

CHILD PROTECTION POLICY



**ENLIGHTEN
EDUCATION TRUST**

INTRODUCTION

It is important that we protect children from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse.

Members of the Enlighten Education Trust have a commitment to the prevention of child abuse and the protection of children.

This policy sets out common values, principles and beliefs and describes the steps that will be taken in meeting our commitment to protect children.

This policy was adopted by Enlighten Education Trust on 1 September 2019.

OUR COMMITMENT TO PROTECT CHILDREN

Our values, principles and beliefs

- All children have the equal rights to protection from abuse and exploitation
- Child abuse is never acceptable
- We have a commitment to protect children with whom we work
- When we work through partners, they have a responsibility to meet minimum standards of protection for children in their programme.

What we will do

We will meet our commitment to protect children from abuse through the following means:

Awareness: we will ensure that all staff and others are aware of the problem of child abuse and the risks to children.

Prevention: we will ensure, through awareness and good practice, that staff and others minimize the risks to children.

Reporting: we will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.

Responding: we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

HOW WILL WE ENSURE OUR COMMITMENTS ARE MET

- All Enlighten staff and volunteers will sign up to and abide by this code of conduct
- Recruitment procedures will include checks on suitability for working with young people
- Induction will include briefing on child protection issues
- Systems will be established to investigate possible abuse once reported and how to deal with it
- Training, learning opportunities and support will be provided by Enlighten Education Trust for staff as appropriate to ensure commitments are met.

CODE OF CONTACT

All Enlighten Education Trust (EET) staff, students and volunteers must sign up to and abide by this Code of Conduct.

Staff and volunteers must never:

- Hit or otherwise physically assault abuse children
- Develop sexual relationships with children
- Develop relationships with children which could in any way be deemed exploitative or abusive
- Act in ways that may be abusive or may place a child at risk of abuse
- Use language, make suggestions or offer advice which is inappropriate or sexually provocative
- Have a child/children with whom they are working to stay overnight at their home unsupervised
- Sleep in the same room or bed as a child with whom they are working
- Condone or participate in behavior of children which is illegal, unsafe or abusive
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse
- Discriminate against, show differential treatment, or favour particular children to the exclusion of others
- Be involved in actions or behavior which may constitute poor practice or potentially abusive behavior.

It is important for all staff and volunteers in contact with children to:

- Be aware of situations which may present risk and manage these
- Plan and organize the work and the workplace so as to minimize risk
- As far as possible, be visible in working with children
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed
- Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behavior does not go unchallenged
- Talk to children about their contact with staff and volunteers and encourage them to raise any concerns
- Empower children – discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem

In general, it is inappropriate to:

- Spend excessive time alone with children away from others
- Take children to your home, especially where they will be alone with you

Enlighten Education Trust reporting concerns framework

If you are concerned about the safety and the welfare of a child you must follow this procedure:

What are the circumstances of your concern?

Did you witness child abuse?	Yes/No
Do you suspect someone of child abuse?	Yes/No
Has someone alleged abuse of a child?	Yes/No
Has someone disclosed abuse of a child to you?	Yes/No

Does your concern fit any of the following categories of abuse?

Do you think a child may have been neglected ?	Yes/No
Do you think a child may have been physically abused?	Yes/No
Do you think a child may have been emotionally abused?	Yes/No
Do you think a child may have been sexually abused?	Yes/No

Your concern is justified if you answered yes to any of the questions above, your duty is to report your concern to the following person:

Name: Magriet Peter
 Title: Trust Manager
 Location: Enlighten Education Trust
 Telephone: 028-3130974
 E-mail: magriet@enlighten.org.za

DECLARATION BY THE ENLIGHTEN EDUCATION TRUST STAFF, STUDENTS AND VOLUNTEERS

I, the undersigned.....

Hereby declare:

1. That I have not in the past been subject to any sentence for individual behavior incompatible with the responsibility of caring for or overseeing children or minors, and have never been subject to any administrative measure of investigation for criminal acts or breach of conduct jeopardizing the physical or psychological integrity of children;
2. That I have received and taken due note of the document relating to the Enlighten Education Trust Child Protection Policy and that I undertake to respect this policy;
3. That I have been informed that in the event of suspicion of behavior contrary to the policy of prevention established by Enlighten Education Trust the organization reserves the right to take protective measures involving provisional suspension; that I have been informed that in the event of evidence and known incidents contradictory to the protection of the children placed under my responsibility, the organization shall take appropriate administrative and legal measures, without limit of time or place;
4. That I have been informed that in the event of termination of contract on the grounds of violation of the physical and/or psychological integrity of children, the organization shall reserve the right to inform other organisations which may ask for professional references of the reasons for termination of employment.

..... (date)

.....(place)

Signature: