Child Protection Policy

REVIEWED & ADOPTED 29TH JUNE 2020

This policy is intended as a guide for Cricket Malawi (CM) staff, volunteers and project partners and as a reference for potential partners, project beneficiaries and the public in general. Its fundamental purpose is to provide protection from harm, primarily to children, but also to CM staff and volunteers and to the organisation itself.

CM through The Cricket Academy currently provides cricket programs to over 8,000 children around Malawi and this number is continuing to grow. Children are at the core of our work and are the main beneficiaries of all of our programs. In Partnership with Mary's Meals through school feeding we provide a 'social safety net' to children who suffer from chronic hunger and poverty, aiming to improve their enrolment, attendance and performance in school as well as their nutrition and health, thereby allowing them to fulfill their potential by removing some of the obstacles to their development.

CM believes that it is fundamentally essential that the children that we seek to support are protected from harm and are able to benefit from our programs in a safe, healthy and relaxed environment. We are fully committed to the rights of the child as stated in the United Nations Convention on the Rights of the Child (UNCRC) and we recognize our responsibility to ensure that those rights are upheld. We also recognize the particular vulnerability of children in the contexts in which we work. We will not tolerate any violation or infringement of those rights and will strive to ensure that the needs, dignity and safety of all children, regardless of gender, ethnicity, faith, ability or culture, are always at the heart of our programs.

The policy is intended as clear guidance on our belief that all children; as defined in the UNCRC as anyone under the age of 18, even where defined otherwise in national contexts, must be protected from abuse or exploitation. It is accompanied by relevant procedures which are guided by the principles outlined below. The policy will be reviewed at least every year and the procedures and their implementation will be regularly monitored. A report on any incidents relating to child protection will also be made to the Executive Board on an annual basis.

CM Child Protection Policy has been approved and endorsed by CM Executive Board and is a key element of our organizational policy. Concordance with CM Child Protection Policy is mandatory for all CM Staff, Field Office staff and volunteers and strongly encouraged for the staff and volunteers of all CM funded partner organisations.

Principles

All children have an equal right to development and their welfare should always be promoted.

Children should always be protected from any form of sexual, physical, verbal or emotional abuse, both from adults and other children.

Children should always be protected from exploitation.

The health and safety of children should always be paramount.

All children have the right to participate freely in decisions which affect their lives and should be empowered to act upon this, recognizing the importance of parents, families and other carers in children's lives.

Children should always be treated with respect and valued as individuals and equals with respect to the context of their own culture, religion and ethnicity.

Children should always feel empowered to raise and discuss any issues or concerns and should always be listened to.

Any allegations of any form of abuse should always be treated seriously and appropriately and promptly dealt with. Victims and other involved parties should always be supported and perpetrators must always be held to account.

Investigation of any Child Protection concern should always be conducted with reference to national laws and employment rights and immediately referred to any relevant statutory authorities where appropriate.

Staff and volunteers should always be recruited, supported and trained with respect to child protection and child health and safety.

CM Child Protection Code of Conduct

CM staff and volunteers and the staff and volunteers of CM's partners must:

Never hit or physically abuse a child in any way.

Never deliberately place a child in danger or at risk of abuse.

Never have sexual contact or use sexualized language with a child.

Never develop personal relationships with a child which could lead to or constitute abuse.

Never fondle, hold, kiss, hug or touch a child inappropriately.

Never intentionally behave in a way that frightens or intimidates a child.

Never do things of a personal nature for a child that they can do for themselves.

Never single a child out for special treatment.

Never give a child presents or personal items unless authorized by a Child Protection Officer.

Never invite a child into their home or arrange to see them outside project activities unless authorized by the Child Protection Officer.

Never stay alone overnight with a child or children.

Never take a child with them in their car, except in exceptional circumstances.

Never hire a child for any service or treat a child in any way which could be deemed exploitative.

Never use internet resources such as social networking sites to make inappropriate contact with children which could lead to or constitute abuse.

Never use racist, sexist, discriminatory, inappropriate, abusive or offensive language around children.

Never intentionally humiliate or degrade children.

Never smoke, use illegal drugs, consume or be under the influence of alcohol in the presence of children.

Always treat children with respect.

Always listen to children and their concerns.

Always use sensitive language when discussing serious issues (such as child abuse or sexual violence) with children.

Always endeavor to be accompanied by another adult when in the presence of children.

Always deal with any allegations or concerns relating to child abuse immediately and appropriately in accordance with the Child Protection Procedures.

Always be aware of a child's health and safety and ensure that they are protected from harm when they are in our care.

Always respect a child's rights and empower them to be aware of and act upon their rights.

Always challenge the mistreatment of children and report any cases of abuse.

Always ensure that images of children are respectful and obtain permission from a child and/or their parent/guardian before using their image.