



Taysha

Child Protection Policy

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Taysha Consulting, Ltd.
Somerset House Exchange
The Strand
London WC2R 1LA
United Kingdom

Companies House Number: 9058949

www.tayshaconsulting.com

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Child Protection Policy

INTRODUCTION

1. Taysha Consulting, Ltd. acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and UK government requirements.
2. The purpose of this policy is to ensure the welfare of any children that come into contact with Company representatives, contractors or employees.
3. The policy recognises that the welfare and interests of children are paramount in all circumstances and that All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the right to equal protection from all types of harm or abuse.
4. The Company 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.
5. As part of our safeguarding policy the Company will:
 - promote and prioritise the safety and wellbeing of children and young people
 - ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, 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 support provided to the individual/s who raise or disclose 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 robust safeguarding arrangements and procedures are in operation.
6. The policy and procedures will be widely promoted and are mandatory for everyone involved or associated with the Company – employees, representatives, contractors and partners. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.
7. The Company’s Director / Chief Executive is responsible for the execution of this policy and any suspected incidents of abuse should be reported to the Director. Once reported any suspected abuses shall be investigated per the Recruitment and Employment section of this policy.

RELATED LEGISLATION

8. This policy has been developed based on the following international agreements and UK domestic legislation and donor guidelines and policies:
 - UN Convention in the Rights of the Child
 - UK Children Act (1989) (2004)
 - UK Safeguarding Vulnerable Groups Act (2006)
 - UK Protection of Freedoms Act (2012)
 - UK Digital Economy Act (2017)
 - USAID Policy/Guidance on the Implementing of USAID Child Safeguarding Standards
 - DFAT Child Protection Policy

TRAINING FOR REPRESENTATIVES

9. The Company will provide on a regular basis, with a minimum of an annual basis, training for all representatives of the Company. The training will cover child protection issues, enforcement of the Company policies and Code of Conduct, relevant Child Protection Laws in the respective countries of operation and other related policies and guidelines.

USE OF CHILDREN'S IMAGES

10. The use of children's images will conform with the Company's *Photography and Video Policies*.

USE OF TECHNOLOGY

11. It is recognised by the Company that the internet, mobile phones, company computers and devices and other forms of technology may be used as a conduit of child abuse. Therefore, any indication of inappropriate activity against a child either in person or through electronic means, whether on personal or company devices, is to be reported immediately as outlined in this policy.
12. Company employees, representatives, contractors and consultants commit to not exploiting or harassing a child nor access child exploitation material through any medium.
13. The Company reserves the right to spot check internet browsing history and all electronic files on Company devices.
14. The Company will ensure through its *Information Security Policy* the safe storage, use, transfer and disposal of all data relating to children, including names, photos, personal data etc. Additionally, any files relating to child abuse investigations or allegations will be kept in a secure place with password protection with hard copies stored in a locked cabinet.

RECRUITMENT AND EMPLOYMENT

15. The Company works to minimise the risk of engaging contractors, representatives and employees who pose a risk to children. All interviewees, representatives, contractors and employees are required to show proof of identity with government issued identity cards or passports.
16. For employees, contractors and/or representatives that are working directly with children or are expected to come into regular contact with them through their duties are expected to provide a copy of their police record in the UK through the Disclosure and Barring Service or through the respective organisation in their respective country of residence and origin.
17. All representatives, employees and contractors are required to sign and acknowledgement stating they have received, read and will adhere to the Corporate Child Protection Policy and other related policies as detailed in this policy.
18. Any representative, contractor or employee found to be posing a risk to children or if there is a suspected breach of the Company's Code of Conduct/Child Protection Policy, an investigation will take place. During an investigation, the employee, representative or contractor being investigated will either be suspended or transferred to other duties. If a violation is found to have occurred, false information provided during the hiring process or a potential risk to children is found it will result in immediate termination of employment/contract and reporting of the individual to the relevant authorities.

PARTNER COMPLIANCE

19. Partner's of the Company are expected to have a Child Protection Policy in place, which adheres to the relevant donor's standards, as well as the respective country legislation.

20. Partner's may be asked to produce upon request a copy of the Child Protection Policy.
21. Any partners, which have less than 2 full-time employees will be asked to comply by the provision of a copy of their police record and a clearance to work with children.

POLICY REVIEW

22. The policy will be reviewed a year after development and then every three years, or in the following circumstances:
 - changes in legislation and/or government guidance
 - as a result of any other significant change or event.

DEFINITIONS

"Abuse": means including, but not limited to, physical, sexual, emotional, neglect, bullying or child labour.

"Child" or "Children": refers to a person or persons under the age of 18, unless the laws of the country of operation where the legal age set the age for adulthood – younger or older than 18 years of age

"Child protection": involves the responsibilities and activities undertaken to prevent a child being harmed through abuse

"Child abuse materials": refers to material that depicts (expressly or implicitly) a child as a victim of torture, cruelty or physical abuse

"Child exploitation and abuse": refers to one of more of the following

- Committing or coercing another person to commit an act or acts of abuse against a child
- Possessing, controlling, producing, distributing, obtaining or transmitting child exploitation material
- Committing or coercing another person to commit an act or acts of grooming or online grooming