



**SAFEGUARDING
POLICY
DANCE4LIFE**

AUGUST 2018



Purpose

The purpose of this Safeguarding Policy is to protect children and young people from any harm that may be caused due to their coming into contact with Dance4Life. It is also to inform staff, volunteers, contractors and freelancers of their contractual and moral responsibilities to safeguard children and young people in all areas of Dance4Life's work.

Dance4Life's vision and values are grounded on United Nations *Convention on the Rights of the Child (CRC)* affords special rights and protections to all those under the age of 18. For the purposes of this policy, the term 'children' is used to refer to those under the age of 18. For the purposes of its own programmatic work and data collection, Dance4Life defines 'young people' as everyone aged 10 to 24, the age group with whom we work. This policy covers both age groups, thus spanning from age 0 to 24.

Dance4Life understands that the rights and protections guaranteed to people under the age of 18 as a matter of international and national law, sometimes differ from the rights of adults. These differences relate to all aspects of human rights but require particular approaches in regard to sexual rights. Dance4Life starts from the premise that persons under 18 are rights holders, and that at different points within the spectrum of infancy, childhood, and adolescence, certain rights and protections will have greater or lesser relevance.

Definitions

Child abuse and neglect, sometimes also referred to as child maltreatment, is defined as all forms of physical and/or emotional ill-treatment, sexual abuse, neglect, negligent treatment, commercial or other exploitation resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust, or power.

Within the broad definition of child maltreatment, five subtypes are distinguished – these are physical abuse; sexual abuse; neglect and negligent treatment; emotional abuse and exploitation.
(WHO 1999/2002)

Scope

The policy applies to all staff, volunteers, contractors and freelancers of Dance4Life, whatever their status. Dance4Life will only collaborate with other organizations that come in contact with children, and young people, if they agree with the standards and principles of Dance4Life on safeguarding of children and young people.

Guiding principles

- Dance4Life recognizes that, as rights-holders, children, and young people are entitled to access (sexual and reproductive health) information and services and to do so in ways that keep them safe from abuse or exploitation.
- Dance4Life does not tolerate any type of abuse or exploitation towards any child, and young person and commits to ensuring that all staff and associates are made aware of, and supported in, their responsibilities to prevent abuse and protect children and young people.
- Dance4Life recognizes that the denial of children's, and young people's rights, particularly their rights to participation and expression, is in part responsible for their vulnerability.
- Dance4Life considers that adults, parents, guardians, caregivers, service providers, educators and others working with children and young people are duty-bearers in relation to their rights and have a responsibility to ensure that the rights of children and young people are met.
- Dance4Life believes that creating a safe environment for all children, young people and vulnerable adults requires the cooperation of all staff members and management.

Policy

Dance4Life must have the policy in place and make this widely available, including to children, young people. The policy includes:

- a) Safe recruitment and screening processes, including criminal record checks (where available), targeted interview questions and verbal referee checks for all



staff members who will be working with children and young people

- b) A Code of Conduct that must be signed by all staff/volunteers;
- c) A provision in all employment contracts stating that the organisation has the right to take disciplinary action, including dismissal against staff, volunteers, contractors and freelancers who breach the Protection Code of Conduct;
- d) The documented complaints management procedure is publicised widely, including to children and young people, to provide for effective reporting and responding to breaches of the Safeguarding Policy and Code of Conduct;
- e) There is a regular provision of training for all staff members and volunteers on safeguarding safe environments for children and young people, including induction training for new staff members and volunteers;
- f) A written commitment from partners stating that they will not allow personnel to work with children and young people if they pose a risk to their safety, health or well-being;
- g) A compliance regime, including sanctions for breaches, shared with staff and volunteers;
- h) A way of ensuring staff, volunteers, contractors and freelancers that work with children, young people and vulnerable adults are operating in line with Dance4Life's principles and standards on protection of children, young people and vulnerable adults;

The policy will be reviewed at least every three years.

Implementation and compliance

The Leadership team and Teamleads are responsible to ensure that policies that meet the above-mentioned minimum standards are in place and are implemented accordingly. An important aspect of meeting these policy commitments is that of personal and professional conduct. It is essential that staff, volunteers, contractors and freelancers at all times behave in ways that will safeguard children and young people.

The mechanism for ensuring compliance with this policy will be included in funding agreements with donors, and

the mechanism for ensuring compliance with partners in funding and partnership agreements.

Examples of risks (un)intentional harm

Direct contact with children and young people:

- Staff, volunteers, contractors and freelancers can be in the physical presence of children and young people in the context of the organisation's work, whether contact is occasional or regular, short or long term;
- This could involve training programmes, lessons in school, capacity building, information and (peer) education in and outside the school setting or in community settings.
- This also could involve project/site visits and attending conferences at local, national, regional and international levels

Indirect contact with children, young people:

- This includes staff, volunteers, contractors and freelancers having access to information on children, young people in the context of the organisation's work, such as their names, locations (addresses of individuals or projects), photographs and case studies without expressed permission and/or informed consent;
- Providing support/training/funding for organisations that work 'directly' with children, young people. Albeit indirectly, this nonetheless has an impact on children, young people adults and therefore confers upon the organisation responsibility for safeguarding issues.
- Communications Materials (interviews, photography and filming) that include images of or information about children and young people.

This is not an exhaustive or exclusive list. The principle is that staff, volunteers, contractors and freelancers should avoid actions or behaviour that may constitute poor practice or abusive behaviour.

Associated documents

- Code of Conduct
- Toolkit Safeguarding Young People