



YOUTH ALIVE SAFEGUARDING COMMITMENT

Youth Alive Uganda is committed to journeying with children to adulthood ensuring that they live to realise their dreams and ambitions. Our work with children include skills development, health, economic strengthening, and Human rights. Since our work involve regular contact with children in organisation and communities, protecting them from presupposes from any kind of harm, real or potential, is an integral part of ensuring that Children live their lives to the full. It is with this in mind that this Child Safeguarding Policy has been written.

Youth Alive Uganda recognises the importance of safeguarding and is committed to ensuring it manages a wide range of risks such that children and adults at risk/communities, staff, other associates and the organisation as a whole are kept safe from harm, either direct or indirect, intentional or as a result of unintended consequences. The principle of ‘best interests’ will guide our actions in response to concerns and breaches of this policy.

Safeguarding refers to the responsibility of Youth Alive Uganda to make sure our staff, operations and programmes do no harm to children and vulnerable/at risk adults, or expose them to abuse or exploitation, and includes protecting our staff from inappropriate behaviour such as bullying and all forms of harassment.

YOUTH ALIVE’S CODE OF BEHAVIOUR FOR ADULTS WORKING WITH CHILDREN AND YOUNG PEOPLE

It is important for all employees, volunteers and others in contact with children to:

- Treat all children with courtesy and respect
- Provide an example of good conduct you wish others to follow
- Value and respect children as individuals
- **listen to children and young people**
- Encourage and praise children, comment on helpful, courteous and other positive behaviour.
- Rewarding their efforts as well as achievements
- Involve children in decision-making in matters which affect them, in an age appropriate way
- Operate within our School’s principles and guidance and any specific procedures
- Praise and encourage children to further their development
- Reward efforts as well as achievements
- Be visible to others when working with children whenever possible
- Challenge and report potentially abusive behaviour
- Develop a culture where children can talk about their contacts with staff and others openly
- Respect each child’s boundaries and help them to develop their own sense of their rights as well as helping them to know what they can do if they feel that there is a problem.

In general, it is inappropriate to:

- Spend excessive time alone with children away from others
- Take children to your own home, especially where they will be alone with you
- Smoke tobacco while working with children
- Engage in rough play with children

Employees, volunteers and others must never:

- Hit or otherwise physically assault or physically abuse children
- Verbally abuse children
- Leave children unsupervised
- Develop sexual relationships with children
- Develop relationships with children which could in any way be deemed exploitative or abusive
- Use or be under the influence of drugs / alcohol while working with children
- Act in ways that may be abusive or may place a child at risk of abuse.

Employees, volunteers and others must avoid actions or behaviour that could be construed as poor practice or potentially abusive. For example, they should never:

- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive
- Behave physically in a manner which is inappropriate or sexually provocative
- Have a child/ child with whom they are working to stay overnight at their home unsupervised
- Sleep in the same room or bed as a child with whom they are working
- Do things for children of a personal nature that they can do for themselves
- Condone, or participate in, behaviour of children which is illegal, unsafe or abusive
- Act in ways intended to shame, humiliate, belittle or degrade
- Discriminate against, show different treatment, or favour particular children to the exclusion of others.
- Use discriminatory language or behavior relating to race, culture, age, gender, disability, religion, sexuality, or political views.