



TRANSPARENCY
VANUATU

P.O. Box 355
Port Vila, Vanuatu
Tel: (678) 25715
transparency@vanuatu.com.vu

No to Corruption! No to Impunity!

CHILD PROTECTION POLICY 2020

1 Introduction

The UN Convention on the Right of the Child (1989) Article 19 states that 'all parties shall protect the child from all forms of physical and mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse'. This policy sets out common values, principles and beliefs shared by Transparency International Vanuatu and describes the steps that will be taken in meeting a commitment to the prevention of Child Abuse and the protection of children. The abuse and exploitation of children happens in all countries and societies across the world.

2 Purpose

Transparency International Vanuatu enforces strict guidelines for the protection of children across all projects and activities which we may be involved in, including the report of any observed abuses by other external individuals or organizations.

3 Scope

This policy is intended to cover Transparency Vanuatu Office Staff, Members of the Board of Directors, Volunteers, Contractors and other partners providing services under the umbrella of Transparency Vanuatu.

4 THE FOLLOWING OUTLINES TRANSPARENCY INTERNATIONAL VANUATU'S POLICY IN REGARDS TO CHILD PROTECTION.

IN SIGNING THIS DOCUMENT YOU UNDERTAKE TO ABIDE BY THE FOLLOWING;

OUR COMMITMENT TO PROTECT CHILDREN

- All child abuse involves the abuse of children's rights;
- All children have equal rights to protection from abuse and exploitation;
- The situation of all children must be improved through promotion of their rights as set out in the UN Convention on the Rights of the Child; This includes the right to freedom from abuse and exploitation;
- Child abuse is never acceptable;
- We have a commitment to protecting children with/for whom we work;



- When we work through partners, they have a responsibility to meet minimum standards of protection for children in their programs.

3 WHAT WE WILL DO

We will meet our commitment to protect all children from abuse through the following means;

Awareness – We will ensure that all staff and others are aware of the problem of child abuse and the risks to children.

Prevention – We will ensure, through awareness and good practice, that staff and others minimize risks to children.

Reporting – We will ensure that staff and others are clear on what steps to take where concerns arise regarding the safety of children.

- Issues concerning staff and volunteers are made to the Chief Executive Officer and he/she makes a report to TI-S and Police.
- Issues concerning Chief Executive Officer are made to the Chairman and he/she makes the report to TI-S and Police.
- Issues concerning the Chairman is made to the Chief Executive Officer and he/she makes a report to TI-S and Police.
- Issues concerning Members of the Board are made to the Chairman and he/she makes a report to TI-S and Police.

Responding – We will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

In order that the above standards of reporting and responding are met, all staff of Transparency International Vanuatu will also ensure that they;

- There is an independent committee to investigate concerns or reports and submit the result of the investigations to the Police.
- Take seriously any concerns raised;
- Take positive steps to ensure the protection of children who are the subject of any concerns;
- Support children, staff or any other adults who raise concerns or who are the subject of concerns;
- Act appropriately or effectively in instigating or co-operating with any subsequent process of investigation;
- Are guided through the child protection process by the principle of 'best interests of the child';



- Listen to and take seriously the views and wishes of the child;
- Work in partnership with parents/carers and/or other professionals to ensure the protection of children.
- All staff implicated are put on immediate suspension with full pay until the concern is fully investigated and remedied accordingly.
- All Board Members implicated are immediately suspended until the concern is fully investigated and remedied accordingly.
- All volunteers/others implicated and immediately barred from all Transparency International Vanuatu activities until the concern is fully investigated and remedied accordingly.

4 HOW WE WILL ENSURE THAT OUR COMMITMENTS ABOVE ARE MET;

- All staff and volunteers (locally appointed and internationally appointed) will sign up to and abide by the attached code of conduct;
- All partners and external stakeholders will sign and abide by the code of conduct;
- All staff and volunteers will have access to a copy of the Child Protection Policy;
- Recruitment procedures will include checks on suitability for working with young people – this may include a Police Clearance Certificate;
- Induction will include briefing on Child Protection issues;
- Every work place will display contact details for reporting possible child abuse and every member of the staff will have contact details for reporting;
- Systems will be established by every member to investigate possible abuse once reported and to deal with it;
- Training, learning opportunities and support will be provided by Transparency International Vanuatu as appropriate to ensure commitments are met.

5 CODE OF CONDUCT WHEN WORKING WITH YOUTH AND CHILDREN

All staff and volunteers must sign up to and abide by this Code of Conduct when working with youth and children.

Staff and others must never;

- Hit or otherwise physically assault or physically abuse children;
- Develop physical or sexual relationship with children;
- Develop relationship with children which could, in any way, be deemed exploitive or abusive;
- Act in ways that may be abusive or may place a child at risk of abuse;
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive;



- Condone or participate in, behaviour of children which is illegal, unsafe or abusive;
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse;
- Discriminate against, show differential treatment or favour particular children to the exclusion of others.

6 IMPORTANT NOTES

This is not an exhaustive or exclusive list. The principle is that staff and volunteers should avoid actions or behaviours which may constitute poor practice or potentially abusive behaviour. It is important for all staff and others in contact with children to;

- Be aware of situations which may present risks and manage these risks accordingly;
- Plan and organize the work and the workplace so as to minimize risks;
- As far as possible, be visible when working with children and avoid being alone where possible;
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed;
- Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behaviour does not go unchallenged;
- Talk to children about their contact with staff or others and encourage them to raise any concerns;
- Empower children – discuss with them their rights, what is acceptable and what is unacceptable and what they can do if there is a problem.
- In general it is inappropriate to spend excessive time alone with children, especially when it is away from others. It is inappropriate to take children to your home, especially when they will be alone with you.

Name Joe H. Kalo
(Chairman TIV)

Signature [Signature] Date 07/12/20

Witness By: Kevin Henry
Name [Signature]
(Secretary TIV)

Signature [Signature] Date 07/12/20