



Tamdeen  
Youth Foundation  
مؤسسة تمدين شباب

## CHILD PROTECTION POLICY

## Background

Children in Yemen are exposed to different forms of psychological and physical harm and abuse especially after the outbreak of the war in 2015. A large number of children in Yemen are displaced or enrolled in a military acts in different provinces in Yemen. In addition, they face hard life condition regarding nutrition and health care in cities under siege like Taiz.

TYF took the responsibility to help promoting the welfare and safety of children through its internal policies, programs and activities. Therefore, TYF designed this Child Protection Policy in order to protect children involved in its programs and activities whether inside or outside the organization.

## Our vision in this policy

Our vision is a world in which every child attains the right to survival, protection, development and participation.

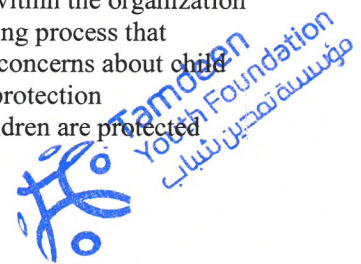
## Our believes

We strongly believe that:

- 1- All the children have equal right to protection from abuse and exploitation whatever their age, culture, disability, gender, language, racial origin, religion believes.
- 2- All acts, suspicions, and allegations of abuse must be taken seriously and responded to swiftly and appropriately.
- 3- All organization's staff must know how to respond to children abuse appropriately.
- 4- In case we work through partners, they have a responsibility to meet the standards of child protection in their programs.

## About this policy

TYF acknowledges that child abuse is a serious violation of children's rights and it seeks to minimize this violation through implementing this policy in the organization. This policy provides a practical guide to prevent child abuse occurring within the organization and incorporate risk management strategies. It also illustrates a responding process that outlines obligations and responsibilities for reporting for managing any concerns about child abuse. It also helps everyone in the organization understand their child protection responsibilities and maintain a positive and safe environment where children are protected and enables to survive and thrive.



## Policy aim

The aim of this policy is to ensure that Tamdeen Youth Foundation is a child- safe organization and provides safe, inclusive, and peaceful environment for children who we work with in our programs and activities through:

- Providing opportunities for children to take part in cycling activities safely in order to promote their health and welfare.
- Respecting the children's rights, feelings and wishes.
- Promoting and implementing appropriate procedures to protect them from abuse.
- Training and supervising all staff, members and volunteers to adopt best practices regarding child protection.
- Responding swiftly to any allegations of child abuse and follow the proper procedures outlined in this policy.
- Monitoring and evaluating the implementation of this policy in -regular bases.

## Policy principles

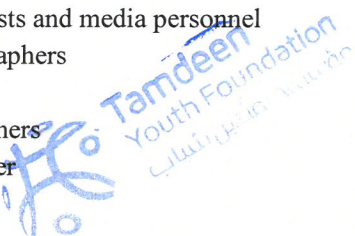
The principle which this policy is based on are:

- 1- Children have the right to protection from all forms of -harm and abuse irrespective to their age, gender, race, culture, socio- economic status or religion believes.
- 2- Children protection comes as a priority in all TYF's activities and programs
- 3- Zero tolerance of child abuse
- 4- Child protection is the responsibility of all staff, partners and communities where TYF operates.
- 5- Children have the right to express their views on all matters, which affected them.
- 6- TYF will work in partnership with children and parents to promote children's welfare, health and development.

## Scope of policy

This policy applies to :

- 1- All TYF's personnel and associates
  - Permanent, maximum term and casual staff
  - Individual contractors and consultants
  - Volunteers
  - Board members
  - Partners
- 2- For others engaged by TYF and having contact with children for a period of one day or longer such as:
  - Journalists and media personnel
  - Photographers
  - Donors
  - Entertainers
  - Supporter



## Statement of commitment

We in TYF recognize that we have a fundamental duty towards child protection regardless of gender, race, country of origin or religious believes; and acknowledge our responsibility to keep him safe from any of physical and mental violence, injury, abuse, neglect, maltreatment and exploitation, including sexual abuse.

## Child protection procedures

### 1- Child- safe Recruitment and Screening

The process of recruitment and screening of personnel and associates must be in line with the commitment of TYF stated in this policy. Therefore, TYF must ensure that checks and procedures are in place to screen out whether anyone is unsuitable to be in contact with children and recruit those who have the same TYF's values and commitment to protect children.

Therefore, TYF -makes sure to include the following in the recruitment process:

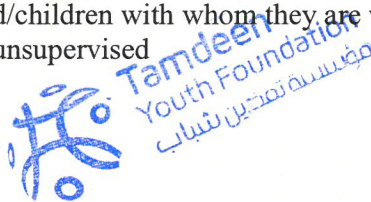
- Creating a role description;
- Developing candidate specifications;
- Advertising the position;
- An application process;
- Following up on referees;
- Interviewing; and screening (e.g. police vetting).

### 2- Code of conduct

When involve children in the programs and activities conducted by TYF, terms included in this code of conduct must be signed up by TYF's staff and representatives:

Staff and Others Must **NEVER**:

- Physically assault or abuse children.
- Develop physical/sexual relationships with children.
- Develop any kind of exploitation or abusive relationship with children.
- Act in an abusive way with children.
- 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 with a child with whom they are working
- Do things for children of a personal nature that they can do for themselves
- 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 favor particular children to the exclusion of others.
- This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behavior which may constitute poor practice or potentially abusive behavior.

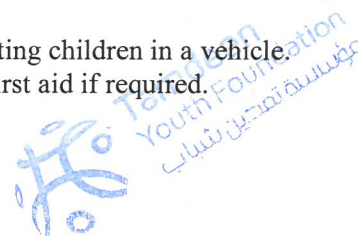
Staff and others in contact with children **MUST:**

- Be aware of this policy and its contents.
- Aware of situation that may expose children to risk and know how to act.
- Be visible while working with children as much as possible.
- Ensure the existing of a culture of openness where all issues could be discussed.
- Ensure accountability among staff so that poor practices or potentially abusive behavior does not go unchallenged.
- Encourage children to talk about their contact with the staff and raise any concerns.
- Empower children and discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

### 3- Good Practice Protocols

These protocols are essential for those working with programs involving children in the organization. They outline good practices that must be followed, they include:

- 1- Implementing a child- centered approach where all children are being dealt with equally.
  - All the activities have to be safe and take into consideration the differences between children like age and sex.
  - Make sure that feedback to children is about performance not about their personality.
  - Ensure using motivated and age- appropriate language when talking to children.
- 2- Ensure a safe and open working environment while working with children.
  - All physical contact with the children must be relevant and appropriate to the children and seek permission before doing so.
  - Ensure that any filming and photography for children is explained appropriate.
  - Seek a parental request before transporting children in a vehicle.
  - Seek a parental consent to administer first aid if required.

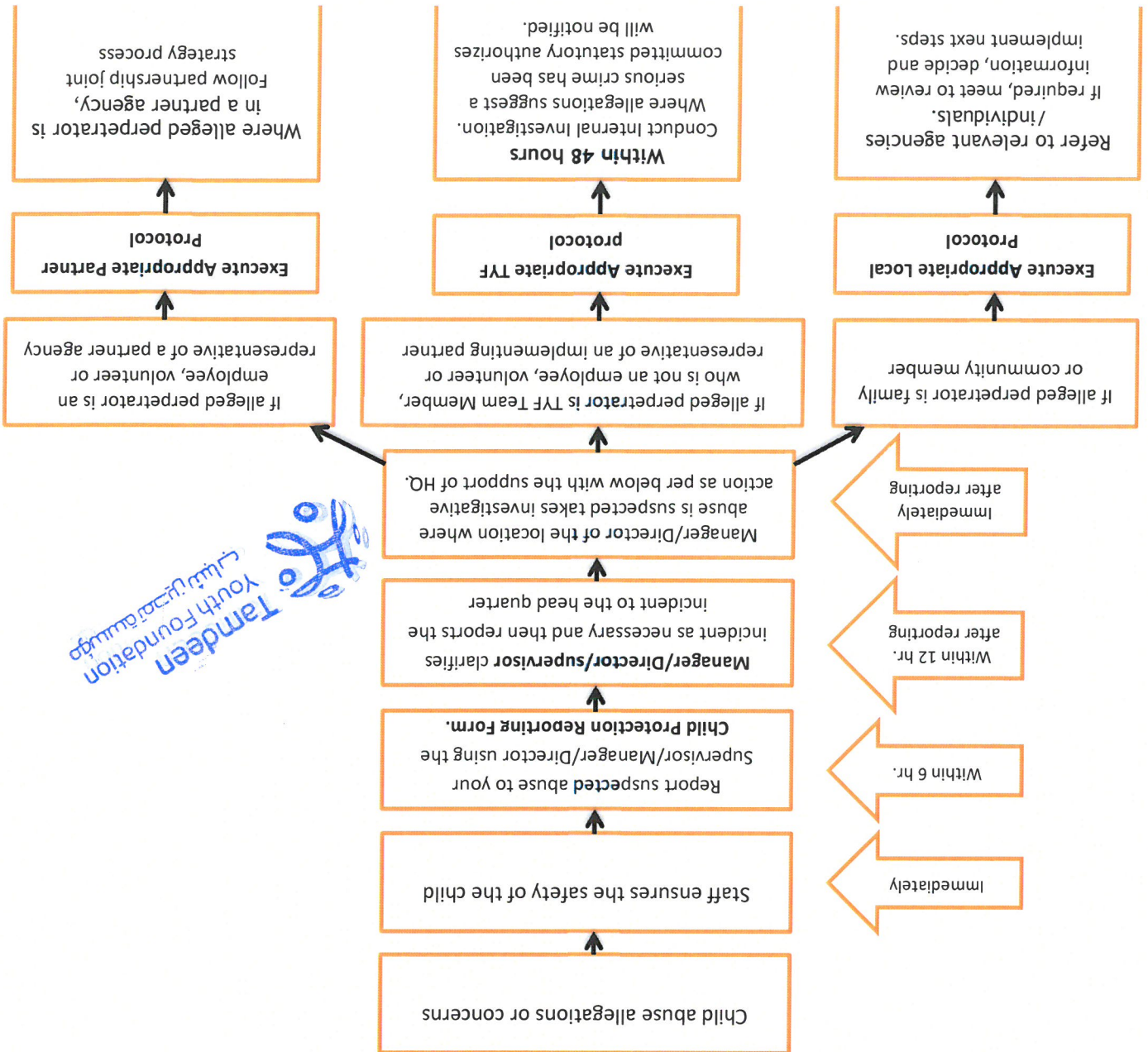


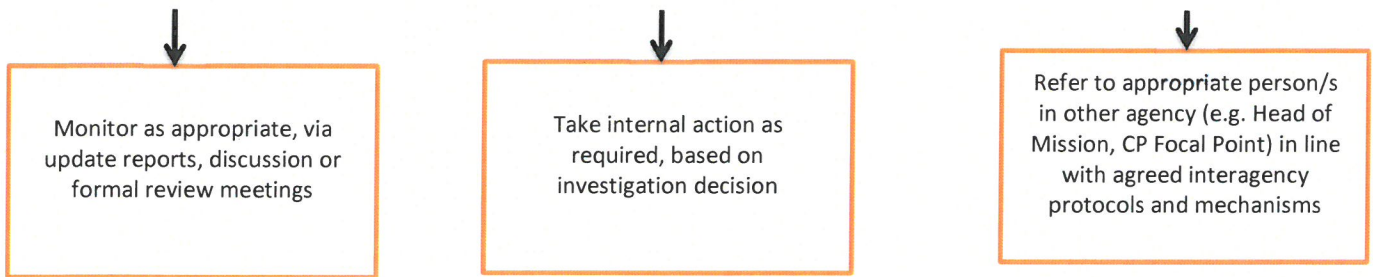
TYF first concern in case of child abuse allegations or suspensions is the child's safety. It provides a responding system that must be followed by all its personnel. TYF urges its staff to report immediately using the child protection reporting form, and above all keep the child safe first. The following chart shows the procedures taken when child abuse allegation or concerns occur.

#### 4- Procedure for Responding to a Child Abuse

- Do not allow parents, coaches, other children or spectators to engage in any type of bullying behavior.
- Avoid a situation where you are alone with children
- Be always visible when you are performing an activity with the children
- Do not enter changing room without knocking and announcing yourself
- and try to have at least one adult with you.
- Avoid driving a child unaccompanied.
- Avoid inviting children to your home.

RESPONDING TO A CHILD ABUSE FLOWCHART





## 5- Training

At the beginning, the organization must provide an induction on the Policy and Code of Conduct to its employees. All personnel in the organization must attend a Child Protection Policy training session within 4 months from the commencement of their employment or appointment. They also have to attend a refresh Child Protection Policy training session every two years.

### Policy Review

Generally This policy and its procedures will be reviewed every three years and it could be reviewed in accordance with changes in legislation, guidance on the protection of children or the organization's programs.

### Definitions

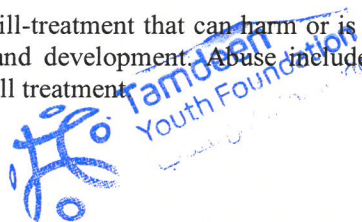
**Child Protection:** the measures and structures to prevent and respond to abuse, neglect, exploitation and violence affecting children

**Child TYF** uses the United Nations Convention on the Rights of the Child (UNCRC) definition of a child, which is any person under the age of 18, regardless of whether a nation's laws recognize adulthood earlier.

**Staff** refers to all those working for or on behalf of the organization, full or part time, temporary or permanent, in either a paid or voluntary capacity.

**Parents** refers to birth parents and other adults who are in a parenting role, for example step-parents, foster carers and adoptive parents.

**Child Abuse:** the deliberate act of ill-treatment that can harm or is likely to cause harm to a child's safety, wellbeing, dignity and development. Abuse includes all forms of physical, sexual, psychological or emotional ill treatment.



**Emotional or Psychological Abuse:** includes humiliating and degrading treatment such as bad name-calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation.

**Sexual Abuse:** includes all forms of sexual violence including incest, early and forced marriage, rape, involvement in pornography and sexual slavery. Child sexual abuse may also include indecent touching or exposure, using sexually explicit language towards a child and showing children pornographic material.

**Neglect:** Deliberately, or through carelessness or negligence, failing to provide for, or secure for a child, their rights to physical safety and development.

**Exploitation:** refers to the use of children for someone else's advantage, gratification or profit often resulting in unjust, cruel and harmful treatment of the child. These activities are to the detriment of the child's physical or mental health, education, moral or social-emotional development.

**Violence:** "The intentional use of physical force or power, threatened or actual, against a child, by an individual or group, that either results in or has a high likelihood of resulting in actual or potential harm to the child's health, survival, development or dignity" (WHO in the World Report on Violence and Health 2002). Violence can be committed by individuals or by the State as well as group and organizations through their members and policies. It results not only in fear of/actual injury but also in fundamental interference with personal freedom.

**Harm:** the result of the exploitation, violence, abuse and neglect of children and can take many forms, including impacts of children's physical, emotional and behavioral development, their general health, their family and social relationships, their self-esteem, their educational attainment and aspirations.

**Contact with Children:** working on an activity or in a position that involves or may involve contact with children, either under the position description or due to the nature of the work environment.

**Working with Children:** working in a position that involves regular contact with children, either as part of the person's position description or due to the context of the work that brings the person into regular contact with children.

