Haller Kenya – Safeguarding & Child Protection Policy 2025

INTRODUCTION

Haller provides services to the public which includes the provision of services to children.
Our child protection policy is designed to:-

- ensure staff are aware of the problem of child abuse;
- safeguard children from abuse through good practice;
- report all concerns about possible abuse;
- respond appropriately and quickly when abuse is discovered or suspected.

This policy addresses issues arising from the risk of abuse of children by others, and provides guidance to help Haller staff and volunteers to deal safely with situations where:-

1. They are in contact with children not accompanied by an adult;
2. They are required to deal with any situation involving children whether or not accompanied by another responsible person;
3. They are required to deal with abuse, harassment or bullying of a child by another person or group of people.

This policy has been approved and endorsed by the Trustees who are committed to endorsing a policy which protects children. It will be reviewed annually.

DEFINITIONS

Child: Any person under the age of 18
Staff: Includes any representative of Haller including members, employed workers, volunteers, consultants, contractors and their sub-consultants, sub-contractors
Abuse: can be comprised of either -
Physical abuse: Actual or likely deliberate physical injury to a child, or wilful neglectful failure to prevent physical injury or suffering to a child.
Sexual abuse: Actual or likely sexual exploitation of a child. The involvement of children in sexual activities they do not truly comprehend, and to which they are unable to give informed consent or that violate the social taboos of family roles.
Emotional abuse: Emotional ill treatment, including bullying, and harassment resulting in severe adverse effects on the development of a child.

HALLER PRACTICES

- To ensure that members of staff are carefully selected. Any member of staff employed to work directly with children will be subject to reference checks;
- Provide training for staff in the protection of children;
- Appoint a member of staff or other officer to have responsibility for policy, training and co - ordination of matters relating to protection of children;
- Take all allegations of abusive behaviour / practice in all of its forms seriously, and respond to such allegations quickly; abuse can be physical, sexual or emotional.
- Provide the Code of Behaviour for all staff, identifying acceptable practices when dealing with children, guidance on management of some typical risk situations and procedures for dealing with events where abuse of children by others is observed or suspected.

CODE OF BEHAVIOUR

Haller staff should adhere to the following principles and actions:-

- Always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets)
- Make the experience of learning enjoyable: promote fairness, confront and deal with bullying
- Treat all young people equally and with respect and dignity and put the welfare of the young person first
- Avoid unnecessary physical contact with young people. Where any form of manual/ physical support is required it should be provided openly and with the consent of the young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the young person's consent has been given
- Be an excellent role model, this includes not smoking or drinking alcohol in the company of young people
- Always give enthusiastic and constructive feedback rather than negative criticism
- If an accident happens which needs first aid treatment, refer to the Haller Health Clinic and report all accidents to a senior member of staff. Keep a written record of any injury that occurs, along with details of any treatment given
- Staff must seek to prevent children from causing harm to themselves or others. Where an incident arises, judge carefully how to intervene and where possible guide them into a safe course of action. If you have to tell them to stop what they're doing, be clear and definite about it. If you think it is necessary to restrain a child from doing something, start with non-physical approaches. If you do have to use physical restraint, it should be the minimum necessary for their safety. If they are in imminent danger, you might need to hold them by their clothing. Whatever the circumstances, physical restraint must be appropriate and reasonable

PROCEDURES TO FOLLOW IN EVENT OF SUSPECTED ABUSE

If someone is being violent to a child:

- If you witness someone hitting, hurting, violently shouting at, or otherwise bullying a child, you should try to prevent the abuse, if you can do so, without unreasonable risk to the child or yourself. Never use or threaten physical force as this could inflame the situation and result in further violence
- Summoning help: if you are unable to stop the abuse, contact other colleagues and a senior manager for support
- Record the facts, as you know them
- Report to a senior manager

If you suspect a child is at risk:

- Record the facts, as you know them
- Report to a senior manager
- Do not make any investigations yourself
- Make sure you get a satisfactory response – don't let matters rest

CONFIDENTIALITY

Any information about alleged or actual child abuse will only be disclosed where it is in the best interests of the child to do so. Furthermore, we have a responsibility to protect the identity of anyone reporting suspected or actual abuse. No such disclosure will be made without careful consultation at senior management level.