

Our Child Protection Policy

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteer and sessional workers, agency staff, students or anyone working on behalf of (name of group/organisation).

The purpose of this policy:

- = To protect children and young people who receive WO=MEN's services. This includes the children of adults who use our services;
- = To provide staff and volunteers with overarching principles that guide our approach to child protection.

WO=MEN, Dutch Gender Platform believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

Child Rights Approach

All children 'without discrimination of any kind' (UN CRC article 2) have the right to be protected from 'all forms of physical or mental violence, injury and abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual violence' as outlined in article 19 of the UNCR. All action taken to protect children will be in accordance with the best interests of the child as stated in article 3 of the UN CRC.

Confidentiality

Terms and Definitions

= Child

Every human being below the age of 18 years¹

= Child abuse

is a general term used to describe any way the child may experience harm, usually as a result of failure on the part of a parent/caregiver or organization/community to ensure a reasonable standard of care and protection or by deliberate harmful acts.

Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- = Convention on the Rights of the Child
- = Charter of Fundamental Rights of the European Union

We recognise that:

- = The welfare of the child is paramount
- = All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have right to equal protection from all types of harm of abuse
- = Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- = Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

- = Valuing them, listening to and respecting them
- = Adopting child protection practices through procedures and a code of conduct for staff and volunteers
- = Developing and implementing an effective e-safety policy and related procedures
- = Providing effective management for staff and volunteers through supervision, support and training
- = Recruiting staff and volunteers safely, ensuring all necessary checks are made
- = Sharing information about child protection and good practice with children, parents, staff and volunteers
- = Sharing concerns with agencies who need to know, and involving parents and children appropriately

We are committed to reviewing our policy and good practice annually.

This Policy was last reviewed on: 12th August 2019

Signed by Edith van der Spruit – Director WO=MEN, Dutch Gender Platform

