



Safeguarding Policy and Practice Guide

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How to use this policy and practice guide: *Policy statements are italicised.* Additional information is provided as background, educational material, or expanded discussion or interpretation on policy statements and should be used to enhance knowledge and inform, improve, and enhance practices.

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1. Purpose

One of Kids Alive International's (KAI) global goals is for children and vulnerable adults in our ministry to experience emotional and physical well-being. A critical component to meeting that goal is that everyone is and feels safe. Therefore, it is critical to have proper safeguarding measures in place to ensure participants are not harmed through our ministry and to support the healthy well-being of all. The purpose of this policy is to educate, prevent, identify, and respond to allegations of abuse and misconduct. It is designed to reflect safeguarding and protection best practices and ensure Kids Alive International personnel appropriately address safeguarding measures and concerns that arise when working with vulnerable populations.

At Kids Alive International (KAI) we believe every child, even those with the most challenging needs, is a priority to God and far too many are overlooked, unheard, exploited, and threatened. Our mission is the call of Isaiah 1:17, serving these children by constantly learning better ways to meet their needs, earnestly seeking justice for them, empowering them for a healthy future, and advocating for community change.

The values that bring us alive as a team and that we teach the children in our programmes are:

- **Faith:** We act in faith and believe in what God has called us to even when it is unseen. Our faith is first placed in God and then in each other as we work together.
- **Integrity:** We operate with transparency, accountability, and honesty in relationships, stewardship, and results.
- **Understanding:** We humbly seek to understand before being understood. We listen, we learn, and we care.
- **Self-control:** We focus on what we are called to do and partner with others to complement our ministry.
- **Perseverance:** We are not defeated by trials nor circumstances as we focus on long-term change.
- **Devotion to God:** We love God and worship Him in all things. We are committed to being members of faith communities, to connect with God daily, and do all to shine His light.
- **Mutual Kindness:** We support each other with grace, respect, honour, prayer, and care.
- **Love:** As God loves us, we love ourselves and others and we intentionally take time to refresh, renew, and strengthen our minds, bodies, souls, and spirits.

Kids Alive International is committed to providing a safe environment that promotes the best interests of all individuals who come into the care of and/or participate in faith-based programmes that are affiliated with Kids Alive International. Kids Alive recognises that childhood is a developmental period that is entitled to special care and assistance. As such, to promote full

and harmonious development, children should be in trauma-informed and responsive environments that prioritise safety, understanding, privacy, confidentiality, happiness, and love.

2. Scope

This policy applies to and constitutes a mandatory agreement for all Kids Alive International personnel and programmes, including those supported by KAI and affiliates of KAI. It applies to safeguarding, child protection, and abuse and neglect concerns related to all children and vulnerable adults participating in a Kids Alive International programme and is also meant to serve as a protective measure for those serving such children and vulnerable adults.

Kids Alive International is responsible for ensuring that anyone who represents the organisation actively safeguards children and vulnerable adults from abuse through good practice, receives adequate training on safeguarding best practices, reports all concerns and suspicions of abuse and maltreatment, and responds appropriately to disclosures and allegations of abuse. Consistent with the United Nations Convention on the Rights of the Child (UNCRC), Kids Alive prioritises the best interests of each child in all decisions and actions.

Kids Alive recognises that children depend on and internalise messages from parents, teachers, and other caregivers to gain an understanding of healthy relationships and emotional expression. Adult expectations can often be seen as obligatory rules to children. Therefore, it is crucial that all Kids Alive personnel understand the gravity of their words and actions when working with children and vulnerable adults and model healthy relationships and emotional expression. In doing so, we strive to ensure that all those serving within our programmes understand and conduct themselves consistent with the following principles:

Adverse Childhood Experiences (ACEs):

Adverse Childhood Experiences are potentially traumatic events that occur during childhood. They are linked to a variety of long-term negative outcomes relating to infectious disease, chronic disease, risky behaviours, injury, mental health, maternal health, education, job opportunities, and earning potential. Having one or more ACEs contributes to a child's overall vulnerability. Therefore, Kids Alive International is committed to identifying, mitigating, and proactively addressing the consequences of ACEs through programme design with the goal of preventing them from occurring in the first place or preventing additional harm. Programme design should include implementing preventive and protective factors to address violence and adversity, community resources and connections for children and families, and primary intervention practices.

Trauma-Informed and Responsive Care:

Trauma-informed and responsive practice involves an ongoing awareness of the effects of traumatic events on children, families, and professionals who work with vulnerable populations. It includes being cognisant of how certain actions, environments, and language patterns have the potential to re-traumatise or trigger victims and survivors of traumatic situations. To develop programmes that are trauma informed, Kids Alive is dedicated to integrating trauma awareness and knowledge, screening for trauma exposure and trauma

symptoms, recognition and prevention/treatment of secondary traumatic stress, and referral to evidence-supported treatments and resources into its design. The goal of trauma-responsive care is to help children and families heal in a holistic manner that addresses their physical, cognitive, and socio-emotional well-being and puts protective factors in place to heal and build resilience and prevent further trauma. Kids Alive International personnel will be trained in Trust-Based Relational Intervention (TBRI), a therapeutic model that trains caregivers to provide effective support and treatment for children who may be considered at-risk or vulnerable.

Child Rights and Responsibilities:

We recognise that instead of *objects* in need of protection, children are capable and intelligent *subjects* who are entitled to the protection of their rights and safety. Kids Alive demonstrates its commitment to educating children, their adult guardians, caregivers, educators, and communities that every child has a right to basic needs such as food, clothing, shelter, health care, and education; a right to a moral upbringing, a peaceful childhood that includes the right to play, a safe environment free of abuse, and the right to be cared for and protected. In addition to having these rights, children also have responsibilities and should receive appropriate support to meet their responsibilities. These responsibilities include but are not limited to: cooperating with others in community; treating others with respect and care; learning to the best of their ability; and reporting safety concerns and all forms of abuse and/or exploitation. Kids Alive embraces the following principles and approaches in respecting children's rights and responsibilities:

- Staff are to use trauma-responsive developmentally and age-appropriate ways of communicating with children, whether they are victims or perpetrators; and seek opportunities to train partners and justice-focused professionals to also use these appropriate approaches.
- Children's witness testimonies should occur in compliance with legal regulations taking into account that children should not be forced or coerced to testify against their abusers and that legally acceptable means of accommodations should be utilised to help a child feel more comfortable in such a setting.
- Kids Alive supports and promotes societal accountability and restorative processes that allow children who have committed an offense to be rehabilitated, while addressing trauma that they may have both endured themselves and caused to others, as opposed to treating them as criminals.

Child and Vulnerable Adult Empowerment:

Children and vulnerable adults in Kids Alive programmes are encouraged to exercise their voices and have their concerns heard and responded to in age-appropriate ways. The voices of vulnerable children and adults are protected in their best interest, from misappropriation, abuse or causing further harm or damage. Children voluntarily participate in their own capacity-building and that of their peers, as appropriate, by contributing to training content and methodology, and in other age-appropriate ways such as peer-to-peer training and monitoring. Children are equipped and empowered to keep themselves safe, with a clear understanding of

their rights and responsibilities, appropriate versus inappropriate subjection to and exercise of authority, touch and behaviour, and knowledge of and easy access to safe reporting mechanisms and support for concerns and allegations.

3. Definitions

- **Safeguarding** is the broad term that encompasses actions taken to promote the welfare of children and protect them from harm. It consists of concepts and practices that are vital to creating a safe environment for children and vulnerable adults. This includes creating inclusive and welcoming environments, enabling children and vulnerable adults to participate in decisions that affect them, cultural competence and safety, promoting equity and respect and having child and vulnerable adult protection systems.
- **Child protection** is part of the safeguarding process and focuses on protecting individual children identified as suffering or likely to suffer significant harm. It includes the set of laws, policies, regulations, and services needed to support harm prevention efforts and respond to protection-related risks.
- A **child** is anyone under the age of 18. **Note:** The terms “adolescent”, “youth”, and “young person” may be used interchangeably with “child”.
- A **vulnerable adult** is anyone 18 and over who participates in a Kids Alive International (or affiliated) programme(s) by receiving care, support, or protection. **Note:** The terms “young adult” and “young person” may be used interchangeably with “vulnerable adult”.
- **Abuse** is any act or series of acts of commission or omission by a parent, caregiver, or another person responsible for the care of a child or vulnerable adult that results in harm, potential for harm, or threat of harm to a child or vulnerable adult. Different forms of abuse include: discriminatory abuse; emotional abuse (sometimes referred to as “psychological” or “mental” abuse); domestic violence (DV), family violence (FV), and intimate partner violence (IPV); financial abuse; internet abuse and abusive images of children; neglect; organisational or institutional abuse; physical abuse; sexual abuse; sexual exploitation; and spiritual abuse.
 - **Discriminatory Abuse:** This type of abuse exists when values, beliefs, or culture results in a misuse of power that denies opportunity to some groups or individuals. Discriminatory abuse may include substandard service provision relating to a protected characteristic, denying access to communication aids such as an interpreter, failure to consider and meet religious and cultural values of an individual, and the denial of basic human and civil rights.
 - **Emotional Abuse, Psychological Abuse and Mental Abuse:**
 - Emotional Abuse is a type of abuse that involves controlling someone’s feelings and causing intense mental trauma. Abusers will often demean

- their victim, engage in victim blaming, and cause their victim to undergo intense humiliation.
- Psychological abuse is a type of abuse involving the use of verbal and social tactics to control someone's way of thinking. Abusers will often convince the victim that they are crazy, manipulate them, or make harmful threats towards them.
 - Mental abuse means any wilful action or inaction of mental or verbal abuse. Mental abuse includes, but is not limited to, coercion, harassment, inappropriately isolating an individual from family, friends, or regular activity, and verbal assault that includes ridiculing, intimidating, yelling, or swearing.
- **Domestic Violence (DV), Family Violence (FV), and Intimate Partner Violence (IPV):**
 - Domestic violence (DV) is a violent or abusive pattern of behaviours used by one person to maintain power and control over another person in a domestic situation. These behaviours can include physical, sexual, emotional, and economic abuses.
 - Family violence (FV) is a single act, multiple acts, or continuing course of conduct between past or present spouses, persons who are parents of the same child, parents and children, stepparents and stepchildren, foster parents and foster children or other persons living or formerly living in the same household in the presence of a child, meaning the child is physically present or otherwise able to see or hear the act or conduct.
 - Intimate partner violence (IPV) is a course of conduct, not a single incident; it is a pattern of assault and/or coercive behaviours which may include physical, sexual, emotional, and economic abuses that a person uses against their current or former intimate partner to gain power and control in a romantic relationship.
 - **Financial Abuse:** The misuse or withholding of a person's resources to the disadvantage of the person and/or the profit or advantage of another person. Withholding money, stealing money, taking money as payment for coming to visit or spending time together, and restricting the use of finances are some examples of financial abuse.
 - **Internet Abuse and Abusive Images of Children:** Any representation, by whatever platform, of a child engaged in real or simulated explicit sexual activities or any representation of the sexual parts of a child for sexual purposes. It is also inclusive of cyberbullying through technology, including various forms of social media.
 - **Neglect:** The failure to care for a child or perform a parental responsibility resulting from carelessness, indifference, or unwillingness. Neglect may be

physical, medical, educational, and/or emotional. Neglect can include extended periods of isolation; withholding food; or the failure to provide adequate food, clothing, shelter, medical treatment, or supervision.

- **Organisational or Institutional Abuse:** The maltreatment of children from a system of power. Institutional abuse includes neglect, emotional, physical, and sexual abuse, and effects of programmes working below acceptable service standards, or relying on harsh or unfair ways to modify behaviour.
- **Physical Abuse:** The use of intentional physical force and infliction of nonaccidental trauma or injury; in some instances, an explanation may be provided for an injury that is inconsistent with how the injury likely occurred. Physical abuse can include actions such as punching, beating, kicking, biting, shaking, throwing, stabbing, choking, hitting, and burning.
- **Sexual Abuse:** The employment, use, persuasion, inducement, enticement, or coercion of any child to engage in, or assist any other person to engage in, any sexually explicit conduct or simulation of such conduct for the purpose of producing a visual depiction of such conduct. Sexual abuse may include fondling or groping a child's genitals, making a child touch an adult's sexual organs, penetration of any kind that does not have a valid medical purpose, incest, rape, statutory rape, sodomy, exposing a child to sexual intercourse, masturbating in front of a child, involving a child in prostitution or exploitation, involving a child in the production of any sexually explicit images, indecent exposure, and grooming.
 - Grooming is a deliberate process by which offenders gradually initiate and maintain sexual relationships with victims in secrecy. Grooming allows offenders to slowly overcome natural boundaries long before sexual abuse occurs. On the surface, grooming a child can look like a close relationship between the offending adult, the targeted child and (potentially) the child's caregivers. The grooming process is often misleading because the offender may be well-known or highly regarded in the community. As a result, it can be easy to trust them.
- **Sexual Exploitation:** A form of sexual abuse that involves engaging children in any sexual activity in exchange for money, gifts, food, accommodation, affection, status, or the fulfilment of other needs. Sexual exploitation can involve a child being manipulated or coerced through grooming, which may include befriending children, gaining their trust, and subjecting them to drugs and alcohol. The abusive relationships between victims and perpetrators involves an imbalance of power where the victim's options are limited.
 - Within this framework there is also **Human Trafficking**, which refers to the recruitment, harbouring, transportation, provision, or obtaining of an

individual for labour or services for the purpose of subjection to involuntary servitude, peonage, debt, bondage, or slavery.

- It should be noted that individuals who traffic children do not fall under one specific demographic. Anyone can be involved in the exploitation of others, including boyfriends, girlfriends, caregivers, fathers, mothers, brothers, sisters, uncles, or peers. They come from all backgrounds, genders, ages, ethnicities, and are not always organised criminals. Exploiters take advantage of youths' vulnerabilities and exploit their desire for love, acceptance, protection, security, and basic needs. They will attempt to maintain power and control through cycles of attention, threats, force, coercion, and violence. Although many victims may identify themselves as such, others do not.
- **Spiritual Abuse:** Spiritual abuse is a form of psychological and emotional abuse that takes place within a faith context and can occur in combination with other forms of abuse. This occurs when a spiritual leader or someone in a position of spiritual power or authority misuses biblical doctrine or their position of power to control, coerce, manipulate, or dominate an individual through their spiritual relationship. Spiritual abuse may include exploitation, pressure to accept Christ, censorship of decision-making, requirements for secrecy and silence, pressure to conform, misuse of scripture to control behaviour, requirement of obedience to the abuse, and isolation from others. This type of abuse may negatively impact a person's spirituality, effectively diminishing or breaking their spirit.
- **Best Interests of the Child:** *This term pertains to the principles that are used to assess and determine each individual child's circumstances, needs, and wishes with that child's safety and well-being as the paramount concern.* Each determination of what constitutes a child's best interests is individualised and based on consideration of a number of factors, such as the child's age and developmental needs; the physical and emotional safety and welfare of the child; the child's need for stability, love, and maintenance of emotional connections; the child's wishes and long-term goals; and other relevant factors.
- **Cultural Competence:** *The ability of individuals and systems to respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths or religions in a manner that recognises, affirms, and values the worth of individuals, families, tribes, and communities and protects and preserves the dignity of each.*
- **Mandated Reporter:** *Individuals that are required to report instances of suspected or disclosed abuse to the police or other appropriate authorities. **Note:** All KAI personnel and affiliates are mandated reporters.*
- **KAI Personnel:** *For purposes of this policy, unless otherwise indicated, references to "personnel" will include the following: employees, staff, missionaries, interns, and volunteers. **Note:** Visitors are addressed in Section 8: Visitors.*

- **Prevention:** *Activities that stop a negative action or behaviour and promote a positive action or behaviour.* Successful child abuse prevention efforts must both reduce risk factors and promote protective factors. Protective factors are attributes or conditions in individuals, families, and communities that, when present, increase the health and well-being of children and families. These factors serve as buffers, helping parents who might otherwise be at risk of abusing their children to find resources, supports, or coping strategies that allow them to parent effectively, even under stress. Prevention efforts can be classified as primary, secondary, or tertiary:
 - **Primary prevention (also known as universal prevention or early prevention):** Programmes, practices, and services designed to promote the general well-being of children and families by preventing maltreatment or abuse before it occurs. Examples of primary prevention activities include encouraging positive parenting; educating parents and caregivers on child development, age-appropriate expectations, and the roles and responsibilities of parenting; supporting and strengthening families' abilities to access services and resources; and providing education on how and where to report suspected child abuse and neglect. Much of the work done in KAI's prevention-focused programmes falls into this category.
 - **Secondary prevention:** Programmes designed to help identify families who are at high risk for abuse and provide services to them. As with primary prevention, secondary prevention programmes, practices, or services are implemented for families who have not been identified to the child welfare system due to abuse or neglect. Programmes, practices, or services in this category have been proven to be effective in preventing child abuse and neglect but may not necessarily be scalable to be universally available to a general population. Certain established risk factors for abuse or neglect are used to determine eligibility for these programmes, practices, or services. Examples of secondary prevention efforts include specialised education programmes for a focused at-risk population; home visiting programmes; respite care for families that have children with special needs; and family resource centres that offer information and referral services. Much of the work done in KAI's strengthening focused programmes falls into this category.
 - **Tertiary prevention:** Interventions and services provided after abuse or neglect occurs, designed to mitigate or reduce the negative consequences of the abuse and to prevent the recurrence of abuse. These services may be provided while a child remains in the home if it is safe for him or her to do so or provided with the child having been removed from the home. Examples of these efforts include parent-mentor programmes; parent support groups that help parents transform harmful practices and beliefs into positive parenting behaviours and attitudes; mental health services for children and families to address trauma and improve family communication and functioning; and substance use treatment programmes. Much of the work done in KAI's restorative focused programmes falls into this category.

4. Staff Screening, Orientation, and Adherence to Requirements

Safeguarding expectations and responsibilities will be included in all job postings and discussed during interviews. All prospective personnel will provide references and submit to a background check and any additional country-specific legal requirements for pre-employment screening. Within 30 days of their start date, all personnel will complete a mandatory orientation of this policy and sign an agreement indicating they are aware of, support, and will abide by its contents. In addition, any child of a personnel member who is living on a children's home campus, or who has access to children, must also complete a mandatory orientation of this policy and sign an agreement indicating they are aware of, support, and will abide by its contents when they attain the age of 18 and annually thereafter while residing on campus. Assessments of each staff member's adherence to this policy will be documented in annual performance reviews and periodic evaluations that will be maintained in the personnel's human resources file.

Kids Alive International will carry out a thorough background check on all individuals who are offered a position to serve with our organisation. This process will include an interview, criminal background check(s), obtaining references, and other screening as necessary.

- NOTE: Some countries have legal requirements for specific screenings. The Country Director is responsible for ensuring these are properly identified and conducted.
- NOTE: If the country programme encounters availability or accessibility issues with conducting any required check, the Country Director will discuss possible solutions with the Global Lead, Safeguarding.

With the support of in-country human resources staff, the Country Director and site director of each Kids Alive site are required to ensure that thorough background checks are conducted on all paid and volunteer local personnel who work at a Kids Alive programme in any capacity.

The Kids Alive International application process is mandatory for all employees. Evidence of identity and the authenticity of qualifications must be checked. A minimum of three references must be received and follow-up with contacts must be made before hiring an applicant. Applicants are required to disclose any previous criminal convictions. Refusal to agree to a background check or evidence of prior disciplinary action, allegations, criminal charges, or convictions for child-related offenses may result in disqualification from employment or from becoming a volunteer with Kids Alive.

All personnel must be appropriately managed, supervised, and supported, and have a clear job description that includes the personnel member's safeguarding responsibilities. Each Kids Alive programme must conduct orientations within 30 days and periodic evaluations (a minimum of every six months) of staff, missionaries, volunteers, and other personnel that work in the programme and must respond immediately to any concerns regarding safeguarding and child protection issues. Documentation of orientation completion, annual performance reviews, and periodic evaluations will be maintained in the personnel's human resources file.

5. Education and Training

Training on this policy and safeguarding and child protection efforts will be provided to all personnel as part of their initial orientation and, at a minimum, on an annual basis thereafter. The children and families KAI works with will also be provided education and training on safeguarding, child protection, and this policy.

Child abuse is preventable; it is not inevitable. Child abuse occurs within a framework of complex environmental interactions. Risks and protective factors associated with abuse are embedded in interactions within a wide range of relationships inside and outside of the family. To thrive, children and families need access to educational programmes, community resources, and tangible support. Therefore, Kids Alive's programmes and services will target these needs and work to strengthen the relationships between children and their caregivers. All personnel are expected to always exhibit good practice consistent with appropriate education and training.

Education and training will be inclusive of understanding what constitutes abuse, abuse indicators, safeguarding measures, the role of personnel in abuse prevention, procedures to responding to alleged abuse, roles and responsibilities regarding safeguarding measures, how to communicate and interact with children and vulnerable adults, child grievance procedures, trauma-responsive care, and cultural competence. KAI's values will be integrated throughout education and training efforts.

All children and their families should be made aware of what child abuse is, how to mitigate the possibility of being abused, and how to respond if abuse occurs. There should be regular opportunities to educate children, parents, and caregivers on:

- The concept of touches that are safe and not safe.
- Clear procedures on who would be a safe person to talk to if they are abused, know of others that are being abused, or who to talk to if they feel uncomfortable around another person.
- How to express any grievances or concerns
- Age-appropriate sex education – Guidelines for sex education programmes include:
 - Children should be taught the appropriate names for body parts. This is important, because it will help them more clearly disclose what has happened to them in instances of inappropriate or abusive interactions. Children should be empowered with knowledge about their bodies and consent, as an effort to protect themselves.
 - Comprehensive sex education is essential to empowering children and adolescents with knowledge concerning human development, relationships, personal skills, sexual behaviour, sexual health, and society and culture. Children and adolescents need honest, accurate, and affirming knowledge about sexuality to combat negative or inaccurate sexual messages. Sexuality education is important because it provides information and skills that are necessary to make healthy decisions in relationships.

A series of resources (worksheets, games, videos, stories, etc.), preferably in the individual's first language, should be used to aid teaching sessions. These education programmes should also include any children of personnel that live on a children's home campus or attend a Kids Alive programme or site.

6. Safeguarding Officers

Each Kids Alive country programme will appoint at least one Safeguarding Officer to support the implementation and monitoring of this Safeguarding Policy. Safeguarding officers are also responsible for reviewing related procedures and practices; conducting audits and risk assessments; assisting with training; participating in responding to concerns, inquiries, and investigations; and taking action to mitigate or eliminate any identified safeguarding risks. Anyone may contact a safeguarding officer to share safeguarding concerns.

Safeguarding officers will regularly interact with the Global Support team in the U.S. office to include receiving additional training and technical support, guidance and input on audits and risk assessments, reporting safeguarding concerns, and investigating and responding to allegations of abuse.

It is recommended that each programme site designate someone as having primary responsibility regarding safeguarding concerns and that this person will be in regular contact with the country's Safeguarding Officer.

7. Interaction Between Children and Adults

All Kids Alive personnel must treat each child, adolescent, and vulnerable adult with dignity and respect, regardless of differences of ethnicity, religion, age, ability, gender, sexual diversity, class, and economic circumstances. Personnel will not commit or participate in any type of abuse or neglect or commit any act in violation of this policy or national and international laws on the rights of the child, either during work hours or during their personal time. Personnel will make every effort to mitigate the possibility of a concerning situation, ensuring use of appropriate physical contact with children, establishing appropriate boundaries with children, and reporting concerns of any potentially inappropriate contact with children. Communication between children or vulnerable adults and donors will occur in compliance with parameters established by the Global Support team.

Healthy interactions help to create healthy environments where people, including children who have endured trauma, can feel psychologically safe and develop healthy relationships and connections. Psychological safety is a climate characterised by interpersonal trust and mutual respect where people can feel empowered and comfortable to be themselves, share freely, and not fear punitive retribution for an honest mistake. This sort of a climate is necessary not only for children and young adults to disclose, process, and heal from trauma, but also for a healthy work environment and culture. There are several ways to help create environments of psychological safety, including:

- Adhere to KAI’s values of faith, integrity, understanding, self-control, perseverance, devotion to God, mutual kindness, and love.
- Implement Trust Based Relational Intervention (TBRI) practices, such as those focused on de-escalation techniques, and operate from a trauma-informed perspective.
- Approach conflict resolution consistent with KAI values with a lens on sharing power as a collaborator, not an adversary. Refrain from using accusatory language and instead ask questions such as “How can WE...” instead of “How can YOU...”
- Develop connections by expressing mutual kindness and respectfully speaking human-to-human. Anticipate emotion-filled reactions, especially during times of conflict or stress and maintain self-control when responding. Adopt a learning mindset and express curiosity to hear and understand another person’s point of view.
- Ask for and be willing to accept feedback. This can help illuminate your blind spots and internal biases. There is no better way to demonstrate the KAI value of understanding than listening to a child, learning from that child, and showing care by responding.
- Healthy interactions also support the concept of nurturing and transformational relationships, a positive relationship between a child and committed adult that helps children see that they matter, imagine a different future, gain agency and experience self-confidence, and develop an improved capacity to self-regulate. These relationships, built on trust, support and optimise healthy brain chemistry by showing compassion, being proactive, thinking holistically, creating an environment that feels safe for a child, and listening to a child. These steps are critical components of TBRI. All Kids Alive personnel should be modelling healthy interactions; especially those personnel who have regular and ongoing interaction with children in Kids Alive programmes can be those trusted and committed adults who:
 - Listen without judging. This involves youth being truly heard, adults paying attention and listening to understand instead of listening to respond, and adults not passing judgment on a child as good or bad but looking for the person beyond the case and circumstances. Doing this helps empower a child by giving him or her voice.
 - Are persistent and “real”. Relationship-building is not a linear process and personnel must be resilient and persevere in building that relationship through, sometimes very significant, ups and downs. Integrity in relationships is when we are transparent and honest and that sometimes requires personnel to express vulnerability or to share similar experiences and find common ground to build connections so the youth can see them as a whole person and be reassured that the adult understands, or is attempting to understand, the world the youth comes from.
 - Challenge the youth. Challenging youth does not mean that an adult embarrasses them (especially in front of others) or harps on them for their mistakes; rather, it means that the adult is pushing a child in a way that encourages the child to reflect and grow. Being active and proactive in a child’s life helps an adult to build a relationship with a child and remain aware of what’s going on with the child – physiologically, emotionally, and spiritually. This type of relationship and awareness helps a youth understand that when the trusted adult is respectfully challenging the youth, the adult is coming from a place of care and not judgment.

- Nurture a young person by showing up in crises and expressing care, concern, and love. Young people who have never had someone show up for them can find it difficult to trust or operate in healthy ways. They sometimes exhibit their feelings through negative behaviours, appearing to be unruly or unmanageable and may feel unworthy of time, love, and consideration. Showing up for them, especially when it is not expected, to stand by them when they're in trouble and acknowledging that setbacks and mistakes are part of the learning process, helps to establish trust in a relationship and can help the youth distinguish moments of failure from being a failure and use those lessons to grow.

Kids Alive recognises that healthy interactions and physical contact, psychological safety, and nurturing, trust-based, transformational relationships are important aspects of a child's development and healing. Children need to feel safe, loved, and empowered. In creating these environments, it is important to establish boundaries that protect children and vulnerable adults from abuse and potentially abusive interactions, as well as to avoid any appearance of impropriety.

Children should be aware that they have agency to establish their own boundaries and adults should encourage and respect those boundaries. It is important to understand that not every child's needs are the same. Children should be supported in understanding their needs to establish those healthy boundaries because crossing those boundaries may cause triggers for children, especially if they have not healed from their trauma.

There is value to understanding and recognising that some interactions between children and adults may be appropriate in some instances, but they may not be appropriate in KAI's ministry. At a minimum, all Kids Alive personnel must adhere to the following standards of conduct and behavioural expectations:

Expected/Acceptable Behaviours:

- Respecting each child's rights, background, culture, and beliefs, as set out in the UN Convention on the Rights of the Child.
- Protecting children and vulnerable adults from all forms of physical or mental violence, injury or abuse, neglect, maltreatment, and exploitation.
- Listening to, respecting, and treating children, adolescents and vulnerable adults without prejudice or discrimination at all times.
- Respecting a child's decisions and wishes, including those related to their medical care.
- Setting clear boundaries for appropriate behaviour between self, participants in KAI programmes, and other KAI personnel and their families. This includes being culturally aware and sensitive and understanding and respecting a particular individual's boundaries.
- Taking responsibility for the use of technology and making sure that it is used in a manner that is responsible, safe, and legal. **Note:** Additional information can be found in Section 10: Digital Safeguarding and Internet Use by Children.
- Creating, capturing, generating, storing, or distributing any form of media of children and vulnerable adults in accordance with this policy and any additional guidelines that are

provided. **Note:** Additional information can be found in Section 9: Organisational Communications.

- Intervening when there is evidence of abuse and/or reasonable cause to suspect that an individual associated with KAI or an individual in a KAI programme is abusing another person by reporting the incident in accordance with the KAI incident-response procedure outlined in Section 11: Reporting Safeguarding Concerns or Policy Violations.
- Responding quickly, fairly, and transparently to any complaints made by an individual participating in a Kids Alive programme or related to a Kids Alive programme participant.
- Ensuring that whenever possible, there is more than one adult present during activities with children, adolescents, or vulnerable adults in KAI programmes and facilities. If this is not possible, then activities with children and adolescents should take place within the sight and/or hearing of other adults. If this is not possible, other efforts to mitigate concerns should be implemented.
- Adhering to privacy and confidentiality rules as outlined by this policy.
- Communicating with Kids Alive programme participants in an age-appropriate and respectful manner that is consistent with this policy.
- Challenging unacceptable behaviour toward a Kids Alive programme participant and reporting all allegations and suspicions of abuse.
- Building balanced relationships based on mutual trust which empowers children and vulnerable adults to share in the decision-making process.

Unacceptable Behaviours:

- Using tobacco products or possessing or being under the influence of alcohol or illegal drugs at any time while working with participants in a KAI programme.
- Distributing personal contact information to children, adolescents, or vulnerable adults in KAI programmes. This includes, but is not limited to, phone numbers, addresses, and email addresses.
- Exaggerating or trivialising abuse issues.
- Subjecting KAI programme participants to any form of corporal punishment, social isolation, immobilisation, sexual suggestion, offense, misconduct, or other types of abuse.
- Communicating with children, adolescents, or vulnerable adults in a way that humiliates, shames, frightens, or distresses them; using language that could be abusive, offensive, or inappropriate.
- Doing things of a personal nature that a child or vulnerable adult can do for themselves, such as toileting or changing clothes.
- Developing relationships with children, adolescents, or vulnerable adults that could be seen as grooming or favouritism, such as the offering of gifts, special treatment, use of effusive language, actions that minimise the relationship with biological family or encouraging secrecy.
- Taking pictures or other images of children in violation of this policy. **Note:** Additional information can be found in Section 9: Organisational Communications.
- Having inappropriate physical contact with a child, which may include:

- Demanding hugs and kisses or holding, kissing, cuddling, or touching children in an inappropriate or culturally insensitive way or forcing a child to engage in contact that may cause discomfort or otherwise be a trigger for the child.
- Touching a child's chest, genital areas, upper legs, buttocks, waist, or stomach area
- Sitting a child in the centre of an adult's lap or allowing an older child to sit on an adult's lap.
- Seductive or suggestive contact
- Physical contact of any kind which is done for the pleasure or satisfaction of caregivers or adults.
- Any touching used to express power or control over a child (excluding approved holds and restraints that are used by staff to prevent a child from hurting themselves or others during a time of crisis)
- Making inappropriate promises to children, adolescents, or vulnerable adults.
- Dating, conducting a sexual relationship, or engaging in any form of sexual contact with programme participants, including children, adolescents, and vulnerable adults.
- Making hurtful, insensitive, derogatory, or sexually suggestive comments or gestures to or in front of children, adolescents, and vulnerable adults.
- Adults sharing a personal room with a child, adolescent, or vulnerable adult.
- Spending any time outside specified programme hours with a child, adolescent, or vulnerable adult. For example, inviting or allowing children, adolescents, or vulnerable adults to visit or stay with you at your residence. **Note:** Rare exceptions may be granted for participation in pre-approved activities with vetted individuals. The Country Director, Regional Vice-President, and country's Safeguarding Officer should be made aware of and approve all such actions.

This list of behaviours is not exhaustive. Therefore, adults should avoid these and any other activities that would be considered poor practice to ensure the safety of children and adults alike.

It is the adult's responsibility to gently and positively correct a child if the child crosses healthy physical, verbal, or emotional boundaries. However, it should be understood that children from abusive situations or households may have never been exposed to adults who modelled healthy and positive interactions and relationships. KAI personnel are expected to be positive role models to children and adolescents and model healthy boundaries and relationships as described above. Kids Alive personnel should take advantage of teachable moments to help children improve their understanding of healthy boundaries and relationships as opposed to punishing or shaming them for exhibiting unhealthy behaviours, boundaries, or relationships.

8. Visitors

Visitors are individuals who are not considered KAI personnel. Visitors must abide by this policy as well as additional country and site-specific requirements. Visitors will respect and maintain confidentiality and privacy guidelines for the safety of the children and vulnerable adults in KAI

programmes. All interactions between visitors and children must occur on fully visible common spaces on KAI grounds and be supervised by at least one Kids Alive staff member at all times; visitors are not to be taken to the homes of children or adult beneficiaries in KAI programmes. Personnel will be responsible for ensuring that the children are protected from any inappropriate activity. Accommodation is not provided to visitors on KAI campuses or sites where children in KAI programmes are housed. Each country should have site-specific rules and procedures posted in visible and appropriate locations to ensure that all interactions between visitors and children are appropriately managed and supervised and that opportunity for unauthorised contact does not exist.

Visitors may include “GO! Team” (previously known as service team) members, family members or friends of personnel, donors, alumni, or others external to or not employed by Kids Alive. Visitors may be a part of a group or an individual and may be a one-time visitor or desire to visit for an extended period or multiple times. For purposes of this policy, visitors do not include family members of programme participants; however, appropriate protocols for family visitation and related activities should be established by each country.

If the goal of the visitor is to help with any programme activities for a short time, then they must follow a vetting process that includes a criminal background check and signing and adhering to an agreement to the Safeguarding Policy. These visitors must also have the approval of the Country Director or his or her designee, Regional Vice President, and the Chief Human Resources Officer. Additionally, they will not be permitted to stay on a Kids Alive property or campus where there are children present.

All interactions between a child and visitor must be supervised and, if in person, must occur on a Kids Alive International campus or in a setting and with supervision that has been vetted and approved by the Country Director or his or her designee, Regional Vice President, the country’s Safeguarding Officer and the Global Lead, Safeguarding.

GO! Teams (previously known as Service Teams) and Vision Trips: All GO! team and vision trip members will be made aware of Kids Alive International’s safeguarding policies as part of their orientation and will sign an agreement that they will abide by the contents of this policy, international and local laws. Criminal background checks will be carried out on all GO! team and vision trip participants. GO! team and vision trip participants are not permitted to stay on a Kids Alive property or a campus where there are children present.

Family Members and Friends of Personnel: If family members or friends of personnel would like to visit a site and/or help with any programme activities they must follow a vetting process (similar to that for GO! team members - including a criminal background check and signing and adhering to the safeguarding policy agreement) and have the approval of the Country Director, Regional Vice President, and the Chief Human Resources Officer. If approved, the staff member will remain responsible for providing appropriate supervision throughout the duration of the visit. Family members and friends are not permitted to stay on a Kids Alive property or a campus where there are children present.

Donors: Unless otherwise a part of a GO! team or vision trip, donors may not visit a KAI site or a child they financially support. All interactions between children and donors must occur through the Global Support Team.

Contractors and Third-Party Providers: Contractors and third-party providers need to be closely supervised at all times while on campus or when they otherwise may have access to or contact with programme participants. Depending upon the frequency, duration, and type of interaction and access they may have while on KAI property, contractors and third-party providers, including those who will have regular interaction with children and personnel, may need to be further vetted or agree to additional safeguarding parameters which may be included in a formal contract. Those contractors and third-party providers that will have regular interaction with children and personnel may operate more similarly to personnel under this policy. These determinations will need to be made for each contractor or provider.

Approved Programme Consultants: If individuals spend time on site as consultants or subject matter experts and their time on campus is structured and limited by completion of a training or assistance goal, then a vetting process (similar to that for GO! team members – including a criminal background check and signing and adhering to the Safeguarding Policy agreement) is mandatory.

The intended outcomes for each consultant's visit should be determined beforehand, with the Terms of Reference in writing. Their assignment must have the approval of the Country Director, appropriate Regional Vice President and the Global Lead, Safeguarding.

Programme Volunteers:

If a volunteer is planning to help the programme on an ongoing basis for quarter time or more (for example, 10 hours/week or more, or one week/month or more), and/or is approved to stay on campus, then a vetting and agreement process, such as that which is carried out with personnel, is mandatory. A written agreement regarding the volunteer's duties, boundaries, and supervision must be written, agreed, and signed by the Country Director. If the volunteer is from outside of the country, then the Global Support Team and appropriate Regional Vice President will also need to approve the written agreement. Once approved, a volunteer may serve for a period of up to a year, at which time they will need to reapply. Volunteers will be evaluated every three months to ensure that they are in good standing with the programme they are working with and that their work and conduct is in line with the Safeguarding Policy and other relevant laws and regulations.

Longer-term volunteers must also go through the KAI orientation through the KAI Global Support Team as well as receive appropriate cross-cultural preparation, similar to the process undertaken by full-time missionaries, if the volunteer is from outside of the country in which they are planning to volunteer. This cross-cultural preparation is designed to promote cultural competence. Longer-term volunteers, volunteers who serve over a year, must also be evaluated every three months to ensure that they are in good standing with the programme they are

working with and that their work and conduct is in line with the Safeguarding Policy and other relevant laws and regulations.

Visitors and volunteers from Europe will be vetted by the Kids Alive International UK office. The Chief Human Resources Officer with the Global Support Team will be kept apprised of any potential visitors or volunteers from Europe. Visitors and volunteers from the United States and Canada will be vetted by KAI's U.S. Office. Local and national visitors and volunteers will be vetted by the local KAI office in that country.

Any concerns related to a visitor or non-employee, especially regarding safeguarding or policy violations, should be reported consistent with the reporting procedures in Section 11: Reporting Safeguarding Concerns or Policy Violations.

9. Organisational Communications

KAI has a responsibility to the children and families we serve to ensure their right to privacy is respected and upheld, they are treated with dignity, and no publication, photograph, video, or other media jeopardises their safety or otherwise puts them at further risk. Identifiable pictures or images of children in protective custody (i.e. removed from their parents' custody) will not be utilised in KAI's communications or media. Identifiable pictures or images of children involved with KAI programmes who are in the custody of their parents may be taken and used as long as the child's parent or legal guardian has provided written permission and consent to KAI. Adult beneficiaries may provide written consent for themselves. All written permission and consent forms will be kept on file by KAI country offices. Visitors, including GO! team or vision trip members, and foster families may not take pictures of children or vulnerable adults in KAI programmes unless specifically authorised in advance in writing to do so. Even when written permission is obtained, KAI will ensure its internal and external communications prioritise the child and family's right to safety, privacy, and dignity.

Children who have been abused or neglected tend to have more risk factors and vulnerability for future harm from people they know and those they don't know. Therefore, it is extremely important to protect children from would-be abusers by minimising the information that is shared about them. Informed consent can help ensure these and additional considerations are taken into account prior to any media pertaining to a child being used. **Kids Alive will obtain and appropriately file written consent from the child and their legal guardian before their information is shared and before they are photographed, videoed, or represented in any other form of media.** For any depiction where a child is identifiable (either by picture or description), permission and consent must be obtained before media is used for marketing or fundraising materials, newsletters, videos, online reports, and other means of publicity.

Guidelines for obtaining informed consent and assent:

- Informed consent results in a decision about a person's permission; informed assent results in a decision about a person's willingness to provide consent.

- Obtaining informed consent and assent involves a process of communication whereby parents, legal guardians, and adult beneficiaries are provided information and have the opportunity to ask questions about the effect of providing consent so they can make a well-informed decision about whether to do so.
- Parents, legal guardians, and adult beneficiaries will be provided written information, in a language they understand, pertaining to informed consent and assent.
- The written information will be accompanied by oral communication by a KAI staff member to further explain how KAI may utilise photographs, images, or information about a child or family. KAI staff will answer any questions a parent or legal guardian has relating to informed consent and assent and allow parents and legal guardians sufficient time to consider whether to provide consent and assent.

Guidelines for obtaining and sharing media containing children in KAI programmes and their stories or histories include:

- Media should not show a child’s face or identifying features; “artistic pictures” are generally preferred to maintain confidentiality and privacy. However, if media that shows a child’s face is intended to be shared, the child and their parent or legal guardian must provide their written consent in advance.
- Media portraying children should not show them in a state of undress or in inappropriate poses.
- There should not be any identifying details in media portraying KAI children that would allow them to be traced back to their home or community. This includes distinctive buildings, street signs, or landmarks.
- If media portraying KAI children is being shared, the location where the picture, video, etc. was taken should not be disclosed. Geotagging is a feature that should be disabled when pictures and videos are permitted to be taken and distributed.
- If photographers, journalists, translators, etc. are employed to obtain media of KAI children, they should be properly vetted and must pass a background check.
- Images should only be used for the intended purpose that was initially agreed upon in writing.
- Pictures and media should constitute a diverse representation of personnel and programme participants.

Kids Alive International recognises that it is important that children and adolescents have photographs and videos representing their achievements and documentation of the happy memories that they make. However, sharing images and histories may pose serious risk and danger to those who have experienced abuse and trauma. Additionally, families may also have religious or cultural reasons for not wanting to be photographed. It is important to consider the risks associated with creating, capturing, generating, storing, and distributing images of children, adolescents and vulnerable adults for Kids Alive International’s use and to be respectful of the wishes of children and their families.

10. Digital Safeguarding and Internet Use by Children

Each programme country will develop clear policies and procedures for internet use that are relevant to the context of its individual programmes and that have the safeguarding and protection of our children as paramount importance. These policies and procedures, at a minimum, will include the following:

- *Use of the internet will be closely supervised and monitored by trained Kids Alive personnel. This function should be included as part of the designated personnel's job description.*
- *Computers that have access to the internet will be in rooms which allow for frequent and easy access by staff and where the screens are clearly visible.*
- *Appropriate restrictions on times when the internet can be used.*
- *Appropriate filters and firewalls should be used to control and prevent the download of inappropriate content.*
- *Kids Alive personnel must not access pornography or other inappropriate content on the internet.*
- *Children will be advised on an ongoing basis about the risks of internet use. These include people using false identities, cyber-bullying, viruses, pornography and other inappropriate and damaging content, sharing personal information, appropriate email protocol, and downloading pictures and other files.*
- *Donors, visitors, and GO! team members are not permitted to connect directly with children affiliated with KAI programmes through mobile phones, email, social networking sites, or other electronic or non-electronic means; nor are children allowed to connect directly with donors, visitors, or GO! team members. Children should be instructed on what to do if they are contacted by one of those parties. Donors, visitors, and GO! team members should not respond to direct communication from a child affiliated with KAI programmes and should inform the KAI U.S. office upon receipt of a direct communication from a child. All correspondence to and from children and donors should be sent via the KAI U.S. office.*
- *Kids Alive International reserves the right to confiscate and fully investigate online activity engaged in on KAI property and in KAI programmes. Internet users are expected to utilise resources safely and responsibly as to not abuse, harass, or embarrass themselves and others.*

Kids Alive is committed to ensuring that children are taught about the benefits and dangers of the internet and how to use it safely. The growing influence and popularity of social media has created many new opportunities for tracking, identifying, and abusing children both on and offline. There are many risks associated with children's internet use, including:

Content: Children can be exposed to violent and hateful content, pornographic and sexual images and videos, bias, racism, and misleading information.

Contact: Contact with others online may create an environment where children are bullied, harassed, or stalked. There is also the opportunity for grooming and the formation of abusive relationships.

Conduct: Children and adolescents might become involved in illegal downloading of materials, hacking, and financial scams. Online forums also present the opportunity for children to harass or bully other children. They could create and upload inappropriate and compromising materials of themselves and provide misleading information and advice to others.

Site-specific policies and procedures will ensure children and adults alike understand how to mitigate against the risks associated with internet use and utilise safe internet practices.

11. Reporting Safeguarding Concerns or Policy Violations

Just as this policy is key to reaching our goal of children experiencing physical and emotional wellbeing, reporting concerns and violations is a critical part of our KAI value of Integrity. We are to be transparent, honest and accountable in our relationships, stewardship, and results. That includes being transparent, honest and accountable in our relationships with children and vulnerable adults. All Kids Alive personnel and affiliates are responsible and obligated to report any suspicions of abuse, safeguarding concerns, and any violations of Kids Alive's Safeguarding Policy within 24 hours of becoming aware of them. Any allegations or concerns of abuse need to be shared with the Country's Safeguarding Officer(s), the Country Director (CD), the Regional Vice President (RVP), and the Global Lead, Safeguarding. A report needs to be made either via email to report@kidsalive.org or directly to any of these individuals and they will ensure that the other necessary individuals receive the same information within 12 hours, unless one of those individuals is the subject of a report. A reporting form (found in Appendix A) is available to use for compiling and submitting a report. Upon receipt of a report, the relevant individuals will determine and implement appropriate action.

Kids Alive personnel and affiliates reporting safeguarding concerns or policy violations should not and will not avoid reporting on the basis that it may cause harm to the reputation of Kids Alive International. Good faith reports will not negatively impact the reporter and the reporter will not be responsible for investigating the report or determining any potential violations or corrective actions.

If a child or vulnerable adult makes a disclosure to you:

- *Listen carefully to what they are saying but do not ask too many questions.*
- *Let them know they have done the right thing by telling you.*
- *Tell them it is not their fault.*
- *Say that you will take them seriously.*
- *Do not confront the alleged abuser.*
- *Explain what you will do next.*
- *Report what the child has told you as soon as possible.*

Any allegation or concern of abuse must be treated seriously and addressed in a fair, impartial, thorough, thoughtful, and prompt manner in compliance with applicable laws. All responses to such reports or concerns will prioritise the individual's physical and psychological safety, well-being, and best interests.

Kids Alive personnel and affiliates should never assume that a concern or incident has already been reported. Receiving multiple reports detailing the same concern is preferable to under-reporting. Kids Alive personnel and affiliates are not expected to consult a supervisor before reporting safeguarding concerns. Supervisors should regularly reinforce the expectations of reporting and ensure personnel are aware that they do not have to adhere to a hierarchical line of reporting to express their concerns.

Appropriate action will be determined and implemented by the Country's Safeguarding Officer and Director in consultation with the Regional Vice President and Global Lead, Safeguarding. (The Global Lead, Safeguarding oversees the implementation and ongoing monitoring of this policy, responses to reports of allegations or concerns of abuse, and acts as the main point of contact for all child protection and safeguarding concerns for Kids Alive.) Appropriate action may include referring to appropriate authorities for a criminal or civil investigation and/or potential severance of the relationship with Kids Alive.

The following procedure establishes a plan to promptly and effectively address allegations and concerns of abuse or neglect and violations of law or Kids Alive policies.

Procedure for Reporting and Responding to Concerns

1. Allegation of Concern is Made

- a. Any allegations or concerns of abuse should be reported using the form found in Appendix A of the Safeguarding Policy. The reporting form should be filled out immediately (within 24 hours) upon disclosure or suspicion of abuse. Once the reporting form has been filled out in detail, submit it to the Country's Safeguarding Officer, the Country Director, Regional Vice President, the Global Lead, Safeguarding, or report@kidsalive.org.
- b. The mandated reporting requirement is fulfilled when the completed form has been submitted to at least one of the above listed individuals.
- c. Within 12 hours of receipt, the person to whom the report was submitted will ensure the other recipients have also received it and will begin to conduct an initial assessment or designate someone to do so.

2. Initial Assessment

- a. Upon receipt of a complaint, steps will be taken to ensure the immediate safety of the child(ren) or vulnerable adult(s) involved.
- b. Additional information, clarifications, and potential violations may need to be gathered and identified to determine the initial response, such as whether a full investigation will be necessary.
- c. As part of this process, the Country's Safeguarding Officer, Country Director, Regional Vice President, and Global Lead, Safeguarding will identify the necessary individuals who may need to be part of an investigation team.

- d. A determination will be made as to the initial response procedures and steps needed to obtain additional information.
3. Response Determination
 - a. An incident response plan to respond to the incident will be developed by the Country Safeguarding Officer, Country Director, Regional Vice President, and the Global Lead, Safeguarding and implemented immediately.
 - b. Should an allegation be made against a Country's Safeguarding Officer, Country Director, Regional Vice President, the President, or Board Member, the Global Lead, Safeguarding will, in consultation with the Chief Operating Officer, appoint someone to oversee the investigation.
 - c. Should an allegation be made against the Global Lead, Safeguarding or the Director of Global Programming, the Chief Operating Officer, in consultation with the President will appoint someone to oversee the investigation.
 - d. Should an allegation be made against the Chief Operating Officer, the Global Lead, Safeguarding, in consultation with the Global Programming Director and the President, will oversee the investigation or appoint someone else to do so.
 4. Investigations and Case Escalations
 - a. The identified investigation team will conduct an internal review, including reviewing all available and relevant documentation and interviewing the individuals involved, including potential witnesses.
 - b. Investigations should be conducted in a way that:
 - i. Recognise the complex circumstances and varied contexts in which we work amongst ourselves and with others to safeguard children.
 - ii. Prioritise safety, children's rights and well-being, the child's wishes and best interests, critical thinking, and integrity.
 - iii. Seek to understand practice from the viewpoint of the individuals and organisations involved at the time rather than using hindsight.
 - iv. Are thorough and transparent about the way information is collected and analysed.
 - v. Make use of relevant research and case evidence to inform the findings.
 - vi. Maintain the confidentiality of the complaining party and all individuals involved as much as possible within the confines of the investigative process.
 - vii. Promote learning from mistakes to understand and prevent adverse events.
 - c. Those involved in an investigation will escalate any concerns internally, as needed, including those related to Human Resources (HR).
 - d. The investigation team will ensure that all appropriate external reports are made, including those to law enforcement, child protection, or licensing or oversight authorities.
 5. Case Outcomes
 - a. The investigative team evaluates all the information and determines a formal recommendation to be given to the Country's Safeguarding Officer and Director, Chief Human Resources Officer, Regional Vice President, Global Lead,

Safeguarding, and the Chief Operating Officer for any employment actions that are warranted based on the investigative report. If an allegation is substantiated, appropriate action, up to and including dismissal and legal action will be identified and implemented.

- b. After the investigation is complete, a plan for communication to the wider-affected community and a plan to provide the affected child(ren) with necessary support will be developed and implemented in consultation with the child.
 - c. Final recommendations should be reviewed with the appropriate parties involved.
 - d. The investigator should determine if training or other supports would be beneficial to any team members involved and recommend a review of existing policies to determine if they need to be updated or redistributed to team members, as appropriate.
6. Final Report and Action Plan
- a. A final investigation report should include documentation of the allegation, interview timeline and notes, summary of information gathered, internal policies or procedures violated, recommended actions, support services offered to victims whether accepted or not, and post-investigation follow-up conversations. An action plan should be developed that relates to wider systemic findings and lessons learned from the investigation that might improve Kids Alive's safeguarding practices.
 - b. These reports and action plans will be written in English and the relevant language of the subject country.

NOTE: See Appendix C for a flowchart of the reporting and response procedure.

12. Grievances

Each programme site will establish and adhere to a process for responding to grievances and complaints that have been expressed by a participant in its program, whether it is related to abuse or not. (If the grievance or complaint is related to abuse, the reporting procedure outlined in Section 11: Reporting Safeguarding Concerns or Policy Violations should be followed.) These processes will be child-friendly, allow for a variety of mechanisms and communication methods, and be developed in consultation with the children served by each programme. This is a great way to practice Understanding as we listen to children, learn from them and show them we care enough to respond.

Kids Alive has the responsibility to encourage and develop regular opportunities for children and adolescents to engage in conversations and open dialogue where they can express their views, thoughts, questions, and concerns. Grievances, concerns, and abuse-related disclosures from children should be taken seriously and should inform programme development, policy formation, and other activities and documents that will have an impact on programme recipients.

Kids Alive International recognises that due to developmental stages, the identification of a grievance or complaint may differ for children and adults. Therefore, child-friendly complaint mechanisms should establish appropriate methods of communication to adequately address the

concerns of children. Complaints from children are likely to be less formal and may be implicit or hidden in the form of a question or general reflection. Each Kids Alive programme should have the flexibility to design a complaint mechanism that makes sense for that environment. However, these are the parameters that all complaint mechanisms need to be designed within:

- Children in KAI programmes should be involved in the design and review of the complaint mechanisms developed at each programme and site.
- The best interests of the child should be respected at every stage of the grievance process.
- Obstacles to accessibility of the complaint mechanism should be assessed. This should include removing formalities that would inhibit children from sharing their concerns and identifying visible and less visible barriers to be addressed appropriately.
- Properly respond to each and every grievance or complaint made by a child, regardless of the nature of the complaint.
- The grievance response process should be carried out in a swift and timely manner with consideration to the nature of the case.
- The grievance must be handled in a fair manner that includes communicating and respecting pre-established rules of procedure, conducting adequate investigations, gathering the views of various individuals, and taking steps to remove bias.
- Children should be informed of the complaint-handling process, the status of the complaint at each stage, and its outcome in a safe, respectful, and non-threatening manner.
- Grievance information should be kept private and confidential. If it is deemed that the information must be shared (e.g., if a crime was committed) the person handling the grievance should clearly communicate to the child who the information will be shared with, what specific information will be shared, and why.
- Partnerships should be developed with other institutions and community resources to compensate for any limited internal resources.
- Specialised staff should be responsible for handling complaints filed by or on behalf of children.
- A system should be established so that Kids Alive programmes can learn from complaints by adequately collecting, analysing, and understanding complaint data.

13. Child-on-Child Abuse

Each programme site will establish and adhere to appropriate supervision parameters and educational guidelines to reduce the risk of child-on-child abuse. In the event an allegation of child-on-child abuse is made by a child to KAI personnel, the KAI personnel will make a report consistent with Section 11: Reporting Safeguarding Concerns or Policy Violations of this policy. Regardless of who makes the allegation, an assessment will be conducted to understand what occurred, how it was able to occur, and what corrective actions are necessary. Corrective actions will then be implemented and monitored.

Child-on-child abuse is abuse that occurs between children that involves force, coercion, intimidation, fear, or threats. These concerns can involve children of similar or different ages. Most concerns of this type of abuse are centred around sexual or physical abuse and minor or

advanced sexual behaviours, but concerns can also be related to other forms of abuse between children.

All concerns related to child-on-child abuse must be taken seriously and properly assessed to determine whether an incident of inappropriate behaviour or sexual activity between children amounts to abuse. Some concerns may not amount to abuse but rather stem from “normal” activity consistent with a child’s developmental stage and brain development or an attempt to satisfy their curiosity by experimenting without a mature understanding of the consequences. It is possible that concerns may be a result of a child re-enacting their own sexual abuse, acting impulsively, and/or a child’s mental health status. Whatever the reason, an appropriate assessment and response is necessary.

Assessments of these concerns and development of relevant responses should consider factors such as quality of caregiver relationships, caregiver monitoring and supervision, presence of positive or negative role models and peers, discipline practices in the home, child’s response to corrective actions, exposure to and protection from traumatic situations, levels of sexual and/or violent stimulation, victimisation, resilience factors, and networks of extended family, neighbourhood, school, and other social environments. Assessments should include identification of appropriate responses and corrective actions to prevent further instances or concerns related to abusive or inappropriate behaviour between children.

It is important to understand that children who exhibit inappropriate sexual behaviour may not have achieved the cognitive maturity or emotional regulation skills necessary to achieve emotional or behavioural control through self-understanding. Responding to children exhibiting inappropriate sexual behaviour includes teaching children concrete rules about proper behaviour and personal boundaries, identification and recognition of the inappropriateness of rule-violating behaviours that occurred in the past, age-appropriate sexual education and healthy sexual behaviour, basic sexual abuse prevention and safety skills, and social skills. If a child is replaying their own abuse, it will likely be necessary to provide them with victim services, such as trauma-focused cognitive behavioural therapy.

Research has shown that certain environmental and personality factors are common among children who commit abuse against other children, including maltreatment and violence in the home, substandard parenting practices, neglect, exposure to sexually explicit media and high levels of sexualisation, and personality characteristics including anxiety, depression, aggression, and low impulse control; and children who commit sex offenses are more likely to offend in groups, at school, and to have more male and younger victims. However, the existence of these environmental or personality factors does not mean that a child will abuse another child. Additionally, an incident involving a group, a male or young victim, or occurring at a school does not necessarily indicate that it amounts to abuse.

Reinforcing our values, giving clear education and direction to children about appropriate behaviours, and encouraging empathy will help prevent incidents of child-on-child abuse. However, when a concern does arise, each situation must be carefully assessed based on the

unique circumstances involved with the concern, and responses and corrective measures should focus on intervention and supervision rather than punishment.

14. Supporting Survivors

Kids Alive International is committed to supporting survivors of abuse through offering access to trauma-responsive counselling services, community resources, and support systems to aid them in the healing process. In certain cases, survivors may also need access to medical evaluation and treatment.

Other methods of support include:

- *In consultation with the child or vulnerable adult, developing a plan to address a survivor's safety and ensure provision of necessary services, support, and treatment.*
- *Legal advocacy.*
- *Assistance with food, childcare, and housing.*
- *Specialised services for individuals with disabilities.*

Trauma is complex and affects people differently. As such, each individual who has endured trauma must receive an individualised, holistic response in a caring setting which prioritises that individual's safety, including their psychological safety. Kids Alive International personnel will utilise Trust-Based Relational Intervention (TBRI) as part of the effort of a healthy response to address trauma and help individuals heal. Personnel will also have access to additional support and guidance through the Global Trauma Care Lead.

15. Policy Implementation, Monitoring and Review

Kids Alive International will provide training consistent with this policy to support its effective implementation. On an ongoing basis, Kids Alive International will monitor implementation of safeguarding policies in its programmes and will ensure that effective procedures are in place.

The Safeguarding Policy is expected to be widely available at Kids Alive International sites, and easily accessible to the children, adolescents, parents, caregivers, personnel, and others that are affiliated with our organisation. Additional programmatic specific policies will be developed for individual KAI countries, so that they are relevant to their specific programmes and operations.

KAI will ensure that all risks of child abuse are identified, reported, monitored, and reasonably mitigated against in the assessment of all its activities. The Safeguarding Policy will be reviewed annually by a comprehensive and inclusive committee of individuals involved with Kids Alive International at all levels and revisions will be made as appropriate to include new learnings and best practices.

16. APPENDICES

APPENDIX A: CONFIDENTIAL REPORTING FORM

Safeguarding Concerns Report Form



Reporter Information:

Name _____

Best contact info _____

Role at or Connection to
Kids Alive _____

Location of Incident:

Country Name _____

Site Name _____

Incident Information:

Name(s) of
Child(ren) _____

Age(s) of
Child(ren) _____

Describe the
Incident/Concern

I would like to be contacted about this report.

APPENDIX B: POTENTIAL INDICATORS OF ABUSE

Physical Abuse:

- Unexplained bruises or welts on the face, lips, mouth, torso, back, buttocks, thighs, or injuries in various stages of healing.
- Bald patches on scalp
- Unexplained fractures/dislocations to various parts of the body
- Unexplained burns from cigars or cigarettes, especially on palms, soles, back, or buttocks
- Immersion burns - Infected burns may indicate a delay in seeking treatment.
- Inadequate/Inconsistent explanation of how injury occurred.
- Unexplained missing or loosened teeth
- Child wears concealing clothing, regardless of the weather.
- Chronic running away
- Fear of medical examination
- Fear of suspected abuser being contacted.
- Fear of physical contact – shrinking back if touched.
- Self-destructive tendencies

Neglect or Exploitation:

- Underweight/Hungry
- Exhibits poor growth patterns or failure to thrive.
- Has poor hygiene or inappropriate dress.
- Consistent lack of supervision
- Has unattended physical or medical needs
- Obvious abandonment
- Bald patches on the scalp
- Poor school attendance or chronic lateness
- Parent lacks interest in child's activities
- Lack of social relationships
- Compulsive scavenging
- Constant tiredness
- Destructive tendencies

Factitious Disorder/Paediatric Condition Falsification/Munchausen Syndrome by Proxy (MSBP)/Medical Child Abuse:

- Unexplained seizures
- Life threatening events
- Chronic unexplained symptoms that resolve when child is protected.
- Family history of similar sibling illnesses, unexplained sibling illness, or suspicious circumstances surrounding a death
- Discrepancies between history, clinical findings, and general health of child
- Unusual signs and symptoms that do not fit clinical diagnosis.
- Repeated hospitalisation and evaluations with definite medical diagnosis
- Caregiver welcomes invasive medical testing and displays considerable medical knowledge.
- Rare or unexplained lab findings
- Falsification of medical history
- Repeated requests for sexual abuse evaluations, especially if previously addressed or no other indication of sexual abuse.
- "Doctor shopping"

Sexual Abuse:

- Difficulty walking or sitting
- Torn, stained, or bloody clothing.
- Pain, discomfort, swelling, or itching in the genital areas.
- Pain upon urination
- Bruises, bleeding, or lacerations in the external genitals or anus area
- Poor sphincter control in a previously toilet-trained child
- Vaginal or penile discharge of a sexually transmitted infection
- Victims may act out sexually or on younger children.
- Self-harm, suicide attempt, eating disorders, depression, running away.
- Infantile behaviour
- Lack of trust or fear of someone they know well, such as not wanting to be alone with a babysitter or a caregiver.
- Trying to be perfect
- Overreacting to criticism
- Sexual behaviours that are inconsistent with a child's age or development
- Being overly affectionate or knowledgeable in a sexual way inappropriate to the child's age
- Being isolated or withdrawn
- Nightmares
- Personality changes such as becoming insecure or clinging.

Sexual Exploitation:

- Child frequently runs away.
- Child is in possession of gifts/money of an unknown origin.
- Unexplained bruises or injuries
- New pattern of doing poorly in school or otherwise disengaged.
- Sleeping in inappropriate situations (such as the middle of class)
- Truancy and/or chronic absenteeism
- Gang involvement.
- Changes in temperament/mood
- Withdrawn, uncommunicative, and/or isolated from family.
- Not eating
- Little to no eye contact
- Substance use

Emotional Abuse:

- Regressive habits, such as rocking or thumb sucking in an older child.
- Daytime anxiety and unrealistic fears
- Speech disorders
- Lags in physical, mental, and emotional development
- Hyperactive/disruptive behaviour
- Displays low self-confidence/self-esteem.
- Parent consistently displays ridicule and shame toward child or does not reward, praise, or acknowledge child's positive qualities or achievements.
- Parent blames and punishes child for things over which the child has no control.
- Child is threatened with abandonment or placement in an institution.
- Continual self-deprecation such as "I'm stupid, ugly, worthless, etc..."
- Overreaction to mistakes
- Extreme fear of any new situation
- Inappropriate response to pain
- Neurotic behaviour (rocking, hair twisting, self-mutilation)
- Extremes of passivity or aggression

Possible Indicators of Discriminatory Abuse:

- Unequal treatment due to race, gender, religion, age, sexuality, or disability
- Verbal abuse, inappropriate language, slurs, harassment, and deliberate exclusion
- Denial of basic human and civil rights
- Lack of choice
- Being refused access to services or being excluded inappropriately.
- Substandard service provision relating to a protected characteristic.

Possible Indicators of Spiritual Abuse:

- Use of scripture or religious beliefs to humiliate, embarrass, manipulate or bully.
- Force or pressure by a religious leader to do something against one's will, including being intimate or having sex.
- Use of religious texts or beliefs to justify other kinds of abuse.
- Use of religious texts or beliefs to control a person's decision-making, clothing, behaviour, sexuality, or choice of whether to have children.

Note: Attachment styles can be helpful indicators of the quality of relationships between children and their parents/caregivers.

APPENDIX D: RESOURCES

- **Kids Alive Values:** <https://www.kidsalive.org/meet-kids-alive/about/>
- **United Nations Convention on the Rights of the Child (UNCRC):** https://treaties.un.org/pages/ViewDetails.aspx?src=IND&mtdsg_no=IV-11&chapter=4&clang=en
- **African Charter on the Rights and Welfare of the Child:** <https://au.int/en/treaties/african-charter-rights-and-welfare-child>
- **Keeping Children Safe:** <https://www.keepingchildrensafe.global/>
- **International Society for the Prevention of Child Abuse & Neglect (ISPCAN):** <https://www.ispcan.org/>
- **International Centre for Missing and Exploited Children (ICMEC):** <https://www.icmec.org/>
- **Adverse Childhood Experiences (ACEs):** <https://www.cdc.gov/violenceprevention/aces/index.html>
- **Trust-Based Relational Intervention (TBRI)[®]:** <https://child.tcu.edu/about-us/tbri/#sthash.n8I6MVjN.dpbs>
- **Mandatory Reporter Infographic for Youth Serving Professionals:** <https://cdn.icmec.org/wp-content/uploads/2020/05/MandatoryReporterFlyerUpdated.pdf>
- **Spiritual Abuse:** <https://www.goodtherapy.org/blog/shame-and-silence-recognizing-spiritual-abuse-0201175>
- **Recognising Features of Grooming Process (English):** <https://www.icmec.org/wp-content/uploads/2019/10/Redwoods-recognize-patterns-image.jpg>
- **Recognising Features of Grooming Process (Spanish):** https://cdn.icmec.org/wp-content/uploads/2020/04/Redwood-Grooming-Infographic_ESP.pdf
- **Child Development and Developmental Milestones:** <https://www.cdc.gov/ncbddd/childdevelopment/facts.html>
- **Prevention of Child Maltreatment:** <https://www.childwelfare.gov/topics/preventing/overview/framework/>
- **Transformational Relationships for Youth Success:** <https://cssp.org/resource/transformational-relationships-for-youth-success-report/>
- **Authentic Youth Engagement:** <https://www.aecf.org/work/child-welfare/jim-casey-youth-opportunities-initiative/areas-of-expertise/authentic-youth-engagement>
- **Digital Safeguarding:** <https://www.anncrafttrust.org/an-introduction-to-digital-safeguarding/>

APPENDIX E: SAFEGUARDING POLICY REQUIREMENT STATEMENTS

Safeguarding Policy Requirement Statements

Revised: January 2024



1. Purpose

One of Kids Alive International's (KAI) global goals is for children and vulnerable adults in our ministry to experience emotional and physical well-being. A critical component to meeting that goal is that everyone is and feels safe. Therefore, it is critical to have proper safeguarding measures in place to ensure participants are not harmed through our ministry and to support the healthy well-being of all. The purpose of this policy is to educate, prevent, identify, and respond to allegations of abuse and misconduct. It is designed to reflect safeguarding and protection best practices and ensure Kids Alive International personnel appropriately address safeguarding measures and concerns that arise when working with vulnerable populations.

2. Scope

This policy applies to and constitutes a mandatory agreement for all Kids Alive International personnel and programmes, including those supported by KAI and affiliates of KAI. It applies to safeguarding, child protection, and abuse and neglect concerns related to all children and vulnerable adults participating in a Kids Alive International programme and is also meant to serve as a protective measure for those serving such children and vulnerable adults.

3. Definitions

- **Safeguarding** is the broad term that encompasses actions taken to promote the welfare of children and protect them from harm. It consists of concepts and practices that are vital to creating a safe environment for children and vulnerable adults. This includes creating inclusive and welcoming environments, enabling children and vulnerable adults to participate in decisions that affect them, cultural competence and safety, promoting equity and respect and having child and vulnerable adult protection systems.
- **Child protection** is part of the safeguarding process and focuses on protecting individual children identified as suffering or likely to suffer significant harm. It includes the set of laws, policies, regulations, and services needed to support harm prevention efforts and respond to protection-related risks.
- A **child** is anyone under the age of 18. **Note:** The terms "adolescent", "youth", and "young person" may be used interchangeably with "child".

- A **vulnerable adult** is anyone 18 and over who participates in a Kids Alive International (or affiliated) programme(s) by receiving care, support, or protection. **Note:** The terms “young adult” and “young person” may be used interchangeably with “vulnerable adult”.
- **Abuse** is any act or series of acts of commission or omission by a parent, caregiver, or another person responsible for the care of a child or vulnerable adult that results in harm, potential for harm, or threat of harm to a child or vulnerable adult. Different forms of abuse include: discriminatory abuse; emotional abuse (sometimes referred to as “psychological” or “mental” abuse); domestic violence (DV), family violence (FV), and intimate partner violence (IPV); financial abuse; internet abuse and abusive images of children; neglect; organisational or institutional abuse; physical abuse; sexual abuse; sexual exploitation; and spiritual abuse.
- **Best Interests of the Child:** This term pertains to the principles that are used to assess and determine each individual child’s circumstances, needs, and wishes with that child’s safety and well-being as the paramount concern. Each determination of what constitutes a child’s best interests is individualised and based on consideration of a number of factors, such as the child’s age and developmental needs; the physical and emotional safety and welfare of the child; the child’s need for stability, love, and maintenance of emotional connections; the child’s wishes and long-term goals; and other relevant factors.
- **Cultural Competence:** The ability of individuals and systems to respond respectfully and effectively to people of all cultures, classes, races, ethnic backgrounds, sexual orientations, and faiths or religions in a manner that recognises, affirms, and values the worth of individuals, families, tribes, and communities and protects and preserves the dignity of each.
- **Mandated Reporter:** Individuals that are required to report instances of suspected or disclosed abuse to the police or other appropriate authorities. **Note:** All KAI personnel and affiliates are mandated reporters.
- **KAI Personnel:** For purposes of this policy, unless otherwise indicated, references to “personnel” will include the following: employees, staff, missionaries, interns, and volunteers. **Note:** Visitors are addressed in Section 8: Visitors.
- **Prevention:** Activities that stop a negative action or behaviour and promote a positive action or behaviour.

4. Staff Screening, Orientation, and Adherence to Requirements

Safeguarding expectations and responsibilities will be included in all job postings and discussed during interviews. All prospective personnel will provide references and submit to a background check and any additional country-specific legal requirements for pre-employment screening. Within 30 days of their start date, all personnel will complete a mandatory orientation of this

policy and sign an agreement indicating they are aware of, support, and will abide by its contents. In addition, any child of a personnel member who is living on a children's home campus, or who has access to children, must also complete a mandatory orientation of this policy and sign an agreement indicating they are aware of, support, and will abide by its contents when they attain the age of 18 and annually thereafter while residing on campus. Assessments of each staff member's adherence to this policy will be documented in annual performance reviews and periodic evaluations that will be maintained in the personnel's human resources file.

5. Education and Training

Training on this policy and safeguarding and child protection efforts will be provided to all personnel as part of their initial orientation and, at a minimum, on an annual basis thereafter. The children and families KAI works with will also be provided education and training on safeguarding, child protection, and this policy.

6. Safeguarding Officers

Each Kids Alive country programme will appoint at least one Safeguarding Officer to support the implementation and monitoring of this Safeguarding Policy. Safeguarding officers are also responsible for reviewing related procedures and practices; conducting audits and risk assessments; assisting with training; participating in responding to concerns, inquiries, and investigations; and taking action to mitigate or eliminate any identified safeguarding risks. Anyone may contact a safeguarding officer to share safeguarding concerns.

7. Interaction Between Children and Adults

All Kids Alive personnel must treat each child, adolescent, and vulnerable adult with dignity and respect, regardless of differences of ethnicity, religion, age, ability, gender, sexual diversity, class, and economic circumstances. Personnel will not commit or participate in any type of abuse or neglect or commit any act in violation of this policy or national and international laws on the rights of the child, either during work hours or during their personal time. Personnel will make every effort to mitigate the possibility of a concerning situation, ensuring use of appropriate physical contact with children, establishing appropriate boundaries with children, and reporting concerns of any potentially inappropriate contact with children. Communication between children or vulnerable adults and donors will occur in compliance with parameters established by the Global Support team.

8. Visitors

Visitors are individuals who are not considered KAI personnel. Visitors must abide by this policy as well as additional country and site-specific requirements. Visitors will respect and maintain confidentiality and privacy guidelines for the safety of the children and vulnerable adults in KAI programmes. All interactions between visitors and children must occur on fully visible common spaces on KAI grounds and be supervised by at least one Kids Alive staff member at all times; visitors are not to be taken to the homes of children or adult beneficiaries in KAI programmes. Personnel will be responsible for ensuring that the children are protected from any

inappropriate activity. Accommodation is not provided to visitors on KAI campuses or sites where children in KAI programmes are housed. Each country should have site-specific rules and procedures posted in visible and appropriate locations to ensure that all interactions between visitors and children are appropriately managed and supervised and that opportunity for unauthorised contact does not exist.

9. Organisational Communications

KAI has a responsibility to the children and families we serve to ensure their right to privacy is respected and upheld, they are treated with dignity, and no publication, photograph, video, or other media jeopardises their safety or otherwise puts them at further risk. Identifiable pictures or images of children in protective custody (i.e. removed from their parents' custody) will not be utilised in KAI's communications or media. Identifiable pictures or images of children involved with KAI programmes who are in the custody of their parents may be taken and used as long as the child's parent or legal guardian has provided written permission and consent to KAI. Adult beneficiaries may provide written consent for themselves. All written permission and consent forms will be kept on file by KAI country offices. Visitors, including GO! team or vision trip members, and foster families may not take pictures of children or vulnerable adults in KAI programmes unless specifically authorised in advance in writing to do so. Even when written permission is obtained, KAI will ensure its internal and external communications prioritise the child and family's right to safety, privacy, and dignity.

10. Digital Safeguarding and Internet Use by Children

Each programme country will develop clear policies and procedures for internet use that are relevant to the context of its individual programmes and that have the safeguarding and protection of our children as paramount importance. These policies and procedures, at a minimum, will include the following:

- Use of the internet will be closely supervised and monitored by trained Kids Alive personnel. This function should be included as part of the designated personnel's job description.*
- Computers that have access to the internet will be in rooms which allow for frequent and easy access by staff and where the screens are clearly visible.*
- Appropriate restrictions on times when the internet can be used.*
- Appropriate filters and firewalls should be used to control and prevent the download of inappropriate content.*
- Kids Alive personnel must not access pornography or other inappropriate content on the internet.*
- Children will be advised on an ongoing basis about the risks of internet use. These include people using false identities, cyber-bullying, viruses, pornography and other inappropriate and damaging content, sharing personal information, appropriate email protocol, and downloading pictures and other files.*
- Donors, visitors, and GO! team members are not permitted to connect directly with children affiliated with KAI programmes through mobile phones, email, social networking sites, or other electronic or non-electronic means; nor are children allowed to*

connect directly with donors, visitors, or GO! team members. Children should be instructed on what to do if they are contacted by one of those parties. Donors, visitors, and GO! team members should not respond to direct communication from a child affiliated with KAI programmes and should inform the KAI U.S. office upon receipt of a direct communication from a child. All correspondence to and from children and donors should be sent via the KAI U.S. office.

- *Kids Alive International reserves the right to confiscate and fully investigate online activity engaged in on KAI property and in KAI programmes. Internet users are expected to utilise resources safely and responsibly as to not abuse, harass, or embarrass themselves and others.*

11. Reporting Safeguarding Concerns or Policy Violations

Just as this policy is key to reaching our goal of children experiencing physical and emotional wellbeing, reporting concerns and violations is a critical part of our KAI value of Integrity. We are to be transparent, honest and accountable in our relationships, stewardship, and results. That includes being transparent, honest and accountable in our relationships with children and vulnerable adults. All Kids Alive personnel and affiliates are responsible and obligated to report any suspicions of abuse, safeguarding concerns, and any violations of Kids Alive’s Safeguarding Policy within 24 hours of becoming aware of them. Any allegations or concerns of abuse need to be shared with the Country’s Safeguarding Officer(s), the Country Director (CD), the Regional Vice President (RVP), and the Global Lead, Safeguarding. A report needs to be made either via email to report@kidsalive.org or directly to any of these individuals and they will ensure that the other necessary individuals receive the same information within 12 hours, unless one of those individuals is the subject of a report. A reporting form (found in Appendix A) is available to use for compiling and submitting a report. Upon receipt of a report, the relevant individuals will determine and implement appropriate action.

Kids Alive personnel and affiliates reporting safeguarding concerns or policy violations should not and will not avoid reporting on the basis that it may cause harm to the reputation of Kids Alive International. Good faith reports will not negatively impact the reporter and the reporter will not be responsible for investigating the report or determining any potential violations or corrective actions.

If a child or vulnerable adult makes a disclosure to you:

- *Listen carefully to what they are saying but do not ask too many questions.*
- *Let them know they have done the right thing by telling you.*
- *Tell them it is not their fault.*
- *Say that you will take them seriously.*
- *Do not confront the alleged abuser.*
- *Explain what you will do next.*
- *Report what the child has told you as soon as possible.*

Any allegation or concern of abuse must be treated seriously and addressed in a fair, impartial, thorough, thoughtful, and prompt manner in compliance with applicable laws. All responses to such reports or concerns will prioritise the individual’s physical and psychological safety, well-being, and best interests.

12. Grievances

Each programme site will establish and adhere to a process for responding to grievances and complaints that have been expressed by a participant in its programme, whether it is related to abuse or not. (If the grievance or complaint is related to abuse, the reporting procedure outlined in Section 11: Reporting Safeguarding Concerns or Policy Violations should be followed.) These processes will be child-friendly, allow for a variety of mechanisms and communication methods, and be developed in consultation with the children served by each programme. This is a great way to practice Understanding as we listen to children, learn from them and show them we care enough to respond.

13. Child-on-Child Abuse

Each programme site will establish and adhere to appropriate supervision parameters and educational guidelines to reduce the risk of child-on-child abuse. In the event an allegation of child-on-child abuse is made by a child to KAI personnel, the KAI personnel will make a report consistent with Section 11: Reporting Safeguarding Concerns or Policy Violations of this policy. Regardless of who makes the allegation, an assessment will be conducted to understand what occurred, how it was able to occur, and what corrective actions are necessary. Corrective actions will then be implemented and monitored.

14. Supporting Survivors

Kids Alive International is committed to supporting survivors of abuse through offering access to trauma-responsive counselling services, community resources, and support systems to aid them in the healing process. In certain cases, survivors may also need access to medical evaluation and treatment.

Other methods of support include:

- *In consultation with the child or vulnerable adult, developing a plan to address a survivor’s safety and ensure provision of necessary services, support, and treatment.*
- *Legal advocacy*
- *Assistance with food, childcare, and housing*
- *Specialised services for individuals with disabilities*

15. Policy Implementation, Monitoring and Review

Kids Alive International will provide training consistent with this policy to support its effective implementation. On an ongoing basis, Kids Alive International will monitor implementation of safeguarding policies in its programmes and will ensure that effective procedures are in place.

The Safeguarding Policy is expected to be widely available at Kids Alive International sites, and easily accessible to the children, adolescents, parents, caregivers, personnel, and others that are affiliated with our organisation. Additional programmatic specific policies will be developed for individual KAI countries, so that they are relevant to their specific programmes and operations.

KAI will ensure that all risks of child abuse are identified, reported, monitored, and reasonably mitigated against in the assessment of all its activities. The Safeguarding Policy will be reviewed annually by a comprehensive and inclusive committee of individuals involved with Kids Alive International at all levels and revisions will be made as appropriate to include new learnings and best practices.

APPENDIX F: SAFEGUARDING POLICY ACKNOWLEDGEMENT AND DECLARATION OF CONDUCT

Safeguarding Policy Acknowledgement and Declaration of Conduct



As an employee, staff member, board member, missionary, intern, or volunteer with Kids Alive International, I affirm that:

- I will conduct myself in a manner consistent with my position as a representative of Kids Alive International to be a positive role model to the communities we serve.
- I will be respectful of each child's rights, background, culture and beliefs, as set out in the UN Convention on the Rights of the Child.
- I will adhere to the standards of conduct and behavioural expectations outlined in this policy, local laws, and good practice guidelines.
- I will undertake, to the best of my ability, to protect the children and vulnerable adults in Kids Alive International's programmes from any form of maltreatment and, consistent with the policy, will immediately report any concerns that I have regarding safeguarding issues.
- I recognise that, should the terms of Kids Alive International's Safeguarding Policy be breached, immediate and appropriate action will be taken by Kids Alive according to the provisions set out within the Policy.

I confirm that I have read and understood Kids Alive International's Safeguarding Policy and agree to abide by this at all times with all children and vulnerable adults in Kids Alive International's programmes, to protect both myself and them.

Print Name: _____

Signed: _____ Date: _____