

Child Safeguarding Policy

The following document outlines the Child Safeguarding Policy belonging to Peace of Mind Association (PoMA). This policy is effective 4 July 2023.

1. Purpose of Policy

PoMA is committed to ensuring the safety and well-being of children who engage with our mental health development programs and services. We recognize the importance of protecting children from all forms of abuse, neglect, exploitation, and harm. This Child Safeguarding Policy outlines our organization's commitment to creating a safe and secure environment for children and provides guidelines for staff, volunteers, partners, and stakeholders on preventing and responding to child safeguarding concerns.

2. Policy Statement

PoMA is committed to:

- a) Ensuring the welfare and protection of children participating in our programs.
- b) Preventing and addressing any forms of child abuse, neglect, exploitation, or harm.
- c) Complying with all applicable local, national, and international laws and regulations regarding child safeguarding.
- d) Establishing and maintaining safe and secure environments where children can thrive and develop.
- e) Promoting a culture that encourages children, staff, and stakeholders to speak out about any concerns regarding child safeguarding.

3. Scope

This policy applies to all individuals engaged with PoMA, including but not limited to staff, volunteers, consultants, contractors, partners, and stakeholders.

4. Definitions

4.1. Child: Any person below the age of 18, consistent with the United Nations Convention on the Rights of the Child.



4.2. Child Abuse: The maltreatment of a child, which may include physical, sexual, emotional abuse, neglect, or exploitation, whether inflicted by an adult or another child.

4.3. Child Safeguarding: Measures taken to prevent and respond to child abuse, neglect, exploitation, and harm.

5. Roles and Responsibilities

5.1. Board of Directors:

a) Develop and maintain the Child Safeguarding Policy, ensuring it aligns with best practices and relevant laws and regulations.

B) Provide oversight and guidance on the implementation and monitoring of the Child Safeguarding Policy.

5.2. Executive Director:

a) Provide leadership and support in implementing and promoting the Child Safeguarding Policy.

b) Ensure that child safeguarding is integrated into all aspects of the organization's work.

c) Allocate resources to implement child safeguarding measures effectively.

d) Foster a culture that encourages reporting of child safeguarding concerns.

5.3. Staff and Volunteers:

a) Familiarize themselves with the Child Safeguarding Policy and follow its guidelines.

b) Take immediate action if they witness or suspect any form of child abuse, neglect, exploitation, or harm.

c) Report concerns or disclosures to the designated Child Safeguarding Focal Point.

5.4. Partners and Stakeholders:

a) Comply with PoMA's Child Safeguarding Policy and relevant child safeguarding laws and regulations.

b) Implement their own child safeguarding policies and procedures and provide evidence of compliance upon request.

c) Report any child safeguarding concerns related to PoMA programs or staff.

6. Child Safeguarding Measures



6.1. Recruitment and Selection:

a) PoMA will implement robust recruitment processes, including background checks and reference verifications, to ensure individuals working with children meet the necessary standards of integrity and suitability.

b) PoMA will ensure all staff and volunteers are aware of and adhere to the organization's Handbook.

6.2. Training and Capacity Building:

a) PoMA will offer specialized training for staff and volunteers who have direct contact with children.

6.3. Reporting and Responding to Concerns:

PoMA encourages all staff to review the Handbook and ensure they understand the procedures on how to raise concerns in regard to child safeguarding.

The Executive Director will act as Child Safeguarding Focal Point for receiving and addressing child safeguarding reports. The Executive Director commits to the following:

a) Investigating and addressing reported concerns promptly, respecting the principles of confidentiality, fairness, and impartiality.

b) Providing appropriate support and assistance to children and their families affected by child safeguarding concerns.

c) Conduct regular monitoring and evaluation of child safeguarding measures to assess their effectiveness and identify areas for improvement.

d) Document and retain records related to child safeguarding concerns and their resolution.

7. Confidentiality and Information Sharing

PoMA acknowledges the importance of confidentiality in handling child safeguarding concerns. Information should only be shared on a need-to-know basis with relevant individuals involved in addressing the concern or as required by law.

8. Review and Implementation

This Child Safeguarding Policy will be reviewed annually by the Executive Director and/or Board of Directors to ensure it remains relevant and effective. Any necessary revisions will be communicated to staff, volunteers, partners, and stakeholders and implemented promptly.



9. Conclusion

PoMA is committed to upholding the rights of children and protecting them from all forms of abuse, neglect, exploitation, and harm. This Child Safeguarding Policy sets the framework for our organization to create a safe environment where children can grow, develop, and receive the support they need for their mental health. By implementing this policy and fostering a culture of vigilance, we can contribute to the well-being and safety of the children we serve.

Signed:

[Role]

[Date]