



Holistic Child Development

CHILD PROTECTION POLICY QUICK GUIDE



PREVENTION IS BETTER

Purpose

The purpose of this policy is to ensure the safety and wellbeing of all children and young people in our care and to protect them from all forms of harm, both intentional and unintentional. It will also protect our workers from allegations that can arise from careless and unwise behaviors. These guidelines and procedures will direct the interactions of Nazarene Compassionate Ministry staff, partners, sponsors, and other visitors with registered children.

Theological and Moral Responsibility

We recognize the importance of children as individuals who have value and dignity because they are each created in God's image and loved by him. Following the model of Christ in the gospels, we have a moral responsibility to love and protect the children in our care. He instructed, "Do not neglect these little ones or the children" (**Matt. 18: 10**).

Staff Commitment to Providing a Safe Environment for Children

Staff will:

1. Ensure the safety and protection of all children through following the Child Protection Policy adopted by NCM.
2. Ensure that all staff and volunteers understand their legal and moral obligations to protect children and young people from harm, abuse and exploitation;
3. Conduct an intentional screening process in the recruitment of all workers, as outlined by the Child Protection Policy;
4. Follow the standards and procedures detailed in the Staff Code of Conduct.
5. Ensure that all workers understand their obligations to report care or protection concerns about a child/young person.
6. Ensure that supervisors understand their responsibility to refer any child protection concerns to the appropriate authorities and/or child protection agencies (i.e. Police, National Child Protection Authority and/or Department of Probation and Child Care).
7. Provide opportunities for all workers to develop their skills and knowledge in relation to the care and protection of children and young people.
8. Keep up-to-date with national developments relating to the care and protection of children and young people.



Staff Code of Conduct

Staff will:

- Plan and organize the work and environments so as to minimize risks to staff and children.
- Always work in open settings, avoiding private or unobserved situations.
- Maintain open communication and accountability with other staff, so that any issues or concerns may be freely raised and discussed.
- Talk to children about their contact with staff or others, encouraging them to raise any concerns.
- Educate children about their rights, what is acceptable and unacceptable, and what they can do if there is a problem.
- Treat all young people/disabled adults equally with respect and dignity.
- Always put the needs and welfare of the children first.
- Practice discretion, always behaving in an appropriate manner with each other.
- Strive to be excellent role models to each other, the children and communities.
- Behave appropriately, culturally and socially, towards other staff, beneficiaries and at external trainings or functions.

Staff will not:

- Intentionally shame, humiliate, belittle or degrade children, or otherwise perpetuate any form of emotional or intellectual abuse.
- Discriminate against or show favor to particular children at the exclusion of others.
- Use any foul or inappropriate language with any child.
- Condone or participate in behavior with a child that is illegal, unsafe or abusive.
- Hit or otherwise physically assault children or do anything that may place a child at risk of abuse.
- Behave in a manner which is inappropriate or sexually provocative.
- Touch a child inappropriately or attempt to have any sexual relationship with any child. Encourage children below the age of 18 years toward marriage, or anything that might be detrimental to children in any way.

Procedures for Reporting Cases or Suspected Cases of Abuse

All staff (paid/unpaid) working with NCM have a responsibility to immediately report abuse or concerns of possible abuse to their appropriate supervisor. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately according to policy. In case of any allegations or reported incidents of child abuse, the organization will take necessary disciplinary action immediately, with sensibility, impartiality and realistic justification to solve the problem.



All workers must be aware of the action that must be taken by staff when child abuse is suspected whether inside the child development center, at home or elsewhere, following any disclosure of alleged abuse. Any allegations or problems related to protection of children will be kept confidential. NCMass assures all staff that it will fully support and protect anyone who in good faith reports his/her concern that someone is, or may be, abusing a child.

