



# UMOJA SPORT CHILD PROTECTION POLICY

## OVERVIEW

In accordance with The United Nations' Universal Declaration of Human Rights, the Convention on the Rights of the Child, and the Congolese constitution, Umoja Sport Foundation acknowledges their duty to safeguard and promote the welfare of children and is committed to maintaining high standards of child protection and complying with best practice standards.

We recognize that the welfare and interests of children are the highest priority in all circumstances. We aim to ensure that regardless of age, gender, religion, ethnicity, disability, or socio-economic background, all children:

- Have a positive and enjoyable experience at Umoja Sport in a safe and child centered environment.
- Are protected from abuse whilst in the compound of Umoja Sport.

Umoja Sport acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

As part of our safeguarding policy, Umoja Sport will:

- Promote and prioritize the safety and wellbeing of children and young people
- Ensure everyone understands their roles and responsibilities in respect to safeguarding children and is provided with appropriate learning opportunities to recognize, identify, and respond to signs of abuse and neglect, and other safeguarding concerns relating to children and young people
- Ensure appropriate action is taken in the event of incidents/concerns of abuse and provide support to every individual who raises or discloses the concern
- Ensure that confidential, detailed, and accurate records of all safeguarding concerns are maintained and securely stored
- Prevent the employment/deployment of unsuitable individuals
- Ensure safeguarding arrangements and procedures are in operation.



## OUR RESPONSIBILITY

Umoja Sport requires that each participant, staff member, and volunteer, regardless of position or tenure:

- Respect every child's need for, and rights to, an environment where safety, security, praise, recognition, and opportunity for taking responsibility are available
- Respect the feelings and views of others
- Recognize that everyone is important and that our differences should be valued, as they make each of us special
- Show appreciation of others by acknowledging individual qualities, contributions, and progress.

We are committed to the identification of abuse, and prompt and collective action to deal with it. It is the responsibility of participant, staff member, and volunteer, regardless of position or tenure to:

- Report incidents of abuse they see-by doing nothing they encourage abuse.

Each child should know who will listen to and support them. It is our responsibility to:

- Establish an open-door system for children wishing to talk about abuse or any other issue that affects them
- Identify and address barriers to children approaching adults for help
- Listen carefully to and support anyone who reports an incident of abuse
- Investigate objectively and listen carefully to all those involved with any reported incidents of abuse
- Respect every child's right to play and live in a safe environment.

Umoja Sport's invited visitors are not to photograph children without prior consent from the Umoja Sport management team.

All Umoja Sport members are obliged to sign our Child Protection Policy and are obliged to adhere to all its contents. Our Child Protection Policy shall also be made known to all invited visitors to Umoja Sport activities. If the policy is in any way violated by an Umoja Sport invited visitor, the visitor will be removed from Umoja Sport's property and if appropriate, legal action may be pursued.



## WHAT IS ABUSE?

Abuse is a deliberate act, or series of actions, that leads to harm. This includes, but is not limited to, verbal, physical, sexual, emotional and psychological abuse.

### **Physical abuse:**

Deliberate physical harm to a child, or failure to prevent physical suffering, including hitting, shaking, throwing, poisoning, burning, or scalding, drowning, or inappropriately giving drugs to control behavior.

### **Neglect:**

Persistent failure to meet a child's physical and/or psychological needs, including failure to provide adequate food, shelter and clothing, failing to protect a child from physical danger, failing to ensure access to appropriate medical care, lack of stimulation, lack of supervision, or failure to respond to a child's basic emotional needs.

### **Sexual abuse:**

Forcing or enticing a child to take part in sexual activities, whether the child is aware or not of what is happening, and informed consent is not or cannot be given; including acts of physical contact, and non-contact activities, or encouraging children to behave in sexually inappropriate ways.

### **Emotional abuse:**

Persistent emotional ill treatment of a child that causes severe effects on the child's emotional development, including telling children that they are worthless, unloved, or inadequate, causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

### **Bullying:**

Bullying includes online as well as offline behavior such as pushing, kicking, hitting, and other unwanted physical contact; name calling, sarcasm, spreading rumors, sexual comments or behavior.



## **REPORTING ABUSE**

Any and all instances of abuse and/or suspicions of abuse must be reported. Confidentiality is one of the most important things when dealing with issues and concerns regarding abuse.

If an Umoja Sport staff member or volunteer suspects that any person is abusing a child involved with Umoja Sport, he/she must follow the procedure described below:

- Note the date and time you identified the abuse.
- Note the reason for suspecting abuse.
- Report your concerns to your immediate supervisor, who will report the matter to the Management team.

Umoja Sport will open an investigation of the allegation which will include interviewing relevant individuals and informing the parents or guardians of the allegation. Where appropriate, Umoja Sport will report the abuse to authorities and if necessary, seek a safe place for the child in question.

If an Umoja Sport staff member or volunteer suspects that the fellow staff member or volunteer is abusing a child, the following procedure is applicable:

- Note the date and time the suspected abuse was identified.
- Note the reason for suspecting abuse.
- Immediately report the matter to the General director who will communicate with the CEO and Board of Directors.

Those found to have violated this policy will be subject to disciplinary action up to and including termination.

Umoja Sport may decide to begin legal action against the former team member and will always cooperate with police for a criminal investigation.