

# Child Protection Policy for New Hope Foundation Ltd

*February 2010*

The New Hope Foundation Ltd vision is:

- to take physically handicapped babies under six months old and provide them with a caring and secure environment;
- to provide long-term care in as close to a normal home environment as possible;
- to seek out the very best medical solution for their handicap and facilitate their treatment;
- to work very closely with the local Children's Welfare Institutes to give these children the very best opportunities for the future and also raising the awareness of the needs of these abandoned children in China;
- to employ and train local staff, as well as working closely with local community to help support their needs;
- to provide an opportunity for volunteers to get be involved with the care of these children;
- to provide training and support for prospective foster parents in conjunction with the local Children's Welfare Institutes; and
- to keep accurate records of the children's development so that they have a "history".

"To comfort always, to relieve often, and to save sometimes."

States Parties shall protect the child from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse.

Members of the New Hope Foundation have a common 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.

This policy sets out common values, principles, and beliefs and describes the steps that will be taken in meeting our commitment to protect children.

The policy was adopted by the Board of New Hope Foundation Ltd.

## Introduction

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
- Child abuse is never acceptable
- We have a commitment to protecting children with/ for whom we work

## What We Will Do

We will meet our commitment to protect 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 the risks to children. Using modern surveillance technology and special open building designs provide a safe and open living environment.

***Reporting:***

We will ensure that staff and others 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.

In order that the above standards of reporting and responding are met, New Hope Foundation Management will:

- 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 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 takes seriously the views and wishes of children
- work in partnership with carers and/or other professionals to ensure the protection of children

## Our commitment to protect children

All New Hope Foundation employees will sign up to and abide by the attached code of conduct.

All partners 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.

Induction will include briefing on child protection issues.

## Child Protection Policy for New Hope Foundation Ltd

Every workplace will display contact details for reporting possible child abuse and every member of 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

### **How we will ensure our commitments above are met**

All New Hope Foundation staff must sign up to and abide by this Code of Conduct.

### **Code of conduct**

Staff and others 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
- have a child/children with whom they are working to stay overnight at their home unsupervised
- 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

This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour 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
- plan and organise the work and the workplace so as to minimise risks
- as far as possible, be visible in working with children
- 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

In general 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