



Maafushivaru

Version: 1:1

Policy No: 004

STANDARD OPERATING POLICY

Child Protection policy

Annexure pages: 00
Total no of pages: 04

Issue Date: _
Authorised By: Resort Manager

OBJECTIVE

To set outline the guidelines and to actively engage employees of Maafushivaru for Child Protection and Child abuse which will include physical/ sexual/ emotional and neglect.

SCOPE

All Employees

EFFECTIVE DATE:

01/03/2016

RESPONSIBLE PERSON

HR Department along with HODs

PROCESS / STEPS / POLICY

DEFINITIONS

Child: anyone under the age of 16

Child Protection: refers to the actions taken in order to prevent or stop all behaviours considered dangerous for the physical and psychological health of children.

Child abuse: is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm. It often occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a child regardless of their age, gender, race or ability. Even in situations where it may be felt that the child accepted or somehow invited the abuse, it is still abuse.

Abusers can be adults (male or female) and other children, and are usually known to and trusted by the child and family. The abuser may be a family member, or they may be someone the child encounters in a residential setting or in the community, including during sports and leisure activities. An individual may abuse or neglect a child directly, or may be responsible for abuse because they fail to prevent another person harming that child or neglecting the needs of the child.

It is a fact that child abuse can happen anywhere, irrespective of the location and inspite of the law.

Child abuse is an action by another person – adult or child – that causes harm to a child and it can be defined as: **physical** abuse, **sexual** abuse, **emotional** abuse and **neglect**. Children can suffer from one or a combination of these forms of abuse.



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- **Emotional** – the emotional mistreatment of a child which may involve telling a child that they are worthless or unloved, inadequate, or valued only to meet the needs of another person. These may include imposing expectations or interactions that are inappropriate or beyond the child's developmental capability, as well as overprotection and limiting the child's ability to explore or learn or preventing the child from participating in normal social interaction.

- **Physical** – causing bodily or physical harm e.g. hitting, shaking, poisoning, burning or scalding, drowning, suffocating, giving children alcohol or drugs or any other action causing physical harm to a child.

- **Sexual** – when adults use children to meet their own sexual urges; this may or may not include physical contact with the child (e.g. any sexual activity, intimate touching, sexually suggestive remarks, pornography or prostitution) whether or not they are aware of what is happening.

- **Neglect** – persistent failure to meet the child's physical or psychological needs to an extent that is likely to result in serious impact on the child's health or development (e.g. failing to provide adequate food, shelter, failing to protect from physical harm or danger, failing to ensure access to appropriate medical care or treatment, child being locked alone in a room for a period of time or left without proper supervision, not responding to their emotional needs or ensuring their educational needs are met).

In addition, bullying is a form of child abuse although often, but not always, the person who is the bully is also a child.

Bullying means deliberate, hurtful behaviour towards another person that is usually repeated over a period of time. The outcome will always be painful and distressing for the victim. There are four main types of bullying: • physical (e.g. pushing, hitting, kicking, slapping or any use of violence); • verbal (e.g. racist or homophobic remarks, name-calling, graffiti, threats, abusive text messages); • emotional (e.g. tormenting, ridiculing, humiliating, ignoring, isolating from the group); or, • sexual (e.g. unwanted physical contact or abusive comments).

In the case of **suspected or actual child abuse**, you must ensure that your first priority is always for the safety and welfare of the child and that no child is ever left in an un-safe situation. It is often very hard to admit that abuse is taking place within some place, especially to children we know and particularly by people we trust. We cannot assume that because we work in a voluntary organization that all individuals are caring individuals, as this may lead us to fail to hear or recognise or deal with the possibility that abuse is happening. If you have a child protection concern, it can be difficult to know



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what to do. You may be worried about raising your concern and may think it is best to keep it yourself, perhaps feeling that it's none of your business or only a suspicion. You always treat your concerns seriously and if you have such concerns, you should report it the local police – we all have a responsibility to protect the children in our care. It is important in all circumstances to share your concern with someone who can make sure that the matter is looked at and dealt with as soon as possible.

ADULT CODE OF BEHAVIOUR

As a person in a position of programme responsibility you are in a position of trust at all times in relation to the children for whom you are responsible.

Good Practice

- DO treat everyone with dignity and respect
- DO set an example you would wish others to follow
- DO treat all children equally – show no favouritism
- DO respect a child's right to personal privacy
- DO avoid unnecessary physical contact with a child – your actions, no matter how wellintentioned, might be misinterpreted by them or someone else
- DO avoid unacceptable situations within a relationship of trust; for example, a sexual relationship with a participant, even if they are over the age of consent
- DO have separate sleeping accommodation for children and adults
- DO plan activities that involve more than one other person being present, or at least are within sight and hearing of others – avoid spending time alone with a child in private or out of sight/hearing of others.
- DO allow children to talk about any concerns they may have
- DO encourage others to challenge any attitudes or behaviours they do not like
- DO avoid being drawn into inappropriate attention-seeking behaviour from children, such as tantrums and crushes
- DO keep other leaders informed of where you are and what you are doing
- DO take any allegations or concerns of abuse seriously and refer them immediately to the HR Manager of the Island who can communicate this further to the relevant authority
- DO NOT trivialise or belittle abuse or concerns
- DO NOT form an intimate relationship with a child or any other relationship that would be an abuse of trust
- DO NOT allow abusive activities between children such as initiation ceremonies or bullying
- DO NOT engage in inappropriate behaviour or contact – physical, verbal, sexual
- DO NOT make sexually suggestive remarks or threats to a child, even in fun
- DO NOT use inappropriate language, whether speaking or writing – in person or by phone, email or through use of social media



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- DO NOT allow a child to use inappropriate language unchallenged
- DO NOT let allegations, suspicions, or concerns about abuse go unreported

MAAFUSHIVARU ROLE IN SAFEGUARDING CHILDREN

Since child has same rights that of adults so that they can develop to full potential, free from hunger and want, neglect and abuse. Despite these rights, children may find themselves exposed to the abuses and exploitation listed above. Therefore it is the role of all Management and staff team members to safeguard their well bring and development, whether they are guest and locals.

In case if some suspicious activities are going on within the premises of Maafushivaru, then staffs can always contact the HR team members being headed by Assistant Manager.