

New Dream of Cambodian Children Organisation Child Protection Policy

Last updated: March 13, 2019

The purpose and scope of the policy

New Dream of Cambodian Children Organisation (NDCCO) is determined to take all necessary steps to manage and minimize any potential risk of child abuse for the children in our care and to protect them from harm.

This Child Protection Policy outlines our commitment to provide the children who study at NDCCO with a safe, nurturing and joyful environment.

The policy applies to all individuals who will come into contact with children through NDCCO: members of the NDCCO management team, staff, business partners, sponsors, volunteers, interns, contractors, prospective employees and visitors. The term NDCCO associates will be used in this document.

Definition

- Child means any human being below the age of eighteen years old.
- Child abuse includes sexual exploitation, physical or mental harm deliberately caused to a child.

Statement of Commitment

We believe that:

- children and young people should never experience abuse of any kind.
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare of the child is paramount.
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse.

Code of Conduct

When interacting with children in the care of NDCCO, all NDCCO associates must follow the code of conduct below.

- Always put the welfare of the children first.
- Treat all children equally with respect and dignity.
- Never spend time alone with a child at any time.
- Wait for appropriate physical contact, such as holding hands, to be initiated by the child.
- Ensure that any form of manual, physical support or play that is required is provided openly according to guidelines in this document.
- Never humiliate, belittle, or degrade a child. Any form of emotional abuse is not acceptable.
- Never hit, physically assault or abuse children. This includes, and not limited to, kicking, punching, pushing, shoving, slapping, pinching, biting or any other action that could cause fear, intimidation or distress.
- Under no circumstance should any physical contact be or have the appearance of being sexual in any way.
- Never develop a relationship that could possibly be deemed as abusive or exploitative.
- No associate is permitted to socialise with the children outside the organisation premises apart from a friendly hello.
- Not swear or use offensive language around the children.
- Never provide any child alcohol, cigarettes or drugs of any kind.
- Never transport any children by any means of transport without explicit consent of NDCCO management.
- No child is to be taken to any associates home, guesthouse, hotel or accommodation.
- No presents of any kind are to be given to the children without prior arrangement with NDCCO management.

Visitors to the school

- No visitor is allowed in without informing NDCCO management.
- All visitors are closely monitored by NDCCO staff. No visitor is left alone.
- Photography is only permitted if NDCCO management give approval.

Use of children's images

Before photographing or filming a child, all NDCCO associates will:

- Assess and endeavour to comply with local traditions or restrictions for reproducing personal images.
- Obtain consent from the child, a parent or guardian of the child. As part of this I must explain how the photograph or film will be used.
- Ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner.
- Ensure that children are adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images are honest representations of the context and the facts.
- Not place a photograph or personal information (age, last name, geographical location, health, education or other) of a child online, on a website or email it to others.