

Policy Summary

Child Safeguarding Policy

Friends Affected & Infected Together in Hand (FAITH) — Lalitpur, Nepal

First adopted May 2010 · Updated June 2019

POLICY COMMITMENT

Children who come into contact with FAITH must be safeguarded to the maximum possible extent from deliberate or inadvertent actions that place them at risk of abuse, exploitation, injury, or any other harm.

Under 18

Definition of a child under this Policy

11

Guiding principles for child safeguarding

Zero

Tolerance for abuse by staff or representatives

2019

Most recent update (first adopted 2010)

About this Policy

This responsibility falls on all FAITH staff and representatives and is reflected across many of FAITH's policies. The Policy requires FAITH to recruit only representatives suited to work with children, apply strict child-safe recruitment practices, and ensure everyone associated with the organization is aware of and responds appropriately to issues of child abuse and sexual exploitation.

All activities and programmes are assessed for risks to children, which are reduced or removed wherever within FAITH's control. FAITH maintains systems that promote awareness, prevent harm, and enable the reporting of and response to safeguarding concerns.

Scope

- All FAITH staff — national, international, full-time, part-time, or on short-term contracts such as consultants and researchers.
- Members of FAITH and other representatives, including volunteers, trustees, and board members.
- Partner agencies, consortium partners, and any individual or organization with a formal or contractual relationship with FAITH involving contact with children.
- Donors, journalists, celebrities, politicians, and other visitors who come into contact with children through FAITH's programmes.
- Applies to all of the above in both their professional and personal lives, and both during and outside work hours.

Key Definitions

Term	Definition
Child	Anyone under the age of 18 years.
Child Safeguarding	The set of policies, procedures, and practices FAITH employs to ensure it is a child-safe organization — preventing harm, and enabling the reporting of and response to safeguarding concerns.
Child Abuse	Anything that individuals, institutions, or processes do or fail to do that directly or indirectly harms a child or damages their prospects of safe, healthy development. WHO defines the main categories as physical abuse, emotional abuse, neglect, sexual abuse, and exploitation.

Term	Definition
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes.

Guiding Principles

Personal responsibility Everyone must demonstrate the highest standards of behaviour toward children and act to prevent, report, and respond to concerns.	Children's participation and non-discrimination Children are empowered to understand their rights and what to do if there's a concern.
Universality The Policy's mandatory requirements apply to everyone, everywhere FAITH operates.	Best interest of the child Safety, health, and wellbeing take priority in any safeguarding matter.
Standards-based approach FAITH's safeguarding standards, agreed to on joining, often exceed national laws or local custom.	Confidentiality Concerns, reports, and investigations are handled on a need-to-know basis with secure records.
Openness An environment where safeguarding issues and concerns can be raised and discussed freely.	Timeliness Mandatory time limits govern the reporting and handling of concerns.
Transparency and accountability Poor practice can be addressed and abusive behaviour challenged.	Compliance Implemented in line with the Save the Children Child Safeguarding Protocol, the UNCRC (1989), and other relevant frameworks.
Accountability to children and communities Stronger internal systems make FAITH more accountable to the people it serves.	Partnership FAITH works with other agencies to promote child safeguarding and protection in the wider community.

Standards of Behaviour

The Policy sets clear boundaries for how staff, partners, and other representatives must conduct themselves around children. Prohibited conduct includes any form of physical, emotional, or sexual abuse; developing exploitative or inappropriate relationships with children; unsupervised or unsafe one-on-one arrangements outside agreed procedures; and exposing children to inappropriate content. This is not an exhaustive list — representatives must at all times avoid any action that could be misrepresented, constitute poor practice, or be interpreted as abusive.

Consequences of Breach

Breaches of this Policy can lead to disciplinary action, including possible dismissal. For partners or contractors, a breach can lead to termination of the relationship, including any contractual or partnership agreement. Where relevant, the matter will be referred to the appropriate legal framework under national law.