



AllKids CHILD PROTECTION POLICY

The AllKids Child Protection Policy applies to all staff, volunteers, advisors and children involved in the AllKids Program.

1. INTRODUCTION

There are many Cambodian children who are disadvantaged by poverty, inadequate health care services and inadequate housing. These conditions often create barriers that make it difficult for children to access education.

In joining with the Royal Government of Cambodia to alleviate the poverty, AllKids have developed a project to support disadvantaged children by working with the community to remove the barriers that are stopping children from accessing education.

Vision

AllKids believe that all children have the right to a good education. The project aims to support communities to enable their children to have access to education in order that they may improve the quality of their lives.

1.1 Rights of AllKids Children

According to the UN Convention on the Rights of the Child signed by The Royal Government of Cambodia, a child is anyone under the age of 18.

This policy has been implemented to ensure the safety of the children on the AllKids Program and recognizes the basic rights of such children.

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1.1. Records

AllKids will keep up to date and accurate records for every child enrolled on the program. Records will be kept until the child turns 18 and is no longer being supported by AllKids.

1.2. Equality of participating children.

All children accepted into program shall have equal rights regardless of race, social background, age, gender, skin color, disability, religion, or beliefs.

1.3. Rights to know about Hygiene

AllKids will provide education as required to improve the hygiene practices within a participating child's place of accommodation. Decisions regarding intervention will be based upon the effect that poor hygiene is having on the child's ability to attend school regularly.

AllKids will also work with participating schools to improve hygiene in relation to sanitary ablution facilities and safe drinking water.

1.4. Rights to receive education

The Royal government of Cambodia has given full rights to all Cambodian children who are at an age where they can attend school. Cambodian children receive free education services from government school's including literacy and formal skills training. AllKids will support disadvantaged children who, for some reason are not able to access the government education system.

1.5. Children have the Right to be heard

AllKids believe that children must have the right to be heard and will encourage participating families and their children to speak to the Student Support Staff to discuss any issues that may arise. AllKids will also mediate between families and schools/teachers to ensure that all children on the program are being treated fairly

1.6. Children have rights to participate

- 1.6.1.** AllKids encourages families and their children in the AllKids program to participate in the local community as much as possible including schooling, sporting activities and cultural events.

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2. Identity

AllKids recognizes the right for children to know his or her identity and information regarding their background and family history. AllKids encourages families and children to conserve and nurture their language, culture and traditions.

3. Community relationship

- 3.1. AllKids will encourage children to develop friendships within the local community, their neighbors, classmates, and other children in the community.
- 3.2. AllKids will encourage the children to participate in community activities in order to give new experiences.

4. Psychological Development

- 4.1. When a child on the AllKids program is identified as having any psychological development problems, AllKids will act immediately address the situation. This may involve discussions with the child, their family and/or school teacher. If deemed appropriate, AllKids will employ a professional counselor to counsel the child particularly in the case of serious abuse including violent physical abuse or rape.

5. Child Abuse

- 5.1.1. AllKids highest priority is to ensure the safety and well being of all children in the program. AllKids will treat all allegations of child abuse very seriously and take immediate action to ensure that any further risk to the child is removed.

Child abuse can occur between one child and another or by an adult on a child.

The different forms of abuse are:

- Physical abuse: Any punishments and/or physical abuse to children including;- beatings, poisoning, shaking, and smothering, or forcing to work in an unsafe way/environment. These are things that deliberately affect the physical wellbeing of the children in a negative way.
- Mental abuse: Any gestures, words and behaviors that deliberately affect a child's mental/emotional well-being in a negative way. For example; by making a child afraid, anxious, annoyed, humiliated or discouraged.

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- Exploitation: Trying to persuade or forcing a minor to do inappropriate work, even if the child agrees, is a form of child abuse. For example;

a. An employer employs a minor to do a job because the minor will do the job for less pay than an adult.

b. A person employs a child to work as a prostitute.

These two examples of child exploitation are against Cambodian law and must be reported to the appropriate authorities.

- Sexual abuse: Any action with sexual intent towards children including any touching that would violate the dignity of children, forcing a child to have sex, forcing a child to watch or take part in pornography, forcing a child to participate in/or observe any form of sexual act or coercing the child to have sex.

- Neglect: Any action or lack of action that may put a child in an unsafe situation. Here are some examples;

a. Not providing a safe, loving and caring environment in which the child can live and grow.

b. Not providing the child with a appropriate medical care

c. Not feeding a child adequate food

d. Not providing a child with adequate housing

5.1.2. All children have the right to protection from all kinds of abuse regardless of race, social background, age, gender, skin color, disability, religion, or beliefs.

In addition to this policy, AllKids will follow the law of the Kingdom of Cambodia in relation to human rights.

5.2. The responsibility of AllKids Staff

AllKids has written this policy to protect the children, staff and participants from all kinds of abuse. All Allkids staff or other individual working within the program shall be aware of and abide by the following;

5.2.1. The staff or any individuals working with the children shall value the dignity of the children and protect them from all kinds of abuses.

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5.2.2. The staff or any individual shall report to their management, any situation that they suspect may be a form of child abuse - even if they are uncertain that abuse is occurring. Any actions that deliberately neglect to inform the AllKids management of any suspected forms of abuse will be treated as non conformance to this policy and appropriate disciplinary action will be taken.

* In a case where a staff member suspects that their immediate manager may be involved in some way with child abuse, the staff member must report their concerns with the Country Director of AllKids.

* If a General Manager has reason to suspect that the Country Director may be involved in some way with child abuse, the GM must contact MOSVY and the local Police.

5.2.3. The staff or any individual who works with the children shall be trained to recognize the signs abuse.

5.2.4. The children shall be trained on self-protection.

5.2.5. The staff and teachers shall be introduced and receive training regarding this policy.

5.2.6. The staff and teachers must be sure that when placing a child into another person's care, the child will be safe at all times.

5.2.7. The child shall not be isolated in a place nobody can see and must not be left alone with another child. There should always be a minimum of three children present. A child should not be left with an adult who is not an official part of the Allkids program.

5.2.8. AllKids Staff shall not visit the child when s/he is home alone but s/he can invite a third person to attend (observe) the counseling session. The third person will ideally be one of the child's parents but in some cases an older sibling (older than 14 years old) or immediate adult relative would be acceptable.

5.2.9. Permission must be granted from the child and parent before any photos of the child are taken. Such photos may not be used for anything other than internal AllKids documentation and must be treated as confidential. Such photos cannot be posted on the web or in social media pages such as Facebook without express permission from a. the child and b. the parents and c. the Country Director of AllKids.

5.2.10. No child can be allowed access by any person not officially recognized by AllKids

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5.2.11. All Westerners (Non Cambodian citizens) who have involvement with children on the AllKids Program, must provide the AllKids General Manager an official Police Check from their country of origin. Such check must be no older than 12 months. The General Manager must also sight the person's passport and check that their identity matches that on the Police Check. Records of the person's name, contact details, date of visit and details of their participation must be signed by the GM or Country Director and held on file for a minimum period of 5 years.

5.2.12. All AllKids staff shall have a copy of and be trained in his policy.

6. Punishment and Discipline.

AllKids staff must understand the AllKids policy in relation to punishment and discipline. AllKids Staff must not, under any circumstances, hit, slap, beat, shake or yell at children.

In some situations, discipline may be appropriate and AllKids staff may need to take some disciplinary action to ensure the child's (and others) safety. Here are some examples of when disciplinary action may be required;

- a. A child using violence against other children or adults.
- b. A Child making threats or using abusive language and other negative behaviors towards other children or adults, particularly when such behavior is considered potential threat to other peoples safety. Here are some suggestions on what kind of action may be taken to prevent negative behavior;

6.1. Small bad behavior

If a child behaves badly in a small way, the care giver shall invite the child into a room with another adult present, and offer the child advice and a verbal warning may be given to the child. To protect the child's dignity and feelings, the verbal warning should not be given in public or in front of other children. The verbal warning shall be recorded into the child's file. In addition, the issue should be discussed with the child's parents within 24 hours of the incident.

6.2. Serious bad behavior

- 6.2.1.** When a child behaves very badly, the General Manager of AllKids must be notified immediately and the following action taken;
 - a. The General Manager will contact the child's parents or guardian immediately and arrangements made for them to come and take the child home.

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b. The child should be removed from the situation (class or day care house) as soon as a safe option is found.

c. The AllKids General Manager will arrange a meeting between the child, his/her parents (or guardians) and the teacher or care giver who witnessed the behavior and an appropriate course of discipline can be agreed upon.

The following is a list of some of the behaviors that AllKids would consider serious mistakes;

- Violence and/or physical abuse towards other children or staff.
- Stealing or damaging other people's property
- Sexual abuse towards another child
- Using drugs or alcohol.

6.2.2. Punishment

- In the case where a child or individual behaves against the law, the matter will be reported to the local Police or appropriate authorities (Possibly including the School Principal if the incident occurred on school grounds), in accordance with Cambodian law.

In such a case, AllKids may refuse the child future access to the AllKids Program.