



**Global Support for Kids Initiative**  
Child Liberation is our concern

# **GLOBAL SUPPORT FOR KIDS INITIATIVE**

## **CHILD PROTECTION POLICY**

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## INTRODUCTION

Child Abuse in all forms is unacceptable to Global Support for Kids Initiative which recognizes its responsibility to protect children from harm in all areas of its work. This key message formed the basis of the Code of Conduct in place since 2003 and, the time and energy invested in the development of the Child Protection Policy since. The Child Protection Policy was validated by the Board of Trustees in 2004 and presented to the member of the coordinators on 22 August, 2005.

A wide consultation exercise over the past two years has included delegates in the field, child protection practitioners and a variety of participants at internal/external workshops and exchanges on the subject of building child safe organizations. The process of child protection in Global Support for Kids Initiative involves creating a child safe environment which is corporate, in that it impacts all department and programs. The Policy will be continually updated to reflect current best practice and concentrate on a public commitment to child protection by; promoting good conduct and good practice as well as the means to recognize, report and respond positively to concerns of Child Abuse.

Global Support for Kids Initiative priority is to promote the right of the child and safeguards against harm which take into consideration the child's feelings and needs arising from race, religion, culture and language. The intention can only be achieved if a clear statement of commitment on the welfare of child in GSK Initiative care is communicated both internally for training purposes, and externally, for briefing and public dissemination. Protecting children's rights has a long tradition in our organization and now includes the formal protection methods of prevention in all forms including; neglect, physical, emotional and sexual abuse.

In developing the scope of the Code 4 Conduct into a wider Child Protection Policy our organization sends a strong message to the public at large and to employees and volunteers. The message is that child protection is paramount in Global Support for Kids Initiative work.

Child Abuse in all forms is unacceptable and our organization recognizes it can occur in all societies, in all cultures and historically in many organizations, it is therefore logical that employees and others are likely to face concerns of abuse at some point. One of the aims of the Child Protection Policy is to provide guidance to employees and others and define expectation in dealing with issues of child protection.

The Child Protection Policy is a statement of where Global Support for Kids Initiative aspires to be, particularly in developing countries where it is vital to take into account local understanding of child abuse, culture, religion, local laws and traditional practices. The process for arriving at that point includes a detailed action plan and the implementation process.

***Opeyemi Olajide Olowookere***  
***Executive Director.***

## **GSK INITIATIVE COMMITMENT TO CHILD PROTECTION**

***Global Support for Kids Initiative believes that a child's rights and welfare are paramount; the priority of GSK Initiative is to promote the right of the child and safeguard his/her welfare taking into consideration the child's feelings and needs arising from race, religion, culture and language.***

Global Support for Kids Initiative has developed this policy as a statement of intention towards safeguarding the welfare of children, it is intended that this policy be used internally, for communication and training purposes, externally, for briefing and public dissemination.

It is the policy of Global Support for Kids Initiative to protect children's rights which includes the prevention of abuse in all forms; physical, emotional and sexual abuse. Global Support for Kids Initiative recognizes that abuse of children occur in all societies, in all cultures and historically in many organizations and institutions, therefore GSK Initiative, consistent with its charter, will seek out and fight the ignorance and the harm that accompanies child abuse wherever it occurs and whenever the organization encounter it. Global Support for Kids Initiative is working towards creating an environment of child protection in all areas of its work by raising awareness through advocacy, giving a voice to children through empowerment, training employees and

others in the prevention of child abuse and recognizing the signs of child abuse, reporting and dealing with child abuse.

**Global Support for Kids Initiative commitment to child protections can be summarized as follow:**

- \* Prevention – By raising awareness of child abuse particularly with children and risks to child through the implementation of this policy in Nigeria African and World (In General).
- \* Protection – Minimizing the risks to children by risk assessment of all positions where contact with children occurs and promoting awareness of child abuse – Applying ‘best practices ‘in recruitment and selection . Protecting and supporting children, employees and others where suspicion, allegations, disclosure and witnessing of child abuse occurs
- \* Rehabilitation and Integrating – Raising Concerns and reporting suspicious, allegations, disclosure and witnessing of child abuse internally within Global Support for Kids Initiative, where appropriate, to take and whom to contact, in the event of child protection concerns; - Protecting and supporting children, employees and others experiencing child abuse through psychological, medical and legal means where necessary.

## **Aims**

Global Support for Kids Initiative child protection policy aims to;

- Raise awareness throughout GSK Initiative about child abuse
- Provide guidance to employees and others and define expectations in dealing with prevention, raising, reporting and responding to concerns of child abuse
- Reduce the risk of child abuse through the recruitment and selection of employees and others.
- Reduce the risk of child abuse by developing an open aware management culture within the organization and in our work children

## **Key Messages**

Global Support for Kids Initiative child protection policy states;

- Global Support for Kids Initiative determines to promote the rights of the child in its projects, programmes and activities and therefore determines to fight child abuse as a major issue.

- All employees and other at Global Support for Kids Initiative are clear about their roles and responsibilities in the prevention of child abuse.

- All employees and others at Global Support for Kids Initiative are clear about how to receive, respond and report concerns of child abuse should they arise.

## **Developments**

What effect does the new policy have on employees and others?

- Recruitment and selection procedures will be continually updated and improved.
- Formal briefings and raising awareness will be aimed at all employees and others.
- All points will be risk assessed according to the level of contact with child.
- Managers will be responsible for the implementation of the policy.
- Reporting of concerns of child abuse will become mandatory for all employees and others



- Local procedures for raising and reporting concerns of child abuse will be developed.

Global Support for Kids Initiative child protection policy focuses on contact with children within programmes and events under the responsibility of Global Support for Kids Initiative. The conduct of employees and others outside the work environment may also contravene the principles and values of the child protection policy and, should issues arise, they will be considered on a case by case basis with the child's best interest and privacy of the individual in mind.

## **UNIVERSAL CATEGORIES OF CHILD ABUSE**

The four universal categories of child abuse are defined as follows and act as a reference for local environments.

- **SEXUAL ABUSE**

Actual or threatened sexual exploitation of a child forms of sexual activity such as rape, incest and pornography.

- **PHYSICAL INJURY**

Actual or likely physical injury to any child or a failure to prevent physical injury or suffering.

- **NEGLECT**

The persistent or severe neglect of a child or the failure to protect a child from exposure to any kind of danger including cold or starvation, failure to carry out important aspect of care resulting in the impairment of the child's health or development.

- EMOTIONAL ABUSE

Actual or likely severe adverse effect on the emotional and behavioral development of a child caused by persistent or severe emotional ill-treatment or rejection. All abuse involves emotional ill-treatment.

## **CHAPTER OF GSK INITIATIVE**

**The world-wide appeal of millions of children who suffer or die in silence inspires what follows:**

**As long as one child remains hungry, sick, abandoned, in misery or in pain, whoever, and wherever they may be, the movement GSK INITIATIVE, created for this reason, will pledge itself to the child's immediate and complete rescue.**

**Having determinedly sought out the child, GSK INITIATIVE will come to his/her aid in the way which responds most closely to his/her distress. In the child's country, if circumstances permit, or elsewhere, if not, the child will therefore be fed, cared for, provided with a family and restored to a life worthy of his/her rights as a child, always assured of tender and competent support**

**free of any political, religious or ethnics bias, simply human being working for human being, as an act of justice not condescension, in a spirit of self – effacement as close to personal anonymity as possible, GSK INITIATIVE is composed of voluntary and salaried workers committed to one common goal: the rescue of the child for whom the movement is both the ambassador and the instrument of life, survival and solace. So that none may be in doubt: neither those who suffer nor those who can relive the suffering, GSK INITIATIVE will strive to alert and to rally humanity around the infinite distress of countless children.**