
Date developed	15/08/2020
Next review date	05/01/2022

Concrete Jungle Foundation's Child Protection Policy (Jamaica)

Our organisation is fully committed to safeguarding the welfare and wellbeing of all children in its care. We recognise the responsibility to promote safe practice and to protect children from harm, abuse and exploitation.

This document outlines our commitment to protecting children.

1. Date of policy and review schedule

- 1.1 This document has been approved by the Freedom Skatepark Foundation on the 31st of August 2020.
- 1.2 This policy will be reviewed after 1 year initially and then every 3 years by the Freedom Skatepark Foundation, or:
 - when there are changes in relevant legislation
 - when there are changes in guidance on safeguarding children
 - following any issues or concerns relating to safeguarding children within the organisation, whichever is the sooner.

2. Responsibilities

- 2.1. The responsibility for updating and gaining approval of this policy is assigned to the Programmes Director.
- 2.2. The responsibility for ensuring compliance with this policy rests with the Project Manager.

3. Purpose of the policy

The purpose of this Safeguarding Policy is to:

- 3.1. Ensure that the welfare of children remains the paramount consideration in all aspects of the work of organisation
- 3.2. Ensure all personnel understand how to implement good safeguarding practice in their role
- 3.3. Ensure all personnel know how to respond appropriately where concerns arise about specific children
- 3.4. Ensure everyone knows what will happen when the policy is breached.

4. Legal and organisational policy context

This Policy has been developed based on the following laws and guidance:

- 4.1. The United Nations Convention on the Rights of the Child
- 4.2. The Child Care and Protection Act (2004) of Jamaica and any other relevant Jamaican Act whether referenced or not in said Act such as, but not limited to, the:
 - 4.2.1.1. Sexual Offences Act (2011)
 - 4.2.1.2. Child Pornography (Prevention) Act (2009)
 - 4.2.1.3. Domestic Violence Act (1996)
 - 4.2.1.4. Trafficking In Persons (Prevention, Suppression and Punishment) Act (2007)
 - 4.2.1.5. Corrections Act (1985)
 - 4.2.1.6. Early Childhood Act (2007)
 - 4.2.1.7. Offences Against the Person Act (2010)

5. Principles

- 5.1. The welfare of the child will be the paramount consideration in everything we do.
- 5.2. All children have an equal right to protection from harm regardless of their gender, culture, ethnicity, age, religion, sexual orientation, or ability
- 5.3. All adults have a responsibility to respond when they are concerned that a child may be at risk of harm

6. Definitions

- 6.1. **Child** - Anyone under the age of 18 years old
- 6.2. **Parent** - Used as a generic term to represent parents, carers and guardians
- 6.3. **Safeguarding** - Refers to all of the actions we take to keep all children we come into contact with safe. It includes the proactive measures we put in place to ensure children do not come to harm as a result of our contact with them
- 6.4. **Child Protection** - Refers to the actions we take when we have specific concerns that a particular child is at risk of significant harm
- 6.5. **Personnel** – Anyone acting on behalf of the organisation in any capacity including (and not limited to), employees, volunteers, athletes, entourage, Directors, and Commission members.

7. The Organisation will:

- 7.1. Promote the health and wellbeing of children, by providing opportunities for them to take part in sport safely
- 7.2. Respect and promote the rights, wishes and feelings of children.

- 7.3. Promote and implement appropriate procedures to safeguard the wellbeing of children and protect them from abuse.
- 7.4. Require all personnel to adopt and abide by this Policy and these procedures.
- 7.5. Respond to any allegations of misconduct or abuse of children, in line with this Policy as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- 7.6. Observe national published guidance for the protection and wellbeing of children.

Regularly monitor and evaluate the implementation of this Policy and these procedures.

8. Policy Statements:

- 8.1. This policy applies to all personnel, i.e. anyone acting on behalf of the organisation in any capacity including (and not limited to), employees, volunteers, athletes, entourage, Directors, and Commission members.
- 8.2. The welfare of the child will be the paramount consideration in everything we do.
- 8.3. All children have an equal right to protection from harm regardless of their gender, culture, ethnicity, age, religion, sexual orientation, or ability
- 8.4. All adults have a responsibility to respond when they are concerned that a child may be at risk of harm
- 8.5. Anyone that reports a concern regarding a colleague in good faith will be protected under the Whistle Blowing policy
- 8.6. Safeguarding concerns will be managed through an open and fair process led by the Project Manager.
- 8.7. Information will be managed confidentially and only shared without consent where the duty to protect children from harm supersedes an individual's right to privacy
- 8.8. Safeguarding decisions will be made in a timely manner and should not be subject to unnecessary delay.
- 8.9. Children have a right to have their voices heard and their views should genuinely shape and influence how we work
- 8.10. We will conduct safeguarding background checks for all new staff and volunteers
- 8.11. We will train new employees and volunteers in safeguarding and provide support and supervision appropriate to their role and responsibilities
- 8.12. Serious breaches in this policy may result in formal disciplinary action being taken