



PAFFREL

People’s Action for Free & fair Election (PAFFREL)

CHILD PROTECTION POLICY

Approved By	: Board of Directors
Approved Date	:.....
Date for Review	:.....
Language	:.....
Applicable to	:.....

Goal

The overall goal of the Child Protection Policy of the People’s Action for Free & Fair Election is to create a safe space for children in the working environment of PAFFREL and its partner networks, and to contribute to the creation of a just, safeguard of all childrens’ right and ensured at PAFFREL work.

Child Protection Policy Statement

This Child Protection Policy has four guiding principles that would ensure the best interests of the child; zero tolerance of child abuse, recognition of children’s rights, sharing responsibility for child protection and ensuring non-discriminatory treatment of children.

PAFFREL has zero tolerance of child abuse which includes sexual harassment and anyone posing an unacceptable risk to children, anyone in possession of or who has access to child pornography will be subject to instant dismissal, which will be followed by criminal legal action. PAFFREL’S management reserves the right to check the historical activity of all computers allocated to staff without notice.

PAFFREL’S beneficiaries in the field will also be informed of the Child Protection Policy, with contact information to report abuses and violations. The Child Protection Policy will be implemented strictly and monitored closely by the Management through associated practice guidance specially when we do program related to children.

Commitment to child safety

All children who come to PAFFREL have a right to feel and be safe. PAFFREL is committed to the safety and wellbeing of all children and young people accessing our services and the welfare of the children in our care will always be our first priority. It applies to all employees, volunteers, children and individuals involved in the organization.

Children’s rights to safety and participation



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PAFFREL'S employees and volunteers encourage children to express their views, and make suggestions, especially on matters that directly affect children. We actively encourage all children who use our services to 'have a say' about those things that are important to them. We value diversity and do not tolerate any discriminatory practices.

Recruitment of employees and volunteers

PAFFREL applies its Code of Behaviour for activities involving children in the recruitment and screening of employees and volunteers.

Support for employees and volunteers

PAFFREL seeks to attract and retain the best employees and volunteers. NPC provides support and supervision so people feel valued, respected and fairly treated.

PAFFREL has developed the attached Code of Behaviour for activities involving children to provide guidance to the management, employees and volunteers and all trainees on the requirements of the Code.

THE CODE OF BEHAVIOUR

PAFFREL endorses the following code of behaviour to provide guidance to our employees and volunteers responsible for activities involving children and young people under the age of 18 years. The code serves to protect children and reduce any opportunities for abuse or harm to occur. It aims to create safe space for children in the PAFFREL'S working environment and in that of its projects.

Management, employees and volunteers all agree to abide by Code of Behaviour.

Management will:

1. Be responsible for the overall welfare and wellbeing of employees and volunteers;
2. Be accountable for managing and maintaining a duty of care towards employees and volunteers;
3. Appoint a nominee to provide information and support to all employees, volunteers, children, young people and their families regarding child protection matters.
4. Recognize children as individuals with full rights;
5. Provide access for children and young people to talk to others about any concerns they have.
6. Treat everyone with respect, recognizing their right to personal privacy;
7. Encourage young people and adults to feel comfortable enough to point out attitudes and behaviour they do not like;
8. Never condone or place a child at a risk of abuse;
9. Be aware of situations which may present risks and manage this;
10. Plan and organize the event so that risks are minimized;
11. Do not trivialize or exaggerate child abuse issues;
12. Distribute this code of behaviour at the beginning of the trainings in all relevant languages and emphasize the necessity of being aware of the importance of child protection.



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Employees and volunteers will:

1. Establish and maintain a child safe environment in the course of their work (e.g. when conducting activities related to the aim and purpose of PAFFREL).
2. Maintain a child safe environment for children and young people;
3. Operate within the rules and policies of PAFFREL and its activities;
4. Recognize that caution is required in all one-to-one situations;
5. Avoid hitting or physically chastising children;
6. Avoid showing favoritism to any individual;
7. Not spend time alone with children – plan activities so that more than one person is present or at least other people are within sight and hearing;
8. Avoid inappropriate/ unnecessary physical or verbal contact with children;
9. Not take children alone in a vehicle, even for short journeys unless this is unavoidable for safety reasons. (If this is unavoidable, make sure an adult caregiver or another member of staff is aware it is happening);
10. Avoid being drawn into inappropriate attention seeking behaviour such as tantrums or crushes;
11. Not rely on just your good name to protect you;
12. Not believe “it could never happen to me”;
13. Avoid using criticism, sarcasm or any other form of negative words or gestures with the intention to cause shame, humiliation or to belittle children.
14. Never make suggestive remarks or gestures, even in fun.
15. Remember that someone else may misinterpret your actions, no matter how well intentioned;
16. Be fair, considerate and honest with others;
17. Treat children and young people with respect, listen to and value their ideas and opinions and protect their wellbeing;
18. Be professional in actions through use of appropriate language, presentation, manner and punctuality;
19. Maintain strict impartiality;
20. Respect the privacy of children and their families and only disclose information to people who have a need to know;
21. Resolve conflicts fairly and promptly and report and act on any breaches of these standards of behaviour through established procedures.