

Malaika Kids Child Protection and Safeguarding Policy

Originator: Alison Clewlow, Francesca Edwards

Approving Body: Chairs of MK Tanzania, MK Netherlands and MKUK

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Target audience: Staff, volunteers, trustees, members, donors

Introduction

Malaika Kids is committed to ensuring that we safeguard and promote the welfare of all the children and young people in our care.

This means:

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable children to have the best possible outcomes.
- Treating all our children equally according to their needs.

Principles

- All involved with Malaika Kids should consider, at all times, what is in the best interest of the child.
- Safeguarding is everyone's responsibility; everyone who comes into contact with a child has a role to play in keeping the child safe, promoting their welfare, identifying concerns, sharing information appropriately and taking prompt action.
- The child's needs are paramount.
- No child should be shown favouritism.

1. Prevention of harm

Safeguarding is not just about taking action when a child is at risk but it is also about preventing harm, maintaining a safe environment and supporting children who may need help.

We will provide an environment in which the children feel safe, secure, valued and respected. They should have the knowledge and confidence to know how to approach adults if they are in difficulty.

No staff member, volunteer or visitor should show favouritism to one child over others in our care. Favouritism could include presents of money, gifts in kind or undue attention.

We will raise the awareness of all involved with Malaika Kids (in Tanzania and elsewhere) of the need to safeguard children and of their responsibilities in identifying risk and reporting possible cases of abuse.

We will ensure that all adults within CVM (Children's Village, Mkuranga) and the RH (Reception Home in Dar es Salaam) who have access to the children are checked as to their suitability during the

recruitment process, for example (but not exclusively) by pursuing references and looking for unexplained gaps in CVs.

2. Protection

We will maintain a safe physical environment.

We will promote an ethos of trust so that children who feel themselves at risk communicate this to an adult.

We will promote a professional attitude amongst adults so that concerns are appropriately shared and acted upon. This includes 'whistle-blowing' if staff have concerns about an adult in the context of their contact with children.

We will ensure that the children and Mothers are educated in the concepts of child protection, personal safety, relationship education and the risks of the internet.

3. Training

We will ensure:

- All involved with Malaika Kids understand their responsibility to keep the children safe from harm.
- Staff know about and understand the types of abuse and their symptoms.
- Staff know and understand how to respond to a child who discloses abuse.
- Staff know and understand how to share a concern of possible abuse or disclosure of abuse.
- Staff know and understand the assessment of risk with sexually active children.
- Staff know and understand the signs, symptoms and effects of female genital mutilation.
- New staff and volunteers will be advised of the child protection arrangements and contact details of the person to whom they should go with any concerns, as part of their induction. In the Reception Home this is Najma Manji and in CVM James Kalinga or in his absence Emanuel Mlimira.
- Appropriate monitoring systems are in place when our children have access to the internet.
- Online safety training for staff will be part of our safeguarding approach.
- Fears about sharing information cannot be allowed to stand in the way of the need to promote the welfare and protect the safety of children.
- Children are taught about safeguarding, including online.

4. Allegations against staff

All in contact with the children should be made aware of appropriate behaviour with reference to professional boundaries. All staff and volunteers should take care not to place themselves in a vulnerable position with a child. This includes singling out an individual child for special treatment which could constitute grooming behaviour.

If staff have concerns about another adult in the context of CVM this should be referred to James Kalinga.

If staff have concerns about James Kalinga, they should refer them to Najma Manji.

If staff have concerns in the Reception Home, they should refer them to Najma Manji.

If breaches of this policy are reported, Najma Manji (CEO) should, after discussion with the Safeguarding Group (herself, Francesca Edwards, Alison Clewlow), take urgent preventative or remedial action.

5. Allegations of abuse made against other children

Staff and volunteers should recognise that children are capable of abusing their peers and younger children. It can manifest itself in many ways such as bullying, violence, and sexual assault. This can never be tolerated.

Immediate, proportionate and appropriate action must be taken to prevent repetition.

6. Confidentiality

Staff must share information to take appropriate action and to support one another but it is also imperative that the privacy and confidentiality of every child is maintained, particularly outside CVM or the Reception Home. Staff should only share information in a professional context.

Concise records should be kept by James Kalinga and Najma Manji of any incidents or suspicions so that patterns of behaviour can be identified. Records (whether on paper or computer) must be secure and confidential.

7. Photography, video, internet use

All involved with Malaika Kids have a responsibility to keep the identity of individual children confidential. This safeguards their privacy but also protects them from possible abuse and exploitation.

Therefore, it must never be possible to match the name of an individual child with their image in any public or potentially public context e.g. email, social media, fundraising literature, website, etc.

8. Sexually active adolescents

As the children mature, staff must ensure that they understand the changes they are experiencing, the difference between appropriate and inappropriate sexual behaviour and relationships, risks of infection and pregnancy, contraception, and personal safety.

If there are concerns that a child is at risk of sexual exploitation these must be shared immediately with James Kalinga in CVM and Najma Manji in the Reception Home

The person responsible for safeguarding and child protection is Najma Manji.

Alison Clewlow, Francesca Edwards

Reviewed June 2021, February 2024