



**CHILD PROTECTION  
POLICY**

**JDF**

**JIREH DOO FOUNDATION**

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## **Introduction and Preamble 11**

Jireh Doo Foundation (JDF) as a non-profit and non-governmental organization was founded in 2003 and became operational in the same year. The organization gained her corporate identity in 2008 by registering with the CAC. JDF's uniqueness lies in her interventions for poor and excluded communities including services to single women and orphaned by HIV, Persons Living with HIV, Youth as well as advocating for favorable policies for these target group. The organization particularly nurture partnerships with public institutions, other CSOs and agencies towards improving the lives of women, children's young people and other marginalized populations through participation, service delivery capacity building and networking amongst others in the achievement of sustainable development.

### **MOTTO**

*"Voice for the voiceless"*

### **VISION**

Envisions a society where the poor and vulnerable have access to social justice and sustainable livelihood.

### **MISSION STATEMENT**

JDF is committed to enhancing social justice of the underserved for a healthier society through creating access to sustainable livelihoods, basic health information, inclusive governance, gender equity and improved response to emergencies.

### **Core Values**

Jireh Doo Foundation upholds the following values

- Respect for human rights
- Ensuring integrity in our relationship with stakeholders
- Make transparency and accountability a priority in all our actions.
- Encourage team work
- Effectiveness Efficiency and Excellence
- Value for Money

## **Aims and Objectives**

- To Improve the livelihoods of the marginalized and their communities through empowerment and inclusive solidarity
- To provide a purposeful and transparent leadership in the management and administration of the resources of Jireh Doo Foundation towards achieving her desired goal.
- Build and retain a workforce that is bold, responsive and innovative capable of delivering high quality services to our target beneficiaries.
- To strengthen the capacity of our stakeholders to respond to their socio-economic challenges
- Develop a sustainable and credible referral systems that ensures the social wellbeing of target beneficiaries
- To ensure gender equity in the access and utilization of community resources and the respect for human rights.
- To respond to the needs of the distressed in our society

## **Statement on commitment to child protection**

This policy statement affirms JDF's commitment to the welfare of children and their protection from abuse and exploitation In consistent with her vision, JDF seek to create and maintain a healthy organizational environment free of harassment, exploitation and also ensuring same in all her implementing communities while inter-phasing with children.

## **Purpose of the policy**

The challenges faced by the Nigerian are obvious. This rages from rape, battering, trafficking, homelessness and lack of protection. These among others have placed children in a vulnerable state hence a need for this policy. There is a growing awareness that sex offenders are targeting and infiltrating organizations in order to access children. International non-government organizations (INGOs), in particular those working with children and/or based in developing countries, are particularly susceptible. This policy aims to deter, minimize and remove opportunities for child abuse to occur in our country programs

## **Guiding principles**

IDE is an organization that has a mandate of protecting the rights of people especially vulnerable groups. In line with the mandate of the organization to be a voice for the voiceless, the rights of children are a high priority and we seek to protect them from any form of abuse or exploitation that may come from their parents or caregivers, other community members or staff. This policy serves as a check for all persons' interactions with children at all levels in our operation.

JDF works with orphans (single and double orphans), children with disabilities, children with illnesses, children with single parents who are at the risk of abuse from relations or other adults in the society.

## **Context**

### **Definitions**

For the purpose of this policy, a child will be considered to be a person under the age of 18 years (UNICEF convention on the rights of a child).

The policy applies to:

- All staff
- All contractors, e.g. consultants
- All volunteers and interns
- All Board members
- All community members

Child abuse can be physical abuse, emotional abuse, neglect and or sexual abuse. **Physical abuse:** Physical abuse occurs when a person purposefully injures or threatens to injure a child or young person. This may take the form of slapping, punching, shaking, kicking, burning, shoving or grabbing. The injury may take the form of bruises, cuts, burns or fractures.

**Emotional abuse:** Emotional abuse is a chronic attack on a child or young person that undermines their mental and psychological health. It can take the form of name calling, threatening, ridiculing, intimidating or isolating the child or young person.

**Neglect:** Neglect is the failure to provide the child with the basic necessities of life (where such necessities are available), such as food, clothing, shelter and supervision to - the extent that the child's health and development are at risk  
**Child Sexual Abuse:** Sexual abuse is when a child or young person is used by an older or bigger child, adolescent or adult for his or her own sexual stimulation or gratification, or economic gain

**Grooming:** is the process in which an adult builds a relationship with a child or the child's caretaker to gain the child's or the caretaker's trust for the purposes of sexually abusing and/or exploiting the child. Grooming typically occurs in phases, and it can happen online or face to face, by a stranger or by someone the child or caretaker knows. Since it is a gradual process, it can sometimes be difficult to detect. Here are a few indicators that an adult may be grooming a child or his/her caretaker:

- Favouring the child over others
- Providing the child with rewards or privileges
- Isolating the child from others
- Expressing interest in a child who is particularly vulnerable or in need of support (e.g., previous abuse of the child by another)
- Befriending the parents or caretakers who are responsible to protect the child
- Providing the child with alcohol or drugs g. Building intimacy (i.e., having inside jokes or telling the child that nobody understands him/her like the groomer does)
- Threatening, blackmailing, intimidating, or scaring a child by saying the groomer will do something to the child's family or friends

### **Scope of the Policy**

This policy is applicable to all stakeholders who include staff, volunteers, visitors, sponsors, board members and consultants etc. that might have access/interactions

with our children at any point. The interactions can be directly or through program design and decision making.

All of these will be required to agree and sign to the child protection policy before engagement

### **Child protection risk Management**

JDF works with children who are very young, abandoned children, orphans, children living with disabilities Children who are victims of abuse and exploitation, displaced children and other vulnerable children. Considering that not staff and volunteers who are recruited to work with this highly vulnerable groups are screened, JDF fully owing to emergency situations and there might be little or no time to adequately supervise them this poses a high risk to the children and the organization's work as some of the staff and volunteers work with the children in locations which are isolated, overcrowded, home-based and in war or disaster areas through one on one contact, physical contact, personal hygiene tasks. To address some of these situations that pose high risk to the children, JDF will:

- Institute a non-formal supervision in which visitors will not be allowed to attend children-based program unsupervised
- Site programs in areas where visitors outside are not encouraged to visit a program
- Organize Programs that discourage staff working alone

JDF will monitor its programs to ensure that they do not put the children at risk and in an event of any abuse a case management process will be instituted o handle the case.

### **Code of Conduct for working with Children**

JDF will ensure that through awareness and personal and professional conduct that staff and others minimize the risk to children.

**Vigilance in Recruitment and Selection:** The Human Resources team and Country Offices adhere by strict guidelines in the recruiting process of new staff, consultants, volunteers and interns. The recruitment guidelines will be reviewed and updated.

Regularly to ensure that they accurately reflect child safe recruiting and screening standards.

The recruitment guidelines will include:

- A clear and bold statement that confirms JDF's commitment to child protection in all advertising
- Adopting 'best practice' recruitment and selection techniques.
- Conducting reference checks
- Conducting police checks where required and feasible

**Child Safeguard:** The principles in this policy have been drawn from key international and regional instruments such as: International Standards for Keeping Children Safe, the UN Convention on the Rights of a Child, IASC Minimum Operating Standards for PSEA and the Core Humanitarian Standard. JDF is committed to safeguarding the wholeness and wellbeing of Children, and all activities connected to Children and ensuring they have equal rights to protection from harm.

If a child or a witness of abuse reports an incident, the child/young person must be taken seriously and listened to by JDF fully. Once an allegation is made there should be an immediate response that protects the child from further potential abuse or victimization. Where appropriate, the family of the; child victim should be informed of the allegation and action proposed and they should be consulted where possible as to the process to be followed. This process will be steered and guided by the National coordinator or the case manager where applicable.

JDF has a duty to manage sensitive information in a respectful, professional manner that complies with the applicable law. Staff must keep all information about any suspected or reported incidents strictly confidential. Information may only be divulged to JDF National Child Safeguarding Focal Point or JDF focal points, Legal Department, Human Resources Business Advisor, and/or any other senior staff directly. Child welfare/protection concerns must be reported through the local/state mandated system.

Each Office will have an office-specific Child Protection reporting procedure that takes into account the local context.

**Document the incident:** As soon as possible (within a period of 24 hours of the disclosure), the staff member receiving the disclosure needs to have fully documented the allegation, including the time, place and witnesses. An anonymized report will be used in court if charges are forthcoming and if it will enhance justice for the child, However JDF reserves the right to withhold the report/information if more harm will be caused to the child.

All reports should be submitted to the National Coordinator.

### **Responding**

JDF will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

**Distance the alleged perpetrator:** The best interests of the child may warrant the standing down of a staff member or volunteer while an investigation commences. Staff members stood down receives full pay and are entitled to a just process that does not pre-suppose guilt or innocence. The allegations should not be discussed or communicated to other people until such have been considered and a decision made by management The decision made should be documented and filed.

**Confidentiality:** Confidentiality is crucial to a fair and effective reporting procedure. It is unacceptable and potentially defamatory for concerns of child abuse (and abusers) to be spread throughout the organization rather than being directed through a formal complaints process. All participants must understand the importance of following the set reporting lines when concerns arise. Confidentiality protects the child, the notified, the respondent and the organization, and ensures a fair and proper process.

Reprisal JDF will not tolerate any form of coercion, intimidation, reprisal or retaliation against any employee who reports any form of abuse or exploitation, provides any information or other assistance in an investigation.

**Counselling support:** Professional counselling support will be made available to all parties involved.

**Investigation of complaints:** Physical and/or sexual abuse of a child is a crime. Organizations may be required to notify authorities when there are reasonable grounds for reporting abuse particularly if the allegations are made in Nigeria or involve a Nigerian citizen.

### **Review of this Policy**

JDF will review this policy every five years or earlier if warranted

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**Statement of commitment of Jireh Doo Foundation Child Protection/child safeguarding Policy**

I, \_\_\_\_\_, have read and understood this child protection policy revised (2021). I agree with the values and beliefs contained within it and agree to work in accordance with the standards guidelines and procedures it outlines while working **with Jireh Doo Foundation.**

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

Job Title: \_\_\_\_\_

Signature: \_\_\_\_\_

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