

## **Kulika Uganda**

### **Child Safeguarding Policy**

#### **Introduction**

This policy is designed to safeguard all children and young people who come into contact with us throughout our work and activities. The policy describes safety protocols for all the children while with us. It is our individual and collective responsibility to ensure that all children are safe and are protected from deliberate and unintentional acts that lead to risks and actual harm by Kulika Uganda staff, representatives, volunteers, partners, contractors, visitors.

The policy defines children and young people as anyone under the age of 18 years and includes students attending and receiving assistance during their study tours to Kulika office, undertaking training activities, visitors to the organization for purposes of look and learn.

#### **Child safeguarding Statement:**

Kulika Uganda is committed to the safety and wellbeing of all children and young people accessing our services. We support the rights of the child and will act without hesitation to ensure a child-safe environment is maintained at all times. We also support the rights and wellbeing of our staff and volunteers and encourage their active participation in building and maintaining a secure environment for all children and young people.

#### **Policy Coverage**

This policy applies to all staff, including

- Senior managers
- Paid staff,
- Volunteers,
- Students
- Anyone working on behalf of Kulika Uganda.

#### **The purpose of this policy:**

- To protect children and young people who receive Kulika Uganda's services. This includes the children of adults who use our services;
- To provide staff and volunteers with the overarching principles that guide our approach to child safety;

Kulika Uganda believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to behave in ways that protect them.

#### **Legal framework**

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children



**We recognize that;**

- The welfare of the child is paramount, as enshrined in the Children Act 1989
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences
- Working in partnership with children, young people, their parents, cares and other agencies is essential in promoting young people's welfare.

**We commit to keep children and young people safe by:**

- valuing them and listening to them
- adopting child safety and respecting practices, procedures and a code of conduct for staff and volunteers
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- sharing information about child protection and good practice with children, parents, staff and volunteers
- Sharing concerns with agencies who need to know, and involving parents and children appropriately.
- Maintain an environment which prevents abuse of children and promotes the implementation of the policy behavior
- Accept responsibility for personal behavior and actions as a representative of the organization;
- Are always accountable for their response to a child's behavior, even if the child behaves in a sexually inappropriate manner; adults avoid being placed in a compromising or vulnerable position with children;
- Avoid hire of children in any form of child labor (including as "house help") unless it is within the best interest of the child in alignment with the local law and international standards ("Child labor" is that work that is mentally, physically, socially or morally dangerous and harmful to children, or that interferes with their schooling. child labor in contrast may be beneficial if permitted by International Labor Organization (ILO) Convention and puts the child's interests ahead of any benefits gained by adults); **Kulika has a zero-tolerance policy to any form of child labor**
- Avoid hitting or using other corporal punishment against a child while the child is in Kulika care or the Kulika employee or affiliate is conducting Kulika work

**Policy review**

Reviewed and approved by Senior Management team

Date: 1st January 2023

Head of Finance, Human Resource & Administration

Name.....signed.....Date.....



Executive Director:

Name.....Signed.....Date.....

Failure to follow Kulika Safeguarding Behavior Protocols, or any other part of Kulika Safeguarding Policy, other inappropriate behavior toward children or adult beneficiaries, or failing to report a known or suspected safeguarding incident committed by a Kulika employer or affiliate, is grounds for discipline, up to and including termination of the employment/ contract or any other affiliation with Kulika.

I.....(Name) the undersigned have read, understood and commit to adhere with the safeguarding management policy and behavior protocol of Kulika in the course of executing the terms of agreement/contract as a Kulika employee or affiliate.

Signed.....Date.....