



# Volunteer Building Cambodia Community Centre

## Child Protection Policies

### I. Introduction

Volunteer Building Cambodia Community Centre's Child Protection Policy has been developed to provide a clear framework for managing and reducing the risks of child abuse by persons engaged in volunteering or working at VBCCC and delivering VBCCC program activities.

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and seasonal workers, or anyone working on behalf of Volunteer Building Cambodia.

### II. Aim of this Child Protection Policy

Volunteer Building Cambodia Community Centre (VBCCC) believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practicing in a way that protects them.

Child abuse happens in all societies throughout the world. Child abusers can be anyone, including those who work with or care for children.

The United Nations Convention on the Rights of the Child states that:

- All children have equal rights to protection from abuse and exploitation
- Everyone has the responsibility to support the care and protection of children
- We are all accountable and have a duty to help eradicate child abuse

The policy's overall goal is to protect children from abuse of all kinds in delivering VBCCC's programs. The policy outlines practical steps to increase VBCCC's capacity to manage and reduce risks of child abuse. While it is not possible to eliminate risk, much can be done to reduce opportunities for child abuse.

### III. VBCCC Identifies the following types of child abuse

Child means any human being below the age of eighteen years old.

Child abuse includes sexual exploitation, physical and or mental harm deliberately caused to a child.

- **Physical Abuse** - Any physical punishment and abuse to a child such as beating (including with a stick or other implement), poisoning, shaking, pushing, and anything that would deliberately or inadvertently harm the child's physical well-being.
- **Mental or Emotional Abuse** - Any actions (gestures, words and behaviour) that deliberately or inadvertently affect a child's mental/emotional well-being, such as making them afraid, anxious, annoyed or discouraged.



# Volunteer Building Cambodia Community Centre

- **Neglect** – Any persistent failure or deliberate actions aimed to place a child at risk of harm or inflict actual harm on his or her four fundamental rights (right to live, right to learn, right to participate, and the right to speak).
- **Sexual Abuse** - Any action with sexual intent towards a child such as inappropriate touching; touching or non-touching activity with a child's genitals; voyeurism or exhibitionism; inducement or coercion of a child to perform sexual acts; talking in a sexually explicit manner to a child, or communicating with a child in a sexually explicit manner through writing, phone calls, messaging or internet; exploitative use of a child in unlawful sexual practices (e.g. Prostitution); exposing a child to pornographic material, either by viewing pornographic material or engaging a child to take part in pornography.

## Child Abuse is Crime

VBCCC's Child Protection Policy is a statement of intent that demonstrates a commitment to safeguarding children from harm. It makes clear all requirements concerning the protection of children. The policy helps create a safe and positive environment for children and shows that the organization is taking its duty of care seriously.

- The rights of the child and healthy parenting
- The danger of 'grooming' from strangers
- Child sex trafficking

## IV. Code of Practice and Behavior

- All staff, volunteers, visitors, guests or other stakeholders of VBCCC are strongly expected to treat all children and other staff members with respect and dignity.
- Staff and others shall promote a culture of openness where issues and concerns can be raised and discussed.
- Each individual must sign a statement to say that they have read the Child Protection Policy, respect it, and understand that action will be taken in case of inappropriate behaviour or a breach of the policy.
- There is a designated person responsible for dealing with Child Protection issues in the organization as a whole. This Child Protection Officer (CPO) will be known to all children, staff and others
- Information on the Child Protection Policy shall be introduced before and on acceptance of employment of VBCCC staff and before and upon commencement of volunteers.
- If these protocols are broken, the person involved will be disciplined and may lose their job.
- Staff and others should be aware of any sign of abuse of children (in physical appearance, behaviour, material possessions and communication of children) and report any suspicion to the CPO.



# Volunteer Building Cambodia Community Centre

- Staff and others can only provide discipline through appropriate verbal means and must never use physical means.
- Staff and others are not allowed to use language, make suggestions, or offer any offensive, inappropriate, or abusive advice.
- Volunteers and children are not allowed to connect through any social media.
- Photographing/videoing any children without permission from the personal individual, respective teachers or school management.
- Physical interactions directly between volunteers and children are not allowed. Ex: hugging, touching etc.

## V. Dealing with Child Protection and Welfare Concerns

All employees, and volunteers of VBCCC, will be made aware of and sign up to the overall child protection policy. If all individuals fail to follow all the above rules, they are obliged to face the consequences:

- Being reported to the case manager to justify the behavior for suitable consequence(s)

Any breach of this Child Protection Policy, Code of Conduct or Annexes may result in disciplinary action, leading to dismissal (paid or volunteer staff) or criminal charges. Any false declaration made may also lead to disciplinary or legal action.

Signature:

Name: \_\_\_\_\_

Date: \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_

Witnessed by VBCCC Management:

Signature:

Name: \_\_\_\_\_

Position: \_\_\_\_\_