



Serve Ourselves - Child protection policy

To Serve Ourselves, every child matters. It is a requirement that everyone attached to Serve Ourselves takes responsibility and knows that every child matters. Everyone should emphasize the point that the care, protection and welfare of children is paramount and that all children have the right to be protected from harm; whether emotional, psychological, physical, or otherwise.

We recognise that we have a fundamental duty of care towards all children where any of our programmes and operations includes contact with children, or where they have an impact on children. We are ready to protect children from harm or risk of harm in all situations.

We commit that anyone recruited or called upon to serve must have a clean record and must not have been involved in any of the following:

- Child trafficking
- Child pornography
- Or any other offences related to child abuse

We will support children when our staff, affiliates, volunteers or any other partner abrogates this policy by:

- misconduct
- poor practice

We will, where reasonably practicable, both follow relevant Zambian laws and standards.

We define a child as someone who has not yet attained their 18th birthday.

We commit to:

- Ensure that any checks possible are conducted when recruiting staff
- Maintaining strong children protection systems
- Training staff in child protection for planning and practice purposes
- Sharing any concerns we have with relevant child legal agencies or legal entities, plus parents/ guardians and children as necessary
- Provide supervision of staff, affiliates and volunteers working with our children
- Valuing, respecting and listening to children

Serve Ourselves will review this policy statement annually to reflect new legal and regulatory developments and ensure good practice.

This global policy statement was approved by Serve Ourselves, Program Coordinator in May 2020. It will be due for review in May 2021.

I _____ has read and understood the policy, its requirements and the consequences of failing to abide by it. I have no record of child abuse or any other child related offenses and I commit to completely abide by all the conditions as required.

Signature: