



Child Protection Policy

**Safeguarding the
children and young
people we work with**

Introduction

Resurge Africa and the Holy Spirit Hospital have a common commitment to the prevention of child abuse and the protection of children. Resurge Africa recognises that safeguarding children is **everyone's business and responsibility**. The policy is to provide staff with clear information regarding their Safeguarding responsibilities. All health professionals need to be aware of the Safeguarding Children policy and adhere to the requirements stated within the policy to ensure safe standards of practice in safeguarding children within the Holy Spirit Hospital.

Our values, principles and beliefs

- 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 in our care.
- All visiting teams have the responsibility to meet minimum standards of protection for children in their programmes.

Our Commitment

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

- **Awareness:** we will ensure that all members and staff are aware of the problem of child abuse and the risks to children.
- **Prevention:** we will ensure, through awareness and good practice, that members and staff minimise the risks to children.
- **Reporting:** we will ensure that members and staff are clear what steps to take where concerns arise regarding the safety of children.
- **Responding:** we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

To ensure that the above standards of reporting and responding are met, members of Resurge Africa and staff of the Holy Spirit Hospital will also ensure that they:

- 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 other adults who raise concerns or who are the subject of concerns.
- Act appropriately and effectively in instigating or cooperating 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 takes seriously the views and wishes of children.
- Work in partnership with parents/carers and/or other professionals to ensure the protection of children.

Our commitments will be met through ensuring

- All members of Resurge Africa and staff of Holy Spirit Hospital will sign up to and abide by the attached code of conduct
- All visiting teams from the UK will sign, abide by the code of conduct and produce evidence on suitability for working with children and young people.
- All staff and volunteers will have access to a copy of the child protection policy
- Recruitment procedures for UK volunteers will include checks on suitability for working with young people

Code of conduct

All members of Resurge Africa and staff of Holy Spirit Hospital must sign up to and abide by this Code of Conduct.

Members and staff must never:

- Hit or otherwise physically assault or physically abuse children.
- Develop physical/sexual relationships with children.
- Develop relationships with children which could in any way be deemed exploitative 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.
- Behave physically in a manner which is inappropriate or sexually provocative.
- Have a child/children with whom they are working to stay overnight at their home unsupervised.

- Sleep in the same room or bed as a child with whom they are working.
- Do things for children of a personal nature that they can do for themselves.
- 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.
- Avoid actions or behaviors which may constitute poor practice or potentially abusive behaviour.

It is important for all member and staff in contact with children to:

- Be aware of situations which may present risks and manage these
- Plan and organise the work and the workplace to minimise risks
- Be visible when caring for children if appropriate.
- 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.⁴⁴
- Empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

It is inappropriate to:

- Spend excessive time alone with children away from others.
- Take children to your home, especially where they will be alone with you.