

Alsawaid Alkhadara Organization (AAO)

Child Protection Policy & guides

Alsawaid Alkhadara Organization is fully committed to safeguarding the welfare of all children in its care. It recognizes the responsibility to promote safe practice and to protect children from harm, abuse and exploitation. For the purposes of this policy and associated procedures a child is recognized as someone under the age of 18 years. Staff and volunteers will work together to embrace difference and diversity and respect the rights of children and young people. This document outlines Alsawaid Alkhadara Organization commitment to protecting children.

These guidelines are based on the following principles:

- *The welfare of children is the primary concern of AAO.*
- *All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.*
- *Child protection is everyone's responsibility.*
- *Children have the right to express views on all matters which affect them, should they wish to do so.*
- *Organizations shall work in partnership together with children and parents/careers to promote the welfare, health and development of children. AAO will:*
 - ✓ *Promote the health and welfare of children by providing opportunities for them to take part in [sport] safely.*
 - ✓ *Respect and promote the rights, wishes and feelings of children.*
 - ✓ *Promote and implement appropriate procedures to safeguard the well-being of children and protect them from abuse.*
 - ✓ *AAO Recruit, train, support and supervise its staff, members and volunteers to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.*
 - ✓ *Require staff, members and volunteers to adopt and abide by this Child Protection Policy and these procedures.*
 - ✓ *Respond to any allegations of misconduct or abuse of children in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.*
 - ✓ *Observe guidelines issued by local Child Protection Committees for the protection of children.*

- ✓ *Regularly monitor and evaluate the implementation of this Policy and these procedures. Review This Policy and these Procedures will be regularly reviewed:*
- ✓ *In accordance with changes in legislation and guidance on the protection of children or following any changes within AAO*
- ✓ *Following any issues or concerns raised about the protection of children within Alswaid Alkhadara Organization.*

Staff and volunteers in AAO accept and recognize our responsibilities to develop awareness of issues, which cause children and young people harm. We will safeguard children and young people by –

- *Adopting child protection guidelines through a code of behavior for staff and volunteers.*
- *Sharing information about child protection and good practice with children, parents, staff and volunteers.*
- *Sharing information about concerns with agencies who need to know, and involving parents and children appropriately.*
- *Following carefully the procedures for safer recruitment in the selection of staff and volunteers*
- *Providing effective management oversight for staff and volunteers through supervision, support and training*

We are also committed to reviewing our child protection policy and good practice guidance on an annual basis.

Types of abuse

Neglect: *is the persistent failure to meet a child's basic physical and or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or career failing to:*

- ❖ *Provide adequate food, clothing and shelter (including exclusion from home or abandonment)*
- ❖ *Protect a child from physical and emotional harm or danger*
- ❖ *Ensure adequate supervision (including the use of inadequate care-givers)*
- ❖ *Ensure access to appropriate medical care or treatment.*

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

Physical abuse: *may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or career fabricates the symptoms of, or deliberately induces, illness in a child.*

Sexual abuse: *involves forcing or enticing a child or young person to take part in sexual activities, including prostitution, whether or not the child is aware of what is happening. The activities may involve*

physical contact, including penetrative (e.g. rape, buggery or oral sex) or non-penetrative acts. They may include non-contact activities such as involving children in looking at, or in the production of, sexual online images, watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

Emotional abuse: *is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child from participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.*

Guidelines for AAO staff and volunteers

Staff must at all time show respect and understanding for individual's rights, safety and welfare, and conduct themselves in a way that reflects the ethos and principles of AAO.

RESPECT

Staff and volunteers are committed to

- *Treating children and young people with respect and dignity.*
- *Always listening to what a child or young person is saying*
- *Valuing each child and young person*
- *Recognizing the unique contribution each individual can make*
- *Encouraging and praising each child or young person*

BY EXAMPLE

Staff and volunteers will

- *Provide an example, which we would wish others to follow*
- *Use appropriate language with children and young people and challenge any inappropriate language used by a young person or child or an adult working with young people.*
- *Respect a young person's right to privacy.*

TRAINING

- *The designated person and his/her deputy must receive training every one year in Child Protection.*
- *All staff and volunteers shall have access to appropriate training on a regular basis, at least every 2 years.*

Approval Committee:

General Manager AAO: Kbar Brsham Ibrahim

Signature:

Date: 29/10/2020

Program Manager AAO: Emad Aldein Abdelrhman

Signature:

Date: 29/10/2020

Logistic Officer: Zahra Mohammed

Signature:

Date: 29/10/2020

This policy Adapted by AAO On 25/6/016 and Updated on 01/01/022