

## CHILD PROTECTION POLICY



Welfare Association for New Generation (WANG)

**WANG**  
Struggling for Fairer Society

[www.wang.org.pk](http://www.wang.org.pk)

## 1- CHILD PROTECTION POLICY (CPP)

CPP is meant 'to safeguard children from harm and makes clear to all what is required in relation to the protection of children. This policy exists to protect children from abuse in the delivery of our programs, to affirm Welfare Association for New Generation's (WANG) commitment to the safety and protection of children and to ensure that in our work we do not promote or reinforce systematic abuse and discrimination of children. It provides definitions and outlines WANG's guiding principles, roles, responsibilities and approach towards implementation which will ensure that this commitment is integrated into all areas of our work and also to show that the organization is taking its duty and responsibility of care seriously.

**What Child Protection Policy means to WANG?** This policy exists to protect children from abuse in the delivery of our programs, to affirm WANG's commitment to the safety and protection of children and to ensure that in our work we do not perpetuate or reinforce systematic or structural abuse and discrimination of children. It provides definitions and outlines our guiding principles, roles, responsibilities and approach towards implementation which will ensure that this commitment is integrated in to all areas of our work

**Scope and Applicability:** This policy applies to anyone who represents Welfare Association for New Generation (WANG); including but not limited to, staff, volunteers, partners (local NGO"s, affiliates, Youth led organizations and Networks and government counterparts), contractors, donors, and board members. This policy applies to WANG representatives as defined above at all times, both during and outside normal working hours.

## 2-CHILD PROTECTION POLICY FRAMEWORK

The Child protection policy of WANG outlines clear boundaries for anyone directly or indirectly related to and/or working for WANG. The WANG child protection policy is guided by following principles:

- a- **Child rights:** As rights-based organization WANG is committed to protecting the rights of all children to live safely, without fear of abuse or exploitation as outlined in the United Nations Convention of the Rights of the Child (1989). We are committed to keeping children safe by all reasonable means.
- b- **Zero tolerance of child abuse:** WANG will not tolerate any form of child abuse by anyone who is working within our programs or represents the organization in anyway. WANG will not permit representatives to work with children or access communities with whom we work if they pose an unacceptable risk to children's safety or wellbeing
- c- **Shared responsibility:** We believe that child protection is a shared responsibility, meaning that successful implementation of child protection initiatives is heavily dependent on all representatives committing to and upholding the principles of this policy. WANG will work to ensure that all partner organizations and individuals meet minimum standards of protection for children associated with our programs

- d- **Risk management approach:** While it is not possible to eliminate all risks of child abuse, WANG will ensure risks of child abuse are identified, monitored and reasonably mitigated against in the assessment of all our activities.
- e- **Confidentiality, wellbeing and safety:** Matters raised under this policy will be dealt with in a confidential, fair and timely manner, ensuring the safety and wellbeing of all parties involved.

### 3- DEFINITIONS:

For the purposes of this policy and WANG's approach to child protection, the following definitions apply;

<i>Child:</i>		<i>Any person under the age of eighteen (18) years as defined by the Convention on the Rights of the Child.</i>
<i>Child protection:</i>		<i>An activity or initiative designed to protect children from any form of harm, particularly arising from child abuse or neglect.</i>
<i>Child rights:</i>		<i>Children have the "right to life, survival and development" where development encompasses physical, emotional, cognitive, social and cultural development.</i>
<i>Child abuse:</i>		<i>Child abuse involves the abuse of children's rights, and includes all forms of physical, emotional and sexual abuse, domestic violence, neglect, commercial sexual exploitation, child trafficking and child labour as defined below.</i>
<i>Physical abuse:</i>		<i>When a person purposefully injures, or threatens to injure, a child. Examples include, but are not limited to - slapping, punching, shaking, kicking, burning, shoving or grabbing.</i>
<i>Emotional abuse:</i>		<i>A persistent attack on a child's self-esteem. Examples include, but are not limited to - name-calling, threatening, ridiculing, intimidating or isolating the child.</i>
<i>Sexual abuse:</i>		<i>When a child is used by another child, adolescent or adult, for his or her own sexual stimulation or gratification. Sexual abuse involves contact and non-contact activities which encompass all forms of sexual activity involving children, including exposing children to pornographic images, or taking pornographic photographs of children. The term "grooming" a child for sexual abuse relates to the act of building the trust of children and/or their carers to gain access to children in order to sexually abuse them. Grooming is also considered child abuse.</i>
<i>Domestic violence:</i>		<i>This includes verbal, physical, sexual or emotional violence within the household or family, which the child witnesses, usually on a regular basis.</i>
<i>Commercial sexual exploitation:</i>	<i>sexual</i>	<i>Where a child is sexually abused or exploited in return for cash or for kind.</i>
<i>Child labour:</i>		<i>Where the type and frequency of work that a child of a particular age is required to do exceeds UNICEF's guidelines. Such work is considered harmful to the child and should therefore be eliminated.</i>
<i>Child trafficking:</i>		<i>Relates to any role in the recruitment, transportation or receipt of children for the purpose of exploitation, by means of threat, force or other forms of coercion. This includes abuse of power.</i>



*Military use of children:*

*Where children are engaged in or exposed to military activity, including as soldiers or human shields.*

**4-IMPLEMENTATION** WANG ensures that its commitment to child protection is shared by all representatives and integrated into our work by the following means;

<b>Child Protection Code of Conduct:</b>	All representatives of WANG are given clear guidance about ways to minimize risk to children and the standards of behavior and practice required of them at all times when they are in contact with children. This document outlines acceptable and unacceptable standards of behavior regarding interactions with children.
<b>Screening Representatives of WANG:</b>	Adhere to the strict screening process while recruiting human resource and more specifically staff involve in managing the program and activities related to child protection. This requires a thorough background check of the potential candidates.
<b>Implementation Tool Kit:</b>	Implementation guidelines and minimum standards for field offices and partners with tips and tools to support the integration of this policy into WANG's work with communities, young people, partners and government counterparts. All WANG representatives must read, sign and abide by Child Protection Code of Conduct
<b>Reporting Procedures:</b>	Clear procedures for reporting breaches of the Child Protection Code of Conduct and information about how reports of suspicion or allegation of abuse will be handled.
<b>Photos, images and story gathering:</b>	Ensures WANG policies, procedures and ethical guidelines for collection, storage and use of stories, photos and images incorporate and enforce this policy's principles of child protection. Before photographing or filming a child obtain informed consent from the child and their guardian or parent, ensuring that they understand how the images will be used.
<b>Risk Management:</b>	WANG's approach to risk management and clear guidelines for assessment and mitigation of any child protection risks, including ways to incorporate these in to programming.
<b>Child Protection Awareness &amp; Training:</b>	Outlines the ways in which WANG works to raise awareness internally of child protection in the context of international development, this includes induction, a hierarchy of training and other initiatives.
<b>Supervision of Children:</b>	Guidelines for staff those are responsible for the supervision of children. Not condone or participate in any child related activity which is illegal, unsafe or abusive.
<b>Working with Affiliates:</b>	WANG Affiliate working agreements and contracts which incorporate Child Protection minimum standards. Monitoring of policy implementation and compliance across WANG affiliates.

## **5- REVIEW AND MONITORING:**

- Breaches of this policy and the Child Protection Code of Conduct will not be tolerated and may result in disciplinary procedures, change of duties or termination of employment (or other contractual agreement with WANG).
- This policy applies to all representatives of WANG and therefore the responsibility to ensure this policy is implemented and shared by all. Specific delegated authorities are outlined below.
- Monitoring of the application of this policy is the responsibility of all staff, particularly the Executive Director. This policy will be reviewed at least every three (3) years. While it is ultimately the Director HR responsibility that the policy is reviewed, the board members will be responsible for enhancing this policy and incorporating lessons learned into subsequent versions. Feedback from stakeholders (young people, children, trainers etc) will be sought in the process of review.

## **6- WANGS' REPORTING AND INVESTIGATION PROCESS:**

- 1- Any person working for WANG who suspects possible issues of abuse or exploitation in projects managed by WANG, receives a complaint from the community, or is aware that an individual working for WANG is committing abuse or exploitation, must raise these immediately in writing to the Board Members.
- 2- The Board Members will launch an appropriate investigation against registered complaint through nominating investigation committee comprised of at least three staff members.
- 3- A careful selection of the committee members need to be taken into account to avoid bringing favoritism and biasness in the investigation process.
- 4- The committee members will determine the process of investigation and will be responsible to report back to the Board Members about the results of investigation and possible consequences for breaching the codes of child protection policy.
- 5- If there appears to be a situation of abuse in a partner organization and reporting to authorities is not viable, one outcome may be to withdraw funding or pull out of the networking/partnering relationship.
- 6- If a matter is raised verbally from outside the organization with anyone who works for WANG, (volunteer, employee, contractor), the person in receipt of the information must put it in writing immediately (or as soon as they are physically able to do so) to share it with the Board Members for taking further actions.

## ANNEX: CODE OF CONDUCT

All WANG representatives must read, sign and abide by this Child Protection Code of Conduct. Failure to comply with this Code may result in disciplinary procedures, restriction of duties or termination of employment or other contractual agreements or relationships with WANG.

As WANG Representative I understand that by signing this Code of Conduct I agree to:

1) Conduct myself in a manner consistent with my position as a positive role model to children and as a representative of WANG.
2) Follow organizational policy and guidelines around the safety of children as outlined in the Child Safe Policy.
3) Follow relevant local, state and national law pertaining to working with children.
4) Not physically punish children
5) Be respectful of children's rights, background, culture and beliefs as set out in the UN Convention on the Rights of the Child.
6) If as part of my role I am required to work with children in any capacity, I should ensure that: <ul style="list-style-type: none"><li>• I am not placed in a position where I am alone with children, by ensuring that there is always another adult present when working in the proximity of children.</li><li>• I avoid any physical contact with children unless necessary for their own safety.</li><li>• I use language and topics appropriate to the situation avoiding suggestive comments to a child, even as a joke. Avoid any actions or words intended to humiliate or belittle children.</li><li>• I avoid rough physical games or interactions with children that can be misinterpreted. Physical punishment of children is prohibited.</li><li>• My relationships with children are not exploitative or abusive.</li></ul>
7) Photographs of children/adults must not be taken without following the WANG Images policy.
8) Any breaches of this code of conduct by WANG Representatives or others, including all concerns regarding suspected child abuse and exploitation must be reported in writing directly to the Board Members as soon as possible.

I have read WANG Child Protection Policy and Code of Conduct and understand my personal responsibility to abide by these guidelines at all times to protect myself and the children I may come in contact with through my work for or with WANG.

Signature \_\_\_\_\_  
Name \_\_\_\_\_  
Date \_\_\_\_\_



A group of children, both boys and girls, are standing in a line outdoors. They are dressed in traditional clothing, including head coverings and patterned dresses. The background features lush green trees and colorful streamers hanging from above. The children are looking in various directions, some towards the camera and others away. The overall atmosphere is festive and cultural.

**Child protection is everyone's  
responsibility and driven by duty of care.**