

# PLAN INTERNATIONAL'S CHILD SAFEGUARDING POLICY FRAMEWORK AND PLAN'S ROLE IN SETTING UP CSP

*Presented by:*

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Chief Executive Officer

# What is Child Safeguarding Policy?

# What is your mission statement?

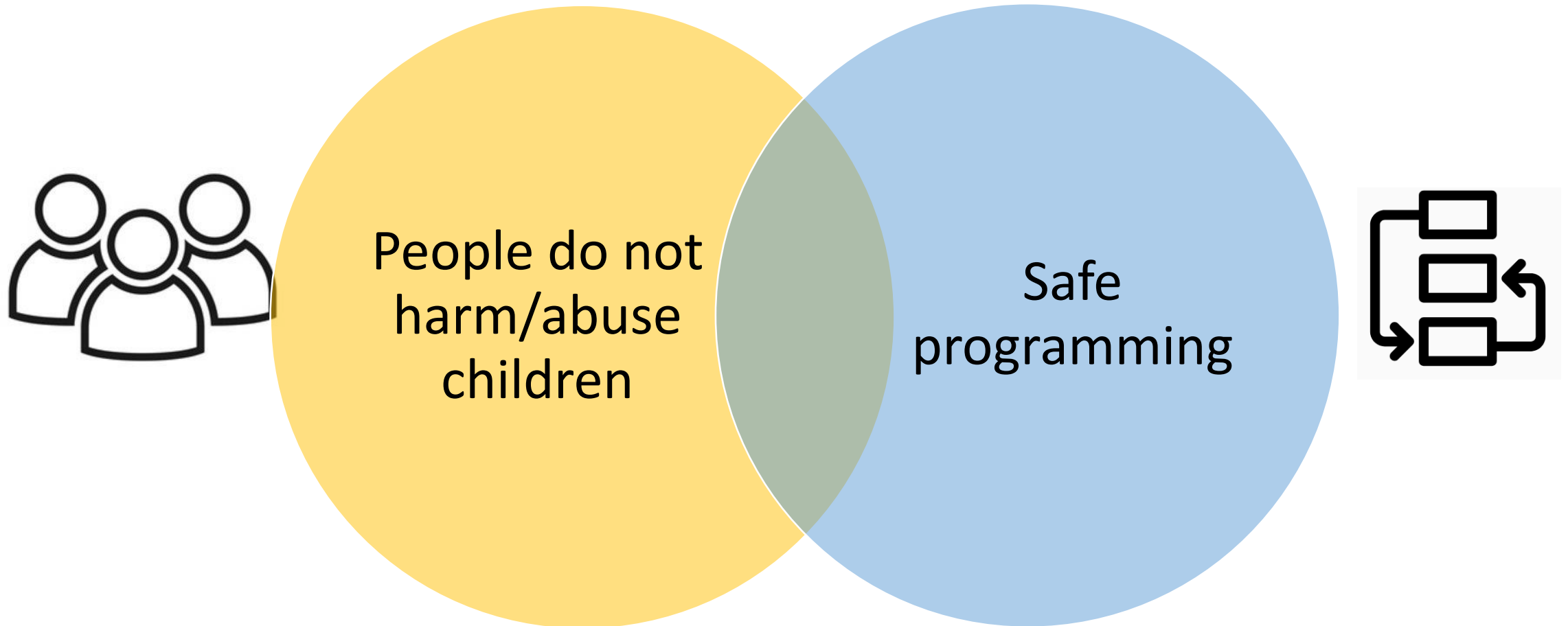
**Safe** and  
**Enabling** environment for

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# What is Child Safeguarding Policy?

- An **organisational policy** that
- ensures the organisation is **safe** and **enabling** for children's best interest and well-being.

# What is meant by 'safety'?



# Four Dimensions of Child Safeguarding Framework





# Behavioral standards

Examples of Code of conduct for coaches:

- **Do not overtrain athletes.** Maintain athletes' interest and promote their enthusiasm towards sports.
- Avoid any form of **harassment** towards your athletes. This includes harassment on sex, race and disability.
- Maintain appropriate boundaries with children and **avoid spending time alone** with children unnecessarily.





# Policy and Procedures

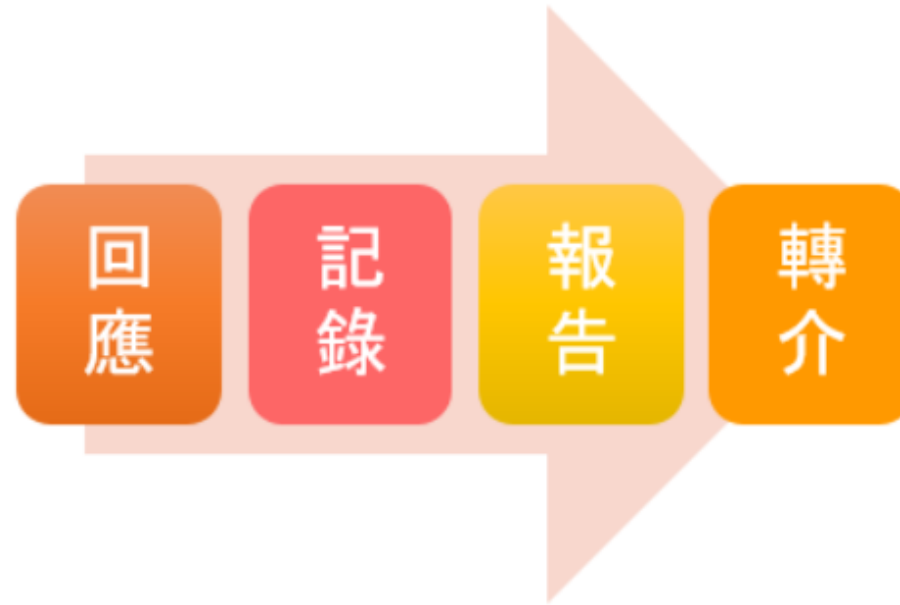


# Policy

- Provide a **clear code of conduct**
- **State what child safeguarding measures** are to be taken to guarantee children's safety.
- Policy is **applied to all staff** with acknowledgement by signing.
- Policy is **applied to all relevant persons** with acknowledgement by signing.

# Procedures

- To provide clear guidelines to employees, parents and children, so as to support them in reporting any suspicions of child abuse.



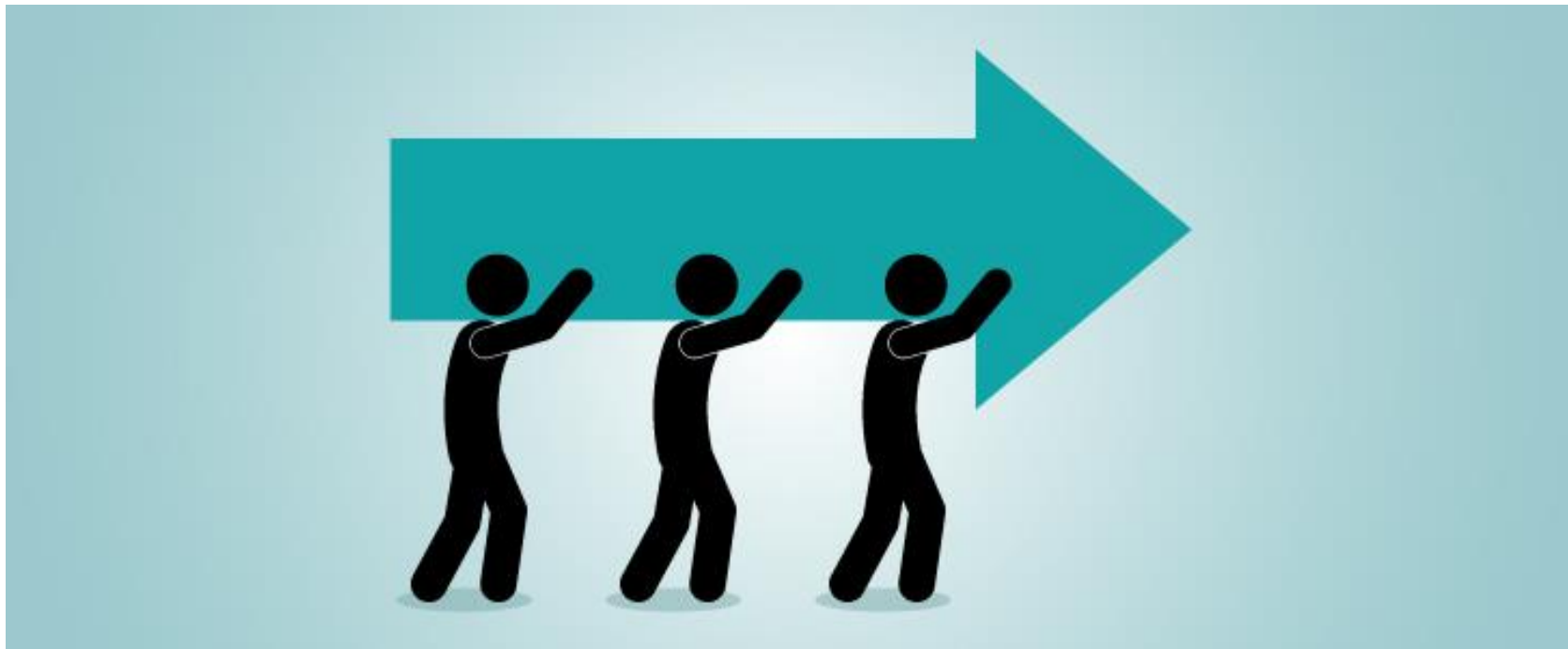
## 5 程序

### 5.1.1 通報懷疑兒童受傷害或虐兒個案流程圖

及早識別及通報懷疑兒童受傷害或虐兒個案可以有效預防問題惡化，對懷疑被傷害或虐待兒童提供所需的協助。



Unite efforts under a common goal

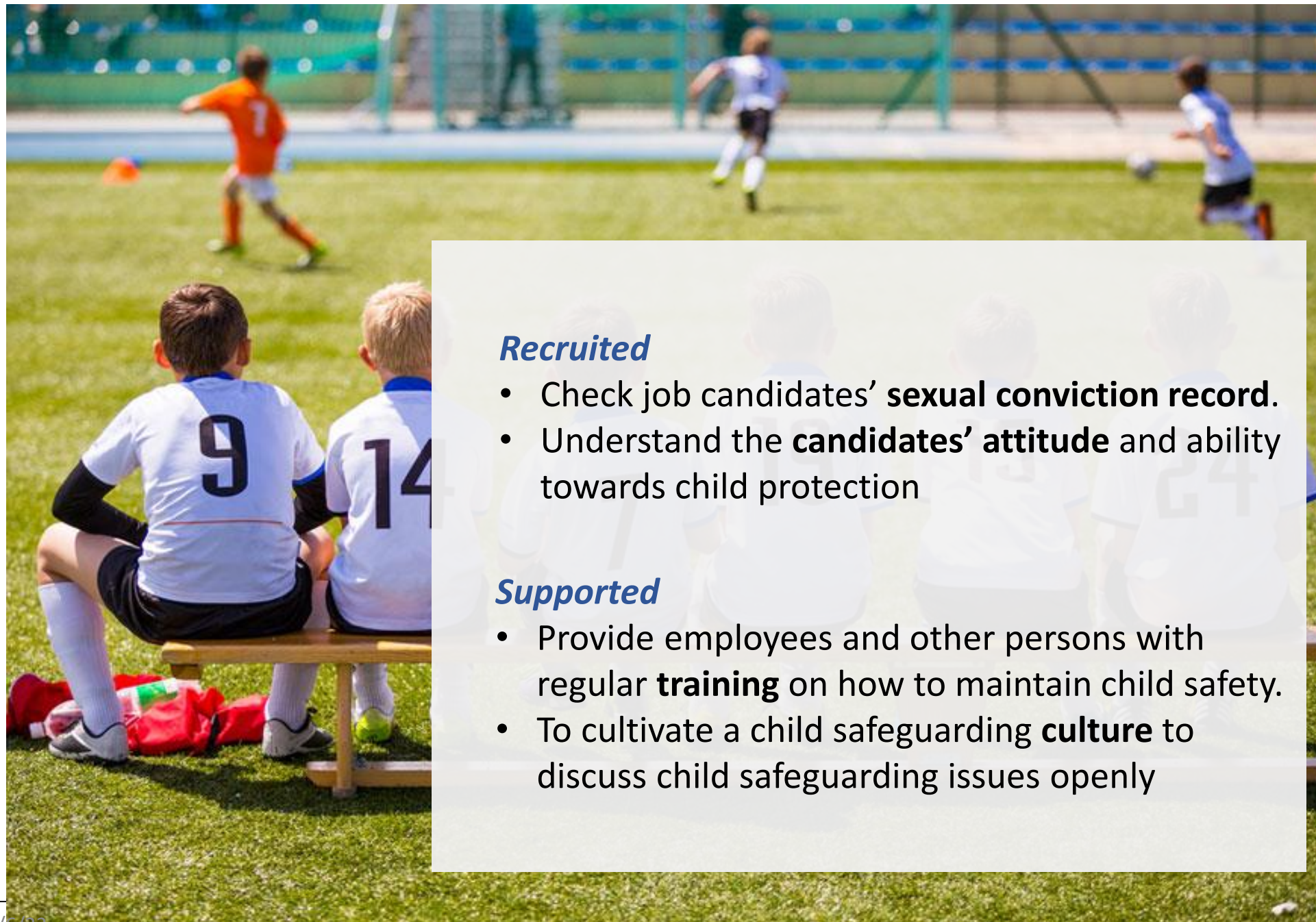


# People and Culture





Organisations must ensure **suitable** people are  
**recruited** and **supported**.



### *Recruited*

- Check job candidates' **sexual conviction record**.
- Understand the **candidates' attitude** and ability towards child protection

### *Supported*

- Provide employees and other persons with regular **training** on how to maintain child safety.
- To cultivate a child safeguarding **culture** to discuss child safeguarding issues openly

## Support to staff by training



1. Do our staff recognise different kinds of harm and know how to reduce it?



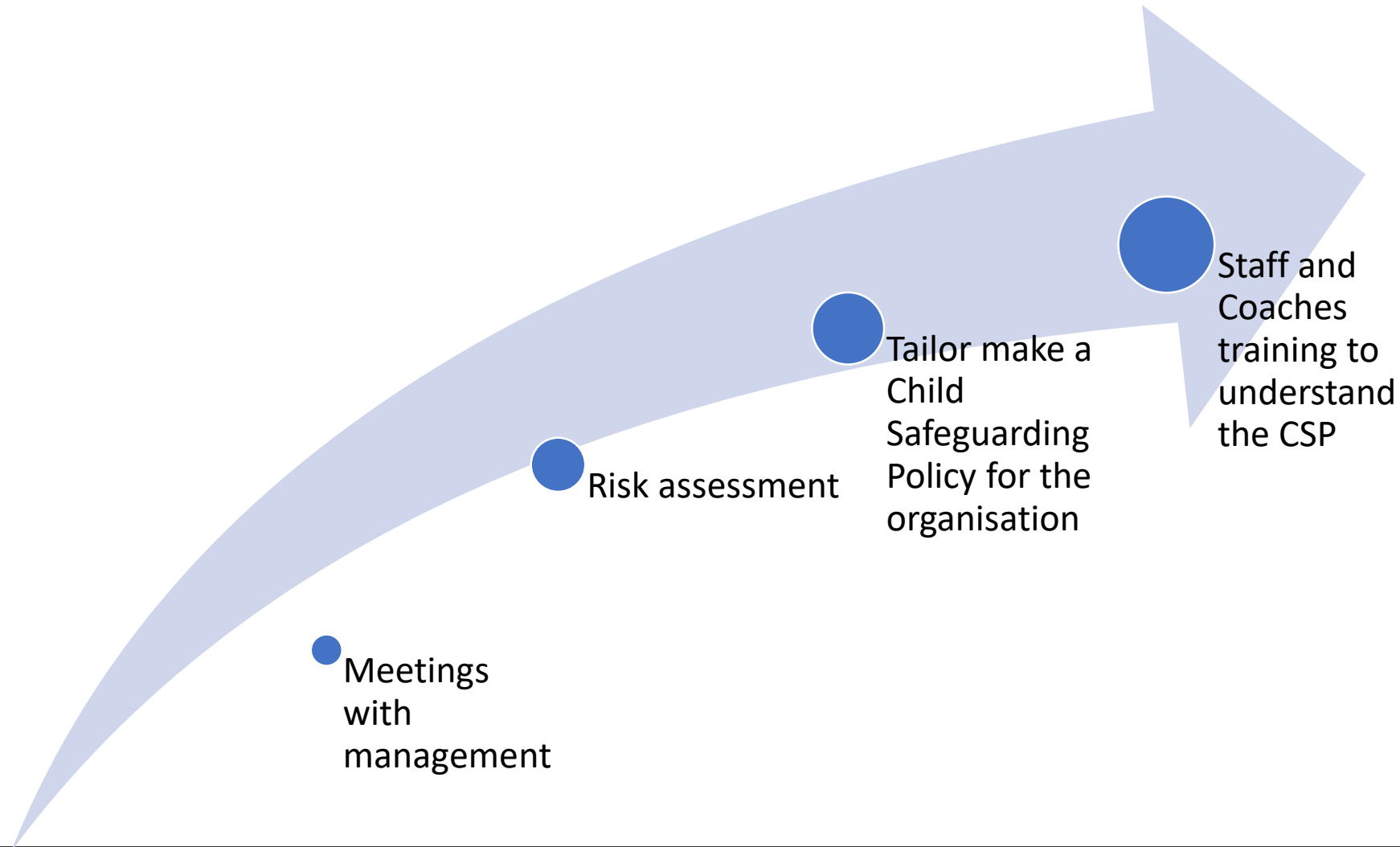
2. Do our staff know what procedures are in place to respond to child safety concerns?



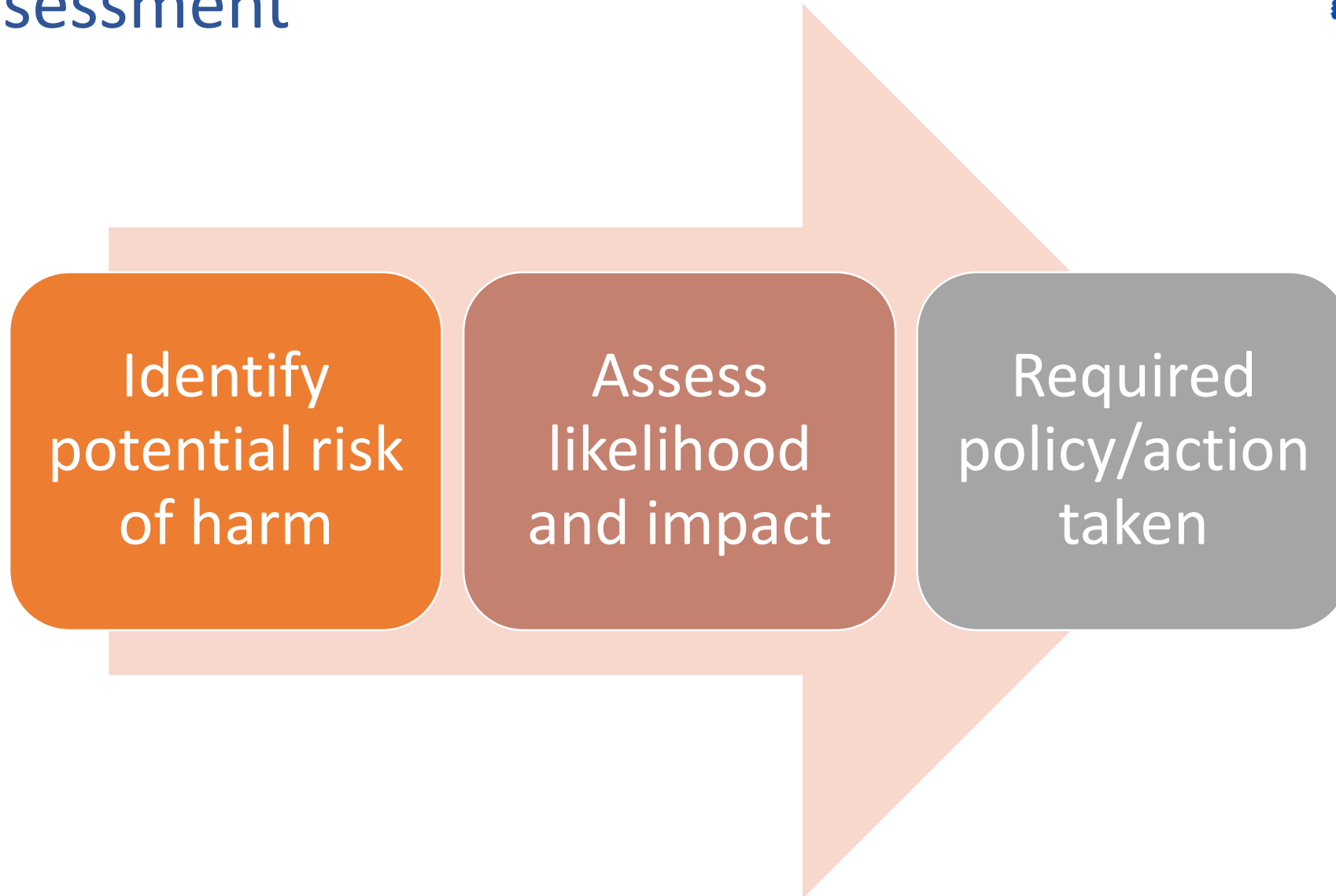
3. Do our staff trust that child safeguarding concerns/complaints will be taken seriously?

How can Plan International help?

# How can Plan International help?



# Risk assessment



# What will be in the Child Safeguarding Policy?

- Definitions of child abuse and harm to children
- Code of Conduct
- Responsibilities of the Board members, all staff, child safeguarding focal point
- Policy on recruitment, training, risk assessment and review
- Procedure of handling suspected child abuse and relevant forms

# Reporting procedures

- Provide **clear reporting guidelines** to staff, parents and children
- All incidents, allegations and complaints about child abuse should be **clearly recorded and stored.**
- Set up a **whistleblowing policy** (report without fear!)
- Ensure **children are well-protected during the investigation** of child abuse allegation with time limit



# We should let parents and children know...



Difference between appropriate and inappropriate behaviour

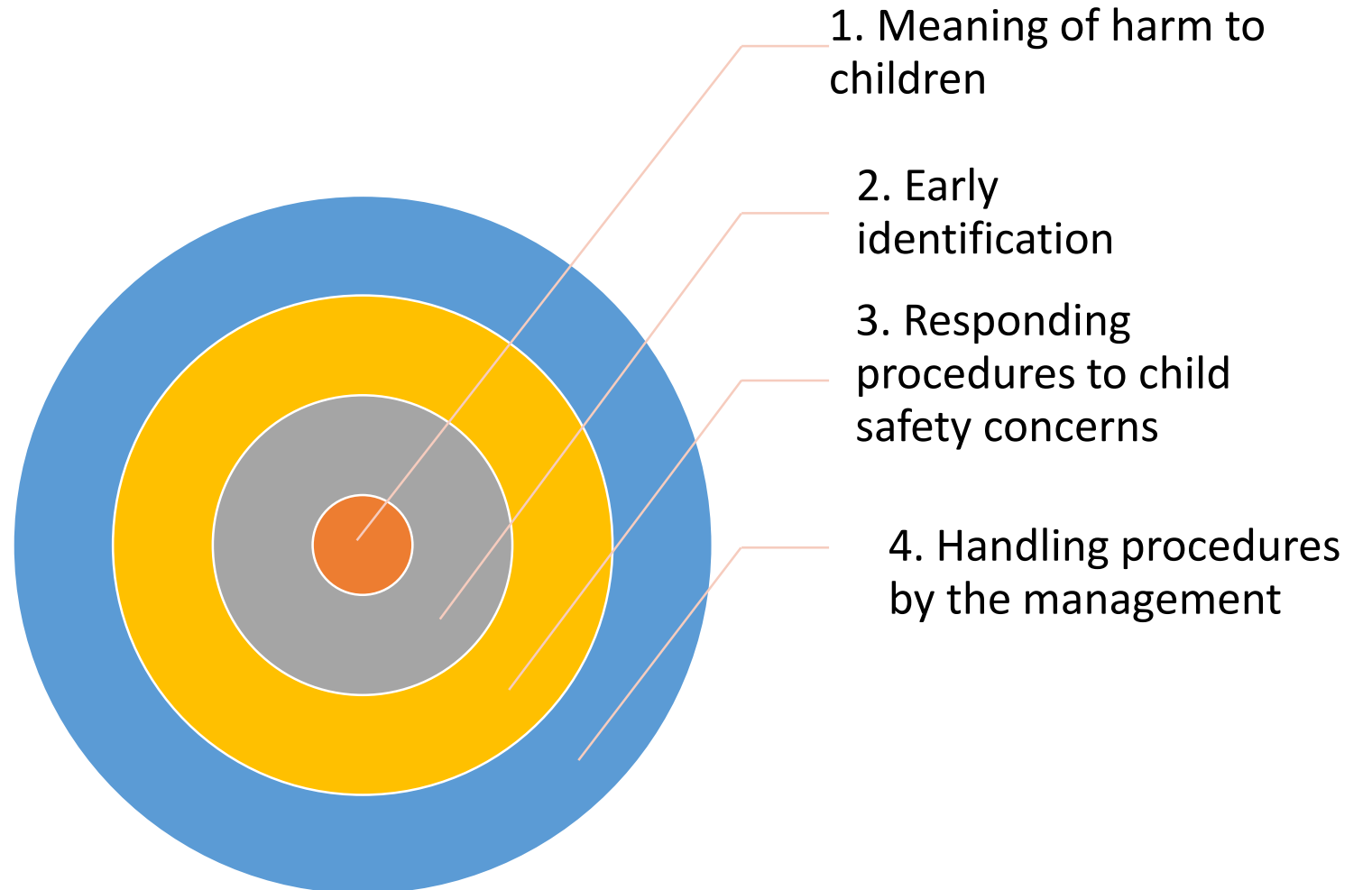


What measures the organisation is taking to protect their safety



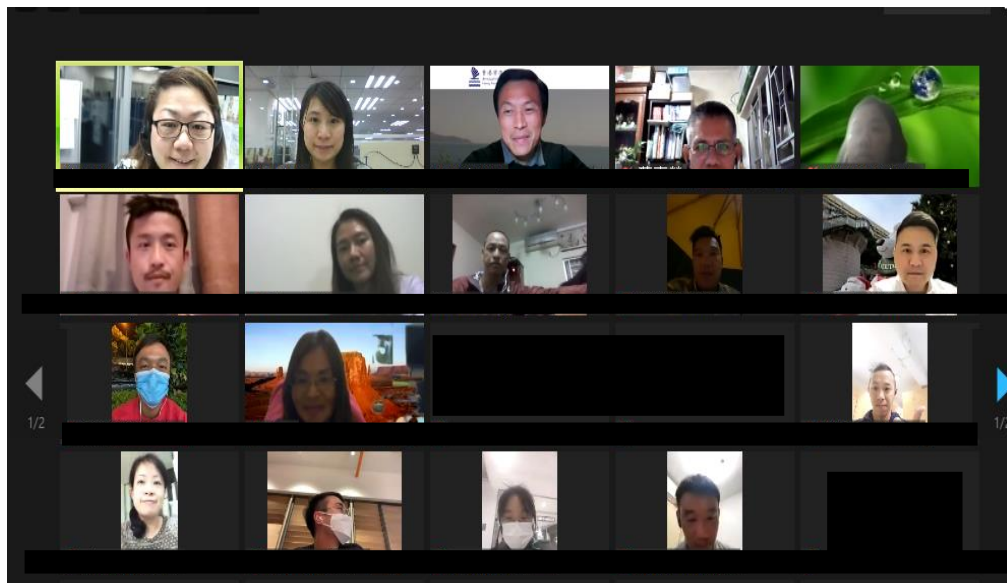
How to seek help in the organisation

# Our training involves...







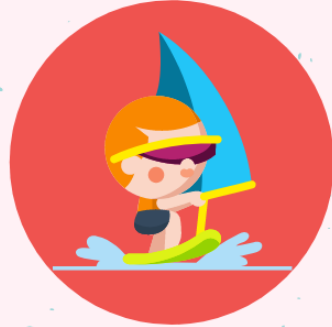




## We have provided services to...

- Hong Kong Football Association
- Hong Kong, China Rowing Association
- Hong Kong Girl Guide Association
- Hong Kong Flying Disc Federation
- Orientating Association of Hong Kong
- Windsurfing Association of Hong Kong
- Diamond Hill Baptist Church Bright Blossom Kindergarten
- ELCHK Kin Ming Nursery School
- Christian Alliance International School
- H.K.S.K.H Lady Macle hose Centre
- Alliance for Children Development Rights





## 《體育機構如何實施守護兒童措施》工作坊

### “How do Sports Institutions Apply Child Safeguarding Measures?” Workshop

14 / 5 / 2021



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國際培幼會

**THANK YOU!**