



WINNERS GROUP INITIATIVE

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WINNERS GROUP INITIATIVE CHILD PROTECTION POLICY

Child Protection Policy

Purpose

This child protection policy is our statement of intent which demonstrate our commitment to safeguarding children from harm and makes clear to all in the organization and those who come into contact with us what is required in relation to the protection of children and that child abuse in any form is unacceptable to Winners Group Initiative.

Statement

Winners Group Initiative takes seriously our responsibility to promote child safe practices and protect children from harm, abuse, neglect, poverty and exploitation in any form. In addition, we will take positive action to prevent child abusers from becoming involved with Winners Group Initiative in any way and take stringent measures against any trustee, employee or volunteer who abuses a child.

Definitions under This Child Protection Policy

A **“child”** is defined as any person under the age of 18 years.

“Child abuse” is defined as all forms of physical abuse, emotional ill treatment, harassment and bullying, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that result in actual or potential harm to a child.

Child abuse may be a deliberate act or it might be the failure to act to prevent harm.

Child abuse consists of anything which individuals, institutions or processes do or fail to do, intentionally or unintentionally, which harms a child or damages their prospect of safe and healthy development into adulthood.

“Child protection”, within the scope of this policy is defined as the responsibilities, measures and activities that Winners Group Initiative undertakes to safeguard children from both intentional and unintentional harm.

“Direct contact” being in the physical presence of a child or children in the context of Winners Group Initiative work.

“Indirect Contact” Having access to information on children in the context of Winners Group Initiative work, such as children’s names, locations, (addresses of individuals or projects), photographs and case studies.

“Partner” for the purpose of this policy an international/local organization which partners with Winners Group Initiative or an international/local organization involved in project work with children.

Scope of the child Protection Policy

This child protection policy applies to everyone working for or associated with Winners Group Initiative. It encompasses the whole of Winners Group Initiative and includes without limitation employees, trustees, and volunteers, staff/representatives of partner organizations and visitors who are brought into direct contact with children.

Winners Group Initiative Child Protection Policy

Trustees, Staff and Volunteers

As a condition of working with our organization all trustees, employees and volunteers are required to undergo the following:

- 1. Satisfactory clearance: there is need for provision of a document to show working in children related field (Teaching documents, coaching documents etc)**
- 2. Both acceptance of and commitment to our child protection policy and code of conduct for working with children.**
- 3. Both acceptance and commitment of reporting any witnessed child abuse in the region Winners Group Initiative is providing services.**

Management

The designated child protection officer is Moses Juma (Executive Group Advisor)

Code of Conduct

All trustees, staff and volunteers of Winners Group Initiative who have direct contact with children will be informed of and will be required to sign that they will abide by Winners Group Initiative code of conduct.

Communications about Children

Photos of children either on the website or in any publication by Winners Group Initiative must only take place with the child's parents or guardian's permission.

All publications and the web site of Winners Group Initiative which contains images and text relating to children will not contain the following:

Manipulated or sensationalized text and/or images

Discriminatory and degrading language

Images where children are inappropriately clothed

The names of actual children (without permission)

Anything which might be used to identify the location of a child and put them at risk.

All information relating to children must be held securely and limited only to those trustees, members of staff and volunteers who need to know and must be treated as confidential.

Reporting Incidents

All witnessed, suspected or alleged violations of the child protection policy will be immediately reported to the designated child protection officer who will record and act on those in a confidential manner. The charity will take appropriate action to protect the child in question from further harm and others in the organization during and after an incident or allegation.

Ramifications of Misconduct

Pending the outcome of an investigation we will immediately suspend the trustee, employee or volunteer who is alleged to have violated our child protection policy. We reserve the right to take disciplinary action against any of the above who have been proved guilty of an investigation; this may include reporting the incident to the police.

Winners Group Initiative Code of Conduct for Working with Children

All trustees, staff and volunteers of Winners Group Initiative must sign and abide by this code of conduct.

Trustees, staff or volunteers must never:

Hit or otherwise physically assault or physically abuse children

Develop physical/sexual relationships with children

Develop relationships with children which could in anyway be deemed as 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, offensive or abusive.
Behave physically in a manner which is inappropriate or sexually provocative
Take child/children with whom they are working away from the place without authorization from the person in charge
Do things for children of a personal nature that they can do for themselves, to be alone with a child when they are bathing, showering etc. without permission
To take a child in their motor vehicle except where this is the most practical solution and have gained permission
Take photographs of a child without their parent's/guardians permission
Take a camera or mobile phone into any place where children are not fully dressed
Condone or participate in behavior of children which is illegal, unsafe or abusive
Act in ways intended to shame, humiliate, belittle or degrade children
Perpetrate any forms of abuse, discriminate against, show differential treatment or favor particular children to the exclusion of others

PLEASE NOTE: This is not an exhaustive or exclusive list, trustees, staff and volunteers must avoid actions or behavior which constitutes poor practice or potentially abusive behavior.

Approved on 30th November 2023

Chairperson: 

Secretary: 

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