject of the complaint (alleged perpetrator) and all witnesses must cooperate fully and openly with internal and statutory investigations and hearings. Their confidentiality will be protected and information that could identify them will be shared on a 'need to know' basis only.
- A prompt and appropriate response will ensure that the situation is not perpetuated and that all individuals involved are clear on issues and actions to be taken.
- Allegations against a staff member would normally result in suspending the staff member from their employment immediately subject to investigation of the issue. If the allegation is a criminal issue, this will be reported to the formal authorities before taking action or informing the alleged perpetrator.





# Handling Cases reported by Children

- Person(s) with the skills to do so shall conduct internal investigations. The investigation will involve interviews of all parties involved including witnesses to gather all relevant details of the allegation.
- Appropriate disciplinary measures should be taken in the event that the allegation is found to be true. If the allegation is found to be without base, appropriate steps should be taken to minimise damage to the reputation of the individual accused.
- Internal investigations related to allegations of criminal behaviour should be discussed with the formal authorities prior to embarking on this course of action to ensure that the organisation does not compromise the formal investigation. Support and counselling should be made available for those involved in the report and response.



# Monitoring and review

- Child safeguarding is incorporated into the organisation's risk register and quarterly and annual reporting processes. The monitoring and evaluation department will be monitoring and assessing risk against CSP implementation and reporting results in the quarterly and annual reporting activities. Senior management including the Executive Director shall regularly review the risk register and organisation reports to ensure that child safeguarding measures are in place and effective.





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