

Child Protection Policy

1. INTRODUCTION

The United Nations Convention on the Rights of Child (*UNCRC*) defines a "child" as a person below the age of 18, unless the relevant laws recognise an earlier age of majority. According to the UN Convention on the Rights of Persons with Disabilities (*UNCRPD*), children with disabilities are even further vulnerable to abuse with long-term detrimental effects.

KFUK-KFUM Global (*YGlobal*) is committed to promoting and protecting human rights, with a particular focus on the vulnerable. In this regard, *YGlobal* stands against all forms of abuse against children and young people under the age of 18, as they are one of the vulnerable groups in society. Abuse can include:

Physical abuse occurs when a person purposefully injures or threatens to injure a child/young person. This may take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures.

Emotional abuse is an attack on a child/young person's self-esteem. It can take the form of name calling, threatening, ridiculing, bullying, cyberbullying, intimidating or isolating the child/young person.

Neglect is the failure to provide the child/young person with the basic necessities of life, such as food, clothing, shelter, education and supervision to the extent that the child/young person's health and development are at risk.

Child sexual abuse is when a child/young person is used by an older or bigger child, adolescent or adult for his or her own or another's sexual stimulation or gratification, or economic gain.

Exploitation refers to the use of children for someone else's advantage, gratification or profit often resulting in unjust, cruel, and harmful treatment of the child.

2. ACTION STATEMENT

YGlobal will meet its commitment to safeguard and protect children/young people, including children with disabilities and with minority backgrounds, through the following means:

Recruitment: References will be taken up for all potential staff members. Where feasible and in accordance with local laws and practices, police checks through police certificates/attestations shall be obtained by all staff members. Where police certificates are not available due to country-specific limitations, appropriate alternative safeguarding measures shall be applied in line with organizational guidelines. All staff must sign a Code of Conduct, which includes a specific reference for protecting children/young people.

Awareness: Ensure that all staff, exchange participants, board members and volunteers are aware of the problem of child abuse and the risks to children/young people, particularly children with disabilities that are likely to be a target for abuse due to their increased vulnerability. Additionally, all YGlobal line managers are tasked with the responsibility of ensuring that all their team members are not only aware of this policy but also comprehend its practical implications in their daily conduct within their work environment. YGlobal are responsible for following up that the child protection policies of the partners are in line with the principles laid out in this policy.

Prevention: Ensure, through awareness and personal and professional conduct, that staff, volunteers and others minimize the risk to children/young people in accordance with YGlobal's [Do-No-Harm policy](#).

Reporting: Ensure that staff, volunteers and others have clear steps to follow where concerns arise regarding the safety of children/young people. For details read the section on reporting.

Responding: Ensure that action is taken, without denying procedural fairness principles to the accused, to support and protect children/young people where concerns arise regarding possible abuse. In order that the above standards of reporting and responding are met, YGlobal will ensure that it:

- Takes any concerns raised seriously;
- Takes positive steps to ensure the protection of children/young people who are the subject of any concerns;
- Supports children/young people, staff, or other adults who raise concerns or who are the subject of concerns;
- Acts appropriately and effectively in instigating or co-operating with any subsequent process of investigation;
- Demonstrates responsibility to and respect for children/young people by being sensitive in our communications that involve them. Images of children/young people require informed consent from the child and parent or guardian before photographing or filming a child/young person and published and should not be accompanied by detailed information relating to their place of residence.

Partners: YGlobal will ensure that all partners' funded activities are assessed for their risks to children/young people, including children with disabilities. All partners must have a child protection policy and must follow YGlobal's [Do-No-Harm policy](#).

3. REPORTING

Any concerns regarding the safety of children/young people should be reported to the Managing Director of YGlobal. If the concern relates to the Managing Director, it should be taken to YGlobal's Chair of the Board.

Internal investigations will undertake a confidential, thorough, impartial and prompt process. The investigation may consist of interviews with witnesses and others as appropriate, collection of information about the alleged conduct, gathering of

documentation, or other procedures as appropriate. The individual alleged to have violated this policy would have the opportunity to present his or her view of the events in question. YGlobal will not make a decision on the response until the investigation is completed.

Physical and/or sexual abuse and exploitation of a child/young person is a criminal offence. Any confirmed violation of this policy will not be accepted and may result, in accordance with applicable laws, in internal disciplinary actions, termination of employment, and/or potential criminal prosecution. The decision to take such actions will be based on the nature of the offense, the outcomes of the investigation, and the recommended measures. These actions may apply to both individual staff members and organizations, depending on the specific circumstances.