

CHILD PROTECTION POLICY

1.1 Purpose

- 1.1.1 Child abuse is never acceptable; icddr,b has a commitment to protecting children with/for whom we work.
- 1.1.2 This policy sets out common values, principles, beliefs and describes the steps that will be taken in meeting icddr,b commitment to protect children.

1.2 Definition

- 1.2.1 [Article 19, UN Convention on the Rights of the Child (1989)] states: Parties shall protect the child from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse.
- 1.2.2 Children are defined as persons under the age of 18.

1.3 Scope/Eligibility

This policy applies to all staff, consultants, fellows, volunteers, students, guest investigators etc. (hereinafter referred to as 'icddr,b staff').

1.4 Guiding Principles

- 1.4.1 icddr,b is fully committed to safeguarding the welfare of children, being defined as persons below the age of 18 years.
- 1.4.2 icddr,b recognizes its responsibility to take all reasonable steps to promote safe practice and to protect those children that icddr,b staff work with or come in contact with at work from harm, abuse and exploitation by icddr,b staff.
- 1.4.3 icddr,b acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse by icddr,b staff.
- 1.4.4 icddr,b will meet its commitment to protect children from abuse through the following means:
 - 1.4.4.1 Awareness: we will ensure that all icddr,b staff are aware of the problem of child abuse and the risks to children.
 - 1.4.4.2 Prevention: we will ensure, through awareness and good practice, that icddr,b staff minimize the risks to children.

- 1.4.4.3 Reporting: we will ensure that icddr,b staff understand what steps to take where concerns arise regarding the safety of children.
- 1.4.4.4 Responding: we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

1.5 Procedure

In order that the above standards of reporting and responding are met, icddr,b will take seriously any concerns raised including but not limited to the following:

- 1.5.1 Take positive steps to ensure the protection of children who are the subject of any concerns.
- 1.5.2 Support children, icddr,b staff or other adults who raise concerns or who are the subject of concerns.
- 1.5.3 Act appropriately and effectively in instigating or co-operating with any subsequent process of investigation.
- 1.5.4 Be guided through the child protection process by the principle of 'best interests of the child'.
- 1.5.5 Listen to and take seriously the views and wishes of children.
- 1.5.6 Work in partnership with parents/careers and/or other professionals to ensure the protection of children.
- 1.5.7 Recruitment procedures will, where appropriate and possible, include checks on suitability for working with children.
- 1.5.8 Staff induction will include briefing(s) on child protection issues.
- 1.5.9 Contact details for reporting possible child abuse will be available to every member of icddr,b staff.
- 1.5.10 Where child abuse is reported investigation mechanisms and the full range of disciplinary measures available under icddr,b's policies will be applied (See Disciplinary Policy).
- 1.5.11 icddr,b will as far as practical ensure that children are not in any capacity being employed or otherwise used for labor by icddr,b contractors.

1.6 Child Protection Code of Conduct for all staff

- 1.6.1 icddr,b staff working with or in contact with children must never:
 - 1.6.1.1 Hit or otherwise physically assault or physically abuse children
 - 1.6.1.2 Physical/sexual relationships with children
 - 1.6.1.3 Develop relationships with children which could in any way be deemed exploitive or abusive
 - 1.6.1.4 Act in ways that may be abusive or may place a child at the risk of abuse
 - 1.6.1.5 Use language, make suggestions or offer advice which is inappropriate, offensive or abusive
 - 1.6.1.6 Act in ways intended to shame, humiliate, belittle or degrade children or otherwise perpetrate any form of emotional abuse
 - 1.6.1.7 Discriminate against, show differential treatment or favor particular children to the exclusion of others.
- 1.6.2 It is important for all icddr,b staff working with and in contact with children at work to:

- 1.6.2.1 Be aware of situations which may present risks and manage these.
 - 1.6.2.2 Plan and organize the work and the workplace so as to minimize risks
 - 1.6.2.3 As far as possible, be visible in working with children.
 - 1.6.2.4 Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
 - 1.6.2.5 Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behavior does not go unchallenged.
 - 1.6.2.6 Talk to children about their contact with staff or others and encourage them to raise any concerns.
 - 1.6.2.7 Empower children - discuss with them their rights, what is acceptable and unsatisfactory, and what they can do if there is a problem.
- 1.6.3 In general, it is inappropriate to:
- 1.6.3.1 Spend excessive time alone with children away from others/in isolation.
 - 1.6.3.2 Take children to your home, especially where they will be alone with you.
 - 1.6.3.3 Behave physically in a manner which inappropriate or sexually provocative
 - 1.6.3.4 Have a child/children with whom they are working to stay overnight at their home unsupervised.
 - 1.6.3.5 Sleep in the same room or bed as a child with whom they are working.
 - 1.6.3.6 Do things for children of a personal nature that they can do for themselves.
 - 1.6.3.7 Condone, or participate in, behavior of children which is illegal, unsafe or abusive.
- 1.6.4 All icddr,b staff are required to abide by the icddr,b child protection code of conduct.
- 1.6.5 icddr,b staff should avoid and must not tolerate actions or behavior which may constitute poor practice or potentially abusive behavior.
- 1.6.6 All icddr,b staff will have access to a copy of the child protection policy.

1.7 Reference Documents: HR Forms

- 1.7.1 Not applicable

1.8 Reference Documents: Annex

- 1.8.1 Not applicable.