



## CHILD PROTECTION POLICY

### INTRODUCTION

Angels for Children Limited (“Angels For Children”) was established in 2009 and is a Hong Kong registered non-for-profit run on an entirely voluntary basis that supports key projects by partner charity organisations to improve children’s lives in South East Asia. Angels For Children is currently partnered with Bali Kids, Sunrise Cambodia, Po Leung Kuk and Society for Community Organization. The projects and work involved with partner charity organisations often include direct engagement with children under their care.

### PURPOSE

This policy is informed by a set of principles that derive from the UN Convention on the Rights of a Child/Young Person. Angels For Children believes that protection of children is of the utmost importance and has developed this policy to show its commitment to ensuring the organisation adheres to core child protection principles:

1. People - The organisation has a duty of care to children/young people with whom they engage with, places clear responsibilities and expectations on its volunteers and supports them to understand and act in line with the policy.
2. Procedures - The organisation creates a child-safe environment through implementing child safeguarding procedures that are applied across the organisation. All children/young people have equal rights to protection from abuse and exploitation. All children/young people should be encouraged to fulfil their potential and inequalities should be challenged. Everybody has a responsibility to support the care and protection of children/young people.
3. Accountability - The organisation has a responsibility to meet minimum standards of protection for the children/young people in their programmes, with on-going monitoring and review of its safeguarding measures.

## APPLICATION

For the purpose of this policy, a child/young person is considered to be a person under the age of 18 years old. Protecting children/young people from harm is the responsibility of all those who participate in the work of Angels For Children. This policy applies to all staff, volunteers (including interns and work experience students), contractors and others (e.g., consultants, affiliated member associations).

Each person is responsible for having a thorough knowledge of this policy and the procedures set out below, acting in accordance with this policy and compliance. Breach of this policy constitutes an act of misconduct and is grounds for disciplinary action and/or suspension of voluntary role.

## STATEMENT OF RESPONSIBILITY

This policy statement affirms Angels For Children's commitment to the welfare of children/young people and their protection from abuse and exploitation. All child abuse involves the violation of children's/young people's rights. Child abuse is never acceptable and a commitment to children's/young people's rights in general also means a commitment to safeguard the children/young people with whom Angels For Children is in contact with. Angels For Children will not permit a person to work with children/young people if that person poses an unacceptable risk to children's/young people's safety or wellbeing. All staff are responsible for promoting children's/young people's rights and championing the protection of children/young people. Management is responsible for the implementation of this policy and ensuring that all parties comply with the Code of Conduct. Particular management responsibilities as set out in this policy include building child/young person protection awareness, advocacy, rigorous recruitment and selection practices, training, and responding appropriately to allegations.

## ACTION STATEMENT

Angels For Children will meet its commitment to safeguard children/young people through the following means:

- Awareness - ensure that all staff, volunteers, contractors and others are aware of the problem of child abuse and the risks to children/young people.
- Prevention - ensure, through awareness and personal and professional conduct, that staff and others minimise the risk to children/young people.
- Reporting - ensure that staff and others have clear steps to follow where concerns arise regarding the safety of children/young people.
- 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, Angels For Children will ensure that it:

- Takes seriously any concerns raised;
- 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;
- Is supported by stringent recruitment and selection measures that have been designed to minimise the possibility of recruiting persons who may pose a risk to children/young people.

#### CODE OF CONDUCT

Angels For Children staff, volunteers, contractors and others must abide by the following when having direct contact or engagement with children/young people from partner charities:

1. Prioritise the safety and wellbeing of the child/young person at all times.
2. Act within professional boundaries around children/young people. Ensure that all contact with children/young people is essential to the project or activity. Do not give out personal contact details, do not 'friend' or 'follow' children/young people you are working with on social networking sites.
3. Behave appropriately and use appropriate language at all times around children/young people.
4. Respect children/young people and their environment without prejudice or discrimination.
5. Report any concerns about the welfare of a child/young person or any inappropriate behaviour at the partner charity to the Angels For Children management staff.