



CHILD PROTECTION POLICY

Liberi Foundation

Education and Healthcare
in Zambia

Date: 18-11-2024

Introduction

The Liberi Foundation is committed to promoting education and healthcare in Zambia. Our mission is to support children and families in vulnerable situations by providing access to quality education and healthcare. It is crucial that we protect the rights, safety, and well-being of children at all times in our work. This Child Protection Policy aims to provide clear guidelines and procedures to ensure a safe and protective environment for children in all activities organized or facilitated by the foundation.

Objective of the Child Protection Policy

The objective of this policy is to:

1. Ensure the protection of children from abuse, neglect, exploitation, and other forms of mistreatment.
2. Provide clear guidelines and procedures for staff, volunteers, and partners of the foundation.
3. Ensure that all children in the foundation's programs are treated with respect and dignity.
4. Raise awareness about children's rights and the responsibility of the foundation and its staff to uphold them.

Definition of a Child

According to Zambian legislation and the United Nations, a child is defined as any person under the age of 18. This policy focuses on the protection of children within this age group.

Principles of Child Protection

1. Words and Actions of the Foundation:
 - The foundation ensures a safe and respectful environment for children, where their rights, dignity, and personal integrity are always respected.
 - The foundation operates in a way that promotes the well-being of children, where violence, abuse, or neglect is never tolerated.
2. Responsibility of Staff and Volunteers:
 - All staff, volunteers, and partners of the foundation are required to adhere to the guidelines and code of conduct established in this policy.
 - It is mandatory to report any irregularities or suspicions of abuse or mistreatment immediately to the relevant authorities and the Liberi Foundation.
3. Access to Proper Care:
 - In cases of suspected abuse or dangerous situations for a child, the foundation will work with relevant local authorities to protect the child and provide the necessary care.

Code of Conduct for Staff and Volunteers

All staff and volunteers of the Liberi Foundation must adhere to the following behavioural guidelines:

1. Respect for Privacy and Boundaries:
 - It is essential that children are respected in all situations. Staff should not ask personal questions that infringe upon a child's privacy unless it is necessary for the safety or well-being of the child.
 - Children should not be placed in situations where they feel uncomfortable or vulnerable.
2. Safety in Interaction:
 - Physical contact with children must always be appropriate and in a professional context. Inappropriate touching or behavior will not be tolerated.
 - Staff must always be present in an open and transparent setting when interacting with children.
3. Responsibility and Reporting:
 - Every staff member has the responsibility to report any form of abuse, mistreatment, or neglect of children to their supervisor or a designated trusted person within the foundation.
 - Confidential information about a child or their family may only be shared with the consent of those involved or when necessary to protect the child.

Prevention of Abuse and Degradation

1. Training and Awareness:
 - All staff and volunteers will receive regular training on children's rights, child protection, and how to recognize signs of abuse or neglect.
 - Specific sessions will also be held on safe practices when interacting with children in educational and healthcare settings.
2. Behavioral Regulations and Monitoring:
 - Strict guidelines will be established regarding the behaviour of staff and volunteers towards children, both within and outside of educational and healthcare contexts.
 - There will be an ongoing monitoring process to ensure that these behavioural guidelines are enforced.

Complaint and Reporting Procedure

1. Confidential Reporting:
 - Children, parents, staff, and volunteers can confidentially report abuse or mistreatment through a special reporting point or to a designated trusted person within the foundation.
 - The foundation will provide a secure method for submitting complaints anonymously, ensuring that no one feels threatened when reporting incidents.
2. Investigation and Action:
 - Upon receiving a report, the foundation will immediately begin an investigation. During this process, the child will be kept safe and supported at all times.
 - If necessary, the case will be handed over to the relevant local authorities, such as the police or child welfare services.

Role of Parents and the Community

1. Involvement of Parents:
 - The foundation will work closely with the parents and caregivers of children to inform them about the child protection policy and their role in protecting their children.
 - Parents will be involved in discussions about their children's health and well-being, and will be encouraged to stay alert for signs of abuse or neglect.
2. Collaboration with the Local Community:
 - The foundation will collaborate with local communities, schools, and healthcare institutions to raise awareness about child protection and build a network of support for children.

Conclusion

The Liberi Foundation recognizes its responsibility to protect children from all forms of abuse, neglect, and exploitation. This child protection policy forms the basis for a safe environment where children can learn, grow, and develop, both in education and healthcare. We always prioritize the interests of children and are committed to their protection and well-being in all of our activities.

Signature of Director

Liberi Foundation

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Wilma Kaptijn
HET SPIJK 12
8321 WT URK
THE NETHERLANDS
TEL: +31 (0) 527 763 423