



Golden Boots Uganda's Child Protection Policy

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Definitions

“Child”: A person under the age of 18 years of age, in accordance with the definition of a child in Article 1 of the United Nations Convention on the Rights of the Child, 1989.

“Abuse”: Includes a range of behavior from physical abuse, emotional ill-treatment, sexual abuse, neglect or insufficient supervision, and trafficking to commercial, transactional, labor, or other exploitation resulting in actual or potential harm to the child’s health, wellbeing, survival, development, or dignity. It includes, but is not limited to, any act or failure to act which results in death, serious physical or emotional harm to a child, or an act or failure to act which present an imminent risk of serious harm to a child. It also includes attempted abuse.

“Physical abuse”: Constitutes acts or failures to act resulting in injury (not necessarily visible), unnecessary or unjustified pain or suffering without causing injury, harm or risk of harm to a child’s health or welfare, or death. Such acts may include, but are not limited to, punching, beating, kicking, biting, shaking, throwing, stabbing, choking, or hitting (regardless of object used), or burning. These acts are considered abuse regardless of whether they were intended to hurt the child.

“Emotional abuse”: Constitutes injury to the psychological capacity or emotional stability of the child caused by acts, threats of acts, or coercive tactics. It may include bullying, harassing, insulting, intentionally humiliating, inappropriately controlling, isolating a child from family, intentionally degrading, and any other deliberate activities that are intended to make a child feel isolated, diminished or embarrassed.

“Sexual abuse”: Forcing, coercing or enticing a child to take part in sexual activities the he or she does not fully understand and has little choice in consenting to. This may include fondling a child’s genitals, penetration, rape, oral sex, indecent exposure or sodomy. It may also include involving children in looking at or being used to produce pornographic images or involvement in prostitution.

“Attempted abuse”: The intentional act of trying to engage in child abuse, whether it is physical, emotional or sexual abuse, but where for some reason the abuse does not actually take place.

“Neglect”: Allowing for context, resources and circumstances, neglect refers to a persistent failure to meet a child’s basic physical and/or psychological needs that is likely to result in serious impairment of a child’s healthy physical, emotional and mental development. It can include failures to supervise, protect from known harms, provide adequate nutrition, shelter or safe working/living conditions. It can also include acting in ways that may put a child at risk for exploitation or abuse.

“Sexual exploitation”: A form of sexual abuse that involves someone engaging, or attempting to engage, children in any sexual activity in exchange for money, gifts, food, accommodation, affection, status or anything else that they or their family needs.

“Other forms of child exploitation”: The most common is commercial exploitation, in which a child is exploited in work or other activities for the benefit of others and to the detriment of the child’s physical or mental health, education, social or emotional development.

1. Purpose

Golden Boots Uganda (GoBU) has a special obligation to ensure the safety and dignity of all children it comes into contact with through its work. This policy reinforces our commitment to the best interests of children.

This policy states the organization's expectations regarding team member conduct with children and what conduct is prohibited. It also states the process and procedures GoBU will maintain to ensure that team members uphold its standards and how cases of misconduct are identified, reported, and addressed in an appropriate and timely manner.

There are five main elements to our policy:

Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.

Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.

Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.

Supporting pupils who have been abused in accordance with his/her agreed child protection plan.

Establishing a safe environment in which children can learn and develop.

2. Scope of Applicability

GoBU fully recognises its responsibilities for child protection. The policy applies to members of the GoBU Board of Directors, management, employees, interns, volunteers, contractors, consultants and visitors to any GoBU facility which includes photographers, filmmakers, journalists, researchers, private donors, partners and prospective donors and individuals that act on behalf of GoBU.

3. Policy Statements and Standards of Conduct

3.1. GoBU expects all of its employees, members, partners and visitors to adhere to the highest standards of accountability and professionalism, which requires honest, ethical and non-abusive or exploitative conduct. GoBU expects management to fully enforce adherence to this standard.

3.2. GoBU expects all of its employees, members, partners and visitors to treat all beneficiaries, and particularly children (defined as anyone under the age of 18), with respect and dignity and to always act in the best interests of their physical and emotional well-being, and never engaging in conduct that could be perceived as abusive or exploitative.

3.3. GoBU expects its employees, members, partners and visitors to be constantly looking out for the best interests of its beneficiaries, and especially the children with whom it works, to identify and minimize risks of harm, abuse or exploitation by others and to report and ensure follow up any time a employee, member, partner or visitor has reason to believe that a child beneficiary is being harmed, abused or exploited by an employee, member, partner or visitor.

3.4. GoBU has zero tolerance for and abhors conduct towards children that is exploitative or abusive. This includes conduct or attempted conduct that is or could be reasonably perceived as abusive, whether physically, emotionally or verbally abusive, sexual in nature, exploitative or neglectful (see the Definitions section for details on what conduct would qualify under these terms).

3.5. GoBU expects and requires employee or members who are aware of specific facts that would lead them to suspect that another GoBU employee, member, partner or visitor is engaged in child abuse or exploitation to report such behavior.

3.6. Persons who make good faith reports of suspected abuse or exploitation of children carried out by GoBU employees, members, partners or visitors will not be retaliated against for their reporting even if later the allegations prove unfounded. Knowingly making false reports can, however, be grounds for disciplinary action.

3.7. Violations of this Policy by employees can be grounds for disciplinary action, including termination. For alleged abuse that may also constitute criminal conduct, the accused person may also be subject to criminal prosecution. Partners who violate this policy are in breach of any contractual agreements and may have their agreements terminated and/or prohibited from working with GoBU in the future and possible criminal prosecution for any criminal conduct.

3.8. This policy is intended to ensure compliance with all laws, regulations and donor requirements, including the international standards in the UN Convention on the Rights of the Child. Should any law or donor requirement exceed the requirements in this policy, the donor or legal requirement will prevail.

4. Required Process and Procedures to ensure compliance

GoBU ensures compliance with this policy through the following actions as implemented through appropriate processes and procedures:

4.1. All potential new employees undergo child-safe screening before they are hired.

4.2. All employees are informed and trained on what conduct this policy requires (via code of conduct training) and their responsibilities under this Policy, including what is child abuse and how to report it, and all Team Members certify that they have understood this policy and agree to abide by it.

4.3. Where appropriate and when in direct contact with children, consultants, experts, contractors, agents, representatives and visitors (including journalists and researchers) are informed of the requirements of this policy.

4.4. For each program, GoBU identifies the risk of harm to children and incorporates reasonable risk mitigation measures into the design and operation of the program (a risk based approach) to ensure the risks of harm to children are minimized to the extent reasonably possible;

4.5. Contractual agreements or memoranda of understanding with partners include obligations to adhere to this policy and any additional donor-required provisions relating to child safeguarding, and partners have the capacity to ensure their compliance with this policy, including, if necessary, training for partners and additional monitoring;

4.6. Images, interviews and videos of children are only taken after understanding their potential impact on the safety, dignity and well-being of children, and in a manner that ensures respect for children, including respect for their privacy, and in compliance with applicable laws.

4.6.1. Identifiable images and stories of children are only obtained and used after receiving informed consent from their parents/guardians provided in writing, when possible and after they are informed of how their images or story will be used; for children over 14 years of age, in addition to parental/guardian consent, informed consent will be obtained directly from the child, in writing, when possible.

4.6.2. Identifying information of children beneficiaries will not be disclosed without their and their parent/guardian's written permission unless the sole reason for such disclosure is the well-being or protection of the child.

4.6.3. Personal identifying information is stored in a properly secured manner;

4.7. GoBU's computers, cameras, telephones, video recorders or network systems are not used to view or share sexually explicit images of children.

4.8. Beneficiaries and communities we serve (including children, where applicable) are informed about GoBU's commitments under this policy and how to report any suspected child abuse or exploitation by GoBU's employees, partners or visitors.

4.9. Employees, partners, visitors, beneficiaries (including children, where applicable) and communities can anonymously (if they choose) report all forms of child abuse or exploitation and that all such reports are quickly provided to GoBU management.

4.10. All reports are confidentially, independently and thoroughly investigated by an investigator trained in how to conduct investigations into child abuse or exploitation and in a manner that ensures, to the extent possible, protection of the child;

4.11. All reports are disclosed to donors as and when the donor requires. If reports include allegations of criminal misconduct, they are also disclosed to law enforcement; and

4.12. Any employee, partner or visitor accused of child abuse or exploitation is, at a minimum, removed from access to children until the investigation determines that they do not pose a threat.

4.13 We recognise that because of the day to day contact with children during the sports tournaments and other organisation activities, the staff are well placed to observe the outward signs of abuse. The team will therefore:

Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.

Ensure children know that there are adults whom they can approach if they are worried. Include opportunities and platforms for children to develop the skills they need to recognise and stay safe from abuse.

6. Policy Administration

6.1. GoBU management and in particular the Chief of Staff, under supervision of the Board of Directors, is responsible for ensuring this policy remains up-to-date, compliant with donor requirements, and effectively implemented. In particular, the Human Resource department is responsible for:

6.1.1. Ensuring distribution of implementation guidance, training and orientation materials on this Policy.

6.1.2. Working with department heads on the implementation and compliance with this Policy in the areas of operations;

6.1.3. Monitoring calls, emails, suggestion box and responding to and ensuring proper investigation and reporting of reports of violations of this Policy; and

6.1.4. Leading a review of this Policy every two years and submitting recommendations for revisions for Board approval.

6.1.5. Creating and maintaining an environment and culture that promotes dignity and respect towards children and prevents any form of child exploitation and abuse.

6.1.6. Ensuring that child safe recruiting processes are in place and that all employees undergo the code of conduct training and sign the certification.

7. Policy support

GoBU will follow the procedures set out by the National Council for Children and take account of guidance issued by the Ministry of Education and Sports to:

Ensure we have a designated a senior officer for child protection who has received appropriate training and support for this role.

Ensure every member of staff (including temporary, permanent and volunteers) and Board of Directors know the name of the designated senior officer responsible for child protection and their role.

Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.

Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
Notify social services if there is an unexplained absence of more than two days of a pupil who is on the child protection register.

Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.

Keep written records of concerns about children, even where there is no need to refer the matter immediately.

Ensure all records are kept securely; separate from the main pupil file, and in locked locations.

Develop and then follow procedures where an allegation is made against a member of staff or volunteer.

Ensure safe recruitment practices are always followed.

I have read the above policies, procedures and behaviour on child protection and understand it fully. I agree accept and apply the above policy and code of behaviour in its entirety

Approved by Management

Golden Boots Uganda (GoBU)

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