



CHILD PROTECTION POLICY

STREETINVEST

StreetInvest is a company limited by guarantee and registered in England under Companies Registry number 6745235 with its registered office at 3rd Floor Regal House, 70 London Road, Twickenham, Middlesex TW1 3QS.

Telephone +44 (0) 208 622 4408

www.streetinvest.org

StreetInvest is registered as a charity with the Charity Commissioners for England and Wales under registration number 1127206.

The Directors and Trustees of StreetInvest are PETER DUNCAN MUNRO ROSS

duncan.ross@streetinvest.org and JOHN DARWIN MCGUINNESS john.mcguinness@streetinvest.org.

VISION

When street children are just children

MISSION STATEMENT

StreetInvest supports investments in street children so that their needs and potential may be fulfilled. We do this through the training of professional and committed workers who serve as trusted adults in the lives of street children and by contributing to the investments the children and workers need to secure a real future.

OBJECTIVES

StreetInvest was established to assist children and young people throughout the world particularly those living and/or working on the streets with little or no adult support and to invest in their future.

In particular, StreetInvest aims to provide training programmes, advice and educational initiatives to governments, non-governmental organisations and other entities on street worker training.

StreetInvest's Memorandum of Association (available from the Trustees) contains a full, formal statement of its Objects.

CHILD PROTECTION POLICY

1. Introduction

StreetInvest is a charity which works with children and as such is legally required to have a Child Protection Policy.

The United Nations Convention on the Rights of the Child provides a broad framework highlighting the importance of protecting every child from abuse, danger or exploitation. StreetInvest is a signatory to the Child Protection Policy of the Consortium for Street Children (CSC) and follows the

advice and guidance set out in that policy. In agreeing to observe the StreetInvest Child Protection Policy, personnel also agree to observe the CSC Child Protection Policy copies of which are available from the Trustees. A copy of the CSC child protection policy is available from the Trustees or the CSC website. The StreetInvest Child Protection Policy is however, intended to be comprehensive.

2. Who does the StreetInvest Child Protection Policy apply to?

The StreetInvest Child Protection Policy applies to all personnel of StreetInvest and of any subsidiary of StreetInvest. These include Trustees, employees (full time and part time), volunteers, interns, contractors and persons travelling as observers to StreetInvest projects ("personnel").

The Child Protection Policy is available to all personnel who will be required to familiarise themselves with it and to signify their agreement by signing the form attached.

In addition, when StreetInvest enter into a partnership with another organisation relating to work with children, the partner will be required to observe StreetInvest's Child Protection Policy and, in turn, StreetInvest will receive a copy of the partner's policy if there is one.

3. Comments

The Child Protection Policy is intended to be a practical guide to working with children and as such should be regarded as a living document. All personnel are encouraged to suggest amendments or comments on the policy in the light of their own experiences. These should be submitted in writing to the Trustees.

POLICY

General principles

The purpose of the StreetInvest Child Protection Policy is to establish an environment in which the children with whom StreetInvest personnel come into direct or indirect contact are protected from abuse, are safe and are treated with dignity and to create an atmosphere in which children feel able to discuss openly any concerns they may have or any circumstances which may constitute abuse.

The Child Protection Policy seeks to achieve this by setting out a series of behavioural guidelines and a management structure to implement the policy.

1. RECRUITMENT

(a) All potential personnel (full or part time, paid or unpaid) will be informed that it is a condition of their employment that they familiarise themselves with the Child Protection Policy and agree to abide by it by signing a statement in the form attached.

(b) A Criminal Records Bureau check will be required for all personnel where the Trustees determine such a check is advisable and updated as frequently as the Trustees deem appropriate.

(c) Personnel will be required to disclose all criminal convictions (both in the UK and elsewhere) including those which are "spent".

(d) StreetInvest will obtain independent character references on personnel where appropriate.

(e) Recruitment of potential personnel shall include an interview by a StreetInvest staff member experienced in child protection.

(f) The recruitment process will proactively examine the candidate's employment history (including gaps) and will seek to clarify or address any areas of concern.

2. EDUCATION

All personnel will receive training in child protection issues appropriate to their responsibilities within StreetInvest. A continuing review of this Child Protection Policy will form part of this training.

3. MANAGEMENT

(a) The management of StreetInvest will reflect the charity's commitment to child protection and the charity's core values and objectives;

(b) StreetInvest will appoint a Child Protection Officer who will be suitably qualified and experienced in child protection matters and who will have responsibility for monitoring the implementation and updating of this policy and reporting to the Trustees on any areas of concern;

(c) Regular personnel appraisals will include a review of child protection issues.

4. BEHAVIOUR

Personnel shall not:

(a) Use or threaten any form of physical violence against a child; this includes: striking, smacking, hitting or otherwise causing injury; inappropriate feeding or denying or withholding food or drink;

(b) Use emotional pressure against a child: this includes bullying, allowing bullying; using language or images to humiliate or frighten the child; denying the child dignity and respect;

(c) subject any child to any form of sexual abuse including any sexual act; inappropriate discussion of sexual activity; showing images of a sexual nature; allowing the child to pose or be photographed in a sexually provocative manner, witnessing any sexual behaviour;

(d) Allow a child (particularly a very young child) to be left in the care of a single third party adult unobserved by other adults; or

(e) Engage in discussion or behaviour (whether or not a child is present) which is inconsistent with StreetInvest's objectives and the principles of this policy or which might bring StreetInvest into disrepute.

5 COMMUNICATIONS

Personnel shall ensure that each child is accurately represented through words and images and not sensationalised in any way. In particular, personnel shall not:

- (a) Take or display photographs or other images of a sexual or inappropriate nature;
- (b) Use images or language or images which could degrade , victimise, humiliate or shame a child;
- (c) Use any caption or description which might identify a child including by full name or location within a country;
- (d) Take any photograph without the child's permission or that of an adult carer or NGO having responsibility over the child;
- (e) Allow photographs or images of children to be used by third parties without first obtaining written assurances that the photographs will be used in an appropriate manner consistent with this policy and StreetInvest's objectives.

6 REPORTING

- (a) All personnel are required to report any matter relating to child protection or circumstances covered by this policy which gives them cause for concern to the Child Protection Officer and/or a Trustee. Reports may be oral or in writing but if oral a written version may be required if the Child Protection Officer or a Trustee deems this appropriate. Any such report will be confidential to the Trustees and the Child Protection Officer (if he or she has been notified). The Trustees will maintain a record of all such reports.
- (b) In the event that personnel witness or become aware of any circumstance relating to child protection which in their opinion would warrant the intervention of the police or social services (or local equivalent) then notification should be made as speedily as possible and a written record kept of all the circumstances and the results of any such notification. Such a notification must always be reported promptly in writing to the Trustees;
- (c) The Trustees will take appropriate action in response to reports or concerns relating to child protection issues which may include conducting a detailed inquiry, referring the matter to the relevant authorities; terminating arrangements with a partner and/or implementing the procedures referred to in paragraph 7 below.
- (d) The Child Protection Officer shall maintain a list of suitable contact numbers for child protection issues (for example, the NSPCC).

7 RAMIFICATIONS

- (a) In the event that an allegation of abuse is made against a member of StreetInvest's personnel, that person shall be immediately suspended from all StreetInvest activities and shall not attend StreetInvest's offices or projects. Such person shall continue to be paid until a review has been finalised.
- (b) The Trustees shall conduct an inquiry into the circumstances of the allegation and shall hold a meeting with the person concerned. That person shall be entitled to be assisted by a third party (but not a member of StreetInvest's personnel or a person who is also the subject of the allegation). Written or oral evidence may be submitted. All proceedings of the enquiry shall be strictly confidential.

(c) If the Trustees determine that the allegation is serious enough to warrant referral to the police or other authority then the Trustees may, at their discretion, suspend the enquiry.

(d) At the conclusion of the enquiry, the Trustees may (at their discretion) prepare a written report which will be given to the person concerned for approval and/or amendment.

(e) In the event that the allegations are found by the Trustees to be proven, the person concerned may be dismissed in accordance with that person's employment contract or disciplined in such other matter as the Trustees may reasonably determine is appropriate. A dismissal or other sanction is not subject to appeal (subject to the employee's rights at law).

FORM OF PERSONNEL STATEMENT

Name.....

Position.....

I have read the StreetInvest Child Protection Policy and agree to observe the policies and principles set out therein.

I confirm that all information given to StreetInvest in connection with my recruitment is full, complete and accurate.

Signature

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Date.....