

World Parks, World Cup - SA

South African Registered Non-Profit
230-875NPO

Safeguarding and Child Protection Policy

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1. Introduction and Statement

World Parks, World Cup recognises its duty of care to safeguard children as detailed under the South African Children's Act 38 of 2005 and Children's Amendment Act 41 of 2007, and also in line with the UN Convention on the Rights of the Child especially the "General Principles" in the Convention for all children:

1. Non-discrimination (article 2)
2. Best interest of the child (article 3)
3. Right to life survival and development (article 6)
4. Right to be heard (article 12)

World Parks, World Cup is fully committed to safeguarding and protecting the welfare of all children, and taking all reasonable steps to promote safe practice and protect children from harm, abuse and neglect.

World Parks, World Cup acknowledges its duty to act appropriately with regards to any allegations towards anyone working on its behalf, or towards any disclosures or suspicion of abuse.

World Parks, World Cup believes that:

- The welfare of all children and young people is paramount
- All children, regardless of age, ability, gender, racial heritage, religious or spiritual beliefs, sexual orientation and /or identity, have the right to equal protection from harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, their parents, carers and other agencies is essential in promoting young people's welfare

2. Legal Framework

Definition of a Child/Children

For purposes of this policy, the terms "child" or "children" include all persons under the age of eighteen (18) years.

This policy has been developed in accordance with the principles established by the following legislation and guidance of the South African:

- Children's Act 38 of 2005
- Children's Act Amendment Act 41 of 2007
- United Nations Convention on the Rights of the Child 1991

This policy applies to all staff, including senior managers, committee members/board of trustees, paid staff, volunteers and, students or anyone in a position of trust.

3. Organisational Policies and Procedures for the selection of staff including community coaches

Safer Recruitment

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes the following:

a) **Three Month Rule**

No person will be considered for any volunteer position involving contact with minors until she/he has been involved with **World Parks, World Cup** for a minimum of three (3) months. This time of interaction between our leadership and the applicant allows for better evaluation and suitability of the applicant for working with children.

b) **Personal Interview**

Upon completion of the application, a face-to-face interview may be scheduled with the applicant to discuss his/her suitability for the position.

c) **Reference Checks** Before an applicant is permitted to work with children, at least two of the applicants' references will be checked. These references should be of an institutional nature as opposed to personal or family references, preferably from organisations where the applicant has worked with children in the past. Documentation of the reference checks will be maintained in confidence on file with **World Parks, World Cup**.

d) **Tribal Councils**

Tribal Councils will be consulted during the selection process as to the background of the applicant and to the over all suitability of the applicant.

e) **Criminal Background Check**

Will be conducted on coaches who are not teachers and who have not already been through a background check in the last 6 month.

4. Purpose of Policy

The purpose of this policy is to:

- protect children and young people who are part of **World Parks, World Cup** programmes and projects.
- provide all those in a position of trust with the overarching principles that guide our approach to safeguarding and child protection

To keep children safe **World Parks, World Cup** will:

- provide a setting where children feel listened to, safe, secure, valued and respected
- appoint a Designated Safeguarding Lead for children and ensure a clear line of accountability with regards to safeguarding concerns
- ensure all those in a position of trust have been provided with up to date and relevant information, training, support and supervision to enable them to fulfil their role and responsibilities in relation to safeguarding and child protection
- provide a clear procedure to follow when safeguarding and child protection concerns arise
- ensure effective and appropriate communication between all individuals in a position of trust

- build strong partnerships with other agencies to promote effective and appropriate multi-agency working, information sharing and good practice.

5. Roles and Responsibilities

All individuals in a position of trust must:

- Understand the different types of abuse and recognise the possible risks and Indicators
- Understand their responsibility to report any concerns that a child is being, or is at risk of being, abused or neglected. This includes reporting any concern they may have regarding another person's behaviour towards a child or children
- If appropriate; liaise with other agencies, contribute to safeguarding assessments and attend child protection meetings / core groups / conferences
- Record and store information legally, professionally and securely in line with organisational policies and procedures
- Understand the line of accountability for reporting safeguarding concerns, and be fully aware of the organisation's safeguarding lead and their role within the organisation.

Name of Safeguarding Lead:

Telephone number:

Email: **admin@worldparksworldcup.org**

The Board of Trustees is ultimately accountable for ensuring settings provided by **World Parks, World Cup** are safe, including the implementation of effective safeguarding procedures.

This policy is available to all and can be accessed at www.worldparksworldcup.org by request from **World Parks, World Cup main office** where a copy can be handed out or through email.

6. Monitoring and Review

The policy will be reviewed annually. All individuals in a position of trust should have access to this policy and sign to the effect that they have read and understood its contents.

World Parks, World Cup will complete an annual self-assessment to appraise their safeguarding practice.

7. Document Version History

Document version history				
Document Name:		Safeguarding and Child Protection Policy		
Owner:		Vince Mehers		
Author:		Vince Mehers		
Version	Date	Amendments made	By whom (name/job title)	Senior approval (Name, Job title / Organisation)
V1.1	13/11/2019	Final Draft	Vince / Founder	Vince Mehers/ Founder/ Friends of Mutale

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APPENDIX A

Child Protection and Safeguarding Procedures

1. Introduction

All professionals have a responsibility to report concerns to Children's social care under section 11 of the Children Act 2004, if they believe or suspect that the child;

- Has suffered significant harm;
- Is likely to suffer significant harm;
- Has a disability, developmental and welfare needs which are likely only to be met through provision of family support services (with agreement of the child's parent) under the Children Act 1989;
- Is a Child in Need whose development would be likely to be impaired without provision of service.

2. What to do if you are concerned about a child

Supporting children

If/when a child reports they are suffering or have suffered significant harm through abuse or neglect, or have caused or are causing physical or sexual harm to others, the initial response from all professionals should be to listen carefully to what the child says and to observe the child's behaviour and circumstances to:

- Clarify the concerns;
- Offer re-assurance about how the child will be kept safe;
- Explain what action will be taken and within what timeframe.

The child must not be pressed for information, led or cross-examined or given false assurances of absolute confidentiality, as this could prejudice police investigations, especially in cases of sexual abuse.

If the child can understand the significance and consequences of making a referral to children's social care, they should be asked for their views.

It should be explained to the child that whilst their view will be taken into account, the professional has a responsibility to take whatever action is required to ensure the child's safety and the safety of other children

Confidentiality

Children have a right to privacy under Article 16 of the United Nations Convention on Child Rights. It's important to respect the wishes of a child or any person who doesn't consent to share confidential information.

If you're not given consent to share information, you may still lawfully go ahead if the child is experiencing, or is at risk of, significant harm.

Child protection concerns, disclosures from children or safeguarding allegations made against a person in a position of trust must not be discussed across the workforce as a whole.

Personal information which is shared by the child or young person on a 1:1 level, such as sexual orientation or gender identification, should not be disclosed to the workforce as a whole.

If staff and volunteers wish to discuss situations with colleagues to gain a wider perspective, this should be done on an anonymous basis with names and other identifying information relating to the child and their family remaining strictly confidential.

Seven golden rules for information sharing

1. Be open and honest with the individual (and/or their family where appropriate) from the outset about why, what, how and with whom information will, or could be shared, and seek their agreement, unless it is unsafe or inappropriate to do so.
2. Seek advice from other practitioners if you are in any doubt about sharing the information concerned, without disclosing the identity of the individual where possible.
3. Share with informed consent where appropriate and, where possible, respect the wishes of those who do not consent to share confidential information. You may still share information without consent if, in your judgement, there is good reason to do so, such as where safety may be at risk. You will need to base your judgement on the facts of the case. When you are sharing or requesting personal information from someone, be certain of the basis upon which you are doing so. Where you have consent, be mindful that an individual might not expect information to be shared.
4. Consider safety and well-being: Base your information sharing decisions on considerations of the safety and well-being of the individual and others who may be affected by their actions.
5. Necessary, proportionate, relevant, adequate, accurate, timely and secure: Ensure that the information you share is necessary for the purpose for which you are sharing it, is shared only with those individuals who need to have it, is accurate and up-to-date, is shared in a timely fashion, and is shared securely.
6. Keep a record of your decision and the reasons for it – whether it is to share information or not. If you decide to share, then record what you have shared, with whom and for what purpose.

Supporting those working with children

World Parks, World Cup recognises those in a position of trust as emotionally “safe”. It is important that all staff supporting children are able to discuss safeguarding concerns with the Designated Safeguarding Lead’ and with their manager in regular supervision.

3. To report a new concern

Immediate concerns about a child

If there is an immediate safeguarding concern, for example:

* Allegations/concerns that the child has been sexually/physically abused

- * Concerns that the child is suffering from severe neglect or other severe health risks
- * Concern that a child is living in or will be returned to a situation that may place him/her at immediate risk
- * The child is frightened to return home
- * The child has been abandoned or parent is absent

In the event that an individual involved in the supervision of children becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to the Director for further action, including reporting to authorities as may be mandated by state law.

In the event that an incident of abuse or neglect is alleged to have occurred at this organisation or during our sponsored programs or activities, the following procedure shall be followed:

1. The parent or guardian of the child will be notified if it is appropriate to do so.
2. If it is a member of the Coaching team, Staffing member or Volunteer who is alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave pending an investigation and instructed to remain away from the premises during the investigation. He or she should be instructed to have no contact with the victim or with witnesses.
3. All allegations of abuse should be reported to the civil authorities, and the organisation will comply with the state's requirements regarding mandatory reporting of abuse as the law then exists. The organisation will fully cooperate with the investigation of the incident by civil authorities.
4. The organisation will designate a spokesperson to the media, if needed, concerning incidents of abuse or neglect. The advice of legal counsel will be sought before responding to media inquiries or releasing information about the situation to the congregation. All other representatives of the organisation should refrain from speaking to the media.
5. A pastoral visit will be arranged for those who desire it. This should be for the purpose of providing pastoral support during the time of crisis and not for the purpose of investigating the incident or influencing the investigation.
6. Any person who is not found innocent of the alleged abuse or misconduct will be removed from their position working with children or youth.

Discipline Policy

It is the policy of **World Parks, World Cup** not to administer corporal punishment, even if parents have suggested or given permission for it. There should be no spanking, grabbing, hitting, or other physical discipline of children. Coaches should consult with parents and local traditional leaders and the Department of Social Work if assistance is needed with disciplinary issues.

Accidental Injuries to Children

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, coaches will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be summoned in addition the supervisor. If warranted by

circumstances, the child will be taken to either the nearest Home Based care group or Clinic.

3. Once the child has received appropriate medical attention, an incident report will be completed in the case of injuries requiring treatment by a medical professional.

4. Allegations against others working with children

All allegations of abuse by those who work with children must be taken seriously, whether they are in a paid or unpaid capacity. This procedure should be applied when there is an allegation or concern that a person who works with children, has:

- Behaved in a way that has harmed a child, or may have harmed a child;
- Possibly committed a criminal offence against or related to a child;
- Behaved towards a child or children in a way that indicates he or she may pose a risk of harm to children.

APENDIX B

Definitions and Indicators of Abuse

The table below outlines the main categories of abuse as defined by the UK Department of Health 'Working Together to Safeguard Children' document 2015. All staff should be aware that the possible indicators are not definitive and that some children may present these behaviours for reasons other than abuse.

Type of Abuse	<u>Possible Indicators</u>
<p data-bbox="105 768 225 801"><u>Neglect</u></p> <p data-bbox="105 842 903 1061">The persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:</p> <ul data-bbox="156 1104 895 1429" style="list-style-type: none"> • provide adequate food, clothing and shelter (including exclusion from home or abandonment); • protect a child from physical and emotional harm or danger; • ensure adequate supervision (including the use of inadequate care-givers); or • ensure access to appropriate medical care or treatment. <p data-bbox="105 1473 879 1541">It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>	<p data-bbox="927 842 1398 909">Signs that may indicate a child is living in a neglectful situation:</p> <ul data-bbox="975 916 1433 1697" style="list-style-type: none"> • excessive hunger • poor personal hygiene • frequent tiredness • inadequate clothing • frequent lateness or non-attendance at school • untreated medical problems • not brought • poor relationships with peers • compulsive stealing and scavenging • rocking, hair twisting and thumb sucking • running away • loss of weight or being constantly underweight (the same applies to weight gain, or being excessively overweight) • low self esteem • poor dental hygiene

Physical Abuse

May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

Signs that may indicate physical abuse:

- Physical signs that do not tally with the given account of occurrence,
- conflicting or unrealistic explanations of causer
- repeated injuries
- delay in reporting or seeking medical advice.

Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not, the child is aware of what is happening.

The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.

They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

Signs that may indicate sexual abuse:

Changes in:

- Behaviour
- Language
- Social interaction
- Physical wellbeing

It is almost important to recognise there may be **no signs**.

Emotional Abuse

The persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.

It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.

It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction

It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyber bullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

Signs that may indicate emotional abuse:

- Lack of self-confidence/esteem
- Sudden speech disorders
- Self-harming (including eating disorders)
- Drug, alcohol, solvent abuse
- Lack of empathy (including cruelty to animals)
- Concerning interactions between parent/carer and the child (e.g. excessive criticism of the child or a lack of boundaries)

Child Sexual Exploitation (CSE)

Child sexual exploitation is a form of child sexual abuse.

It occurs where an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under the age of 18 into sexual activity (a) in exchange for something the victim needs or wants, and/or (b) for the financial advantage or increased status of the perpetrator or facilitator.

The victim may have been sexually exploited even if the sexual activity appears consensual. Child sexual exploitation does not always involve physical contact; it can also occur through the use of technology.

Signs that may indicate CSE:

- Going missing from school/ home/care placement
- Associating with older people/ adults
- Isolation from family/friends/ peer group
- Physical symptoms including bruising/STI's
- Substance misuse
- Mental health
- Unexplained possessions, goods and/or money

The indicators can be spotted when speaking to the young person themselves or family/friends

If a child or young person has made a disclosure regarding sexual exploitation, or if you think a child may be at risk of being sexually exploited please contact the Kingfisher Team on 01865 309196. Out of hours calls will divert to Thames Valley Police Referral Centre.

Other type of abuse all coaches, staff and volunteers should be aware of:

Bullying

Bullying is not always easy to recognise as it can take a number of forms. A child may encounter bullying attacks that are:

- physical: pushing, kicking, hitting, pinching and other forms of violence or threats
- verbal: name-calling, sarcasm, spreading rumours, persistent teasing
- emotional: excluding, tormenting, ridiculing, humiliating.

Persistent bullying can result in depression, low self-esteem, shyness, poor academic achievement, isolation, threatened or attempted suicide

Indicators a child is being bullied can be:

- coming home with cuts and bruises
- torn clothes
- asking for stolen possessions to be replaced
- losing dinner money
- falling out with previously good friends
- being moody and bad tempered
- wanting to avoid leaving their home
- aggression with younger brothers and sisters
- doing less well at school

- sleep problems
- anxiety
- becoming quiet and withdrawn

Peer on Peer Abuse

Peer-on-peer abuse is any form of physical, sexual, emotional and financial abuse, and coercive control, exercised between children and within children's relationships (both intimate and non-intimate).

Peer-on-peer abuse can take various forms, including: serious bullying (including cyber-bullying), relationship abuse, domestic violence, child sexual exploitation, youth and serious youth violence, harmful sexual behaviour, and/or gender-based violence.

Do's and Don'ts
Safe Guarding Children
for Coaches, Facilitators and Volunteer

As coaches, facilitators and volunteers we agree to the following
to keep our participants safe at all times:

We should always

- Create a safe and secure place
- Respect children
- Smile and be friendly
- Portray positive body language
- Avoid name calling
- Give positive encouragement
- Be positive
- Be punctual and keep good time
- Let everyone speak and be heard
- Lead by example
- Respect all players - on or off the field
- Give positive feedback/compliments

A coach, facilitator, volunteer

SHOULD NEVER

- Set bad examples
- Be under the influence of alcohol or drugs when instructing children
- Be biased
- Give negative or mean comments
- Touch a child inappropriately
- Abuse a child - sexually, emotionally or physically
- Force children to do something they don't want to do
- Push or pull children
- Push children past their limits
- Be gender insensitive

WPWC incident reporting form:

Your name:	Name of organisation:
Your role:	
Contact information (you): <i>Address:</i> <i>Village:</i> <i>Telephone numbers:</i> <i>Email address:</i>	
Child's name:	Child's date of birth:
Child's School <i>Please state</i>	Does child have a disability: <i>Please state</i>
Child's gender: <input type="checkbox"/> Male <input type="checkbox"/> Female	
Parent's / carer's name(s):	
Contact information (parents/carers): <i>Address:</i> <i>Village:</i> <i>Telephone numbers:</i> <i>Email address:</i>	
Have parent's / carer's /school been notify of this incident? <input type="checkbox"/> Yes <input type="checkbox"/> No If YES please provide details of what was said/action agreed:	
Are you reporting your own concerns or responding to concerns raised by someone else: <input type="checkbox"/> Responding to my own concerns <input type="checkbox"/> Responding to concerns raised by someone else	
If responding to concerns raised by someone else: <i>Please provide further information below</i>	
<i>Name:</i> <i>Position within the sport or relationship to the child:</i> <i>Telephone numbers:</i> <i>Village or Email address</i>	
Date and times of incident:	
Details of the incident or concerns: <i>Include other relevant information, such as description of any injuries and whether you are recording this incident as fact, opinion or hearsay.</i>	
Child's account of the incident:	

Please provide any witness accounts of the incident:

Please provide details of any witnesses to the incident:

Name:

Position within the club or relationship to the child:

Date of birth (if child):

Address:

Telephone number:

Village/school:

Email address:

Please provide details of any person involved in this incident or alleged to have caused the incident / injury:

Name:

Position within the club or relationship to the child:

Date of birth (if child):

Address:

Telephone number:

Village/school:

Email address:

Please provide details of action taken to date:

Has the incident been reported to any external organisation? (Traditional structures, Police, SGB)

- Yes
 No

If YES please provide further details:

Name of organisation / agency:

Contact person:

Telephone numbers:

Email address:

Village/School:

Agreed action or advice given:

Your Signature:

Print name:

Date:

Contact your organisation's Designated Safeguarding Officer in line with World Parks, World Cup reporting procedures.