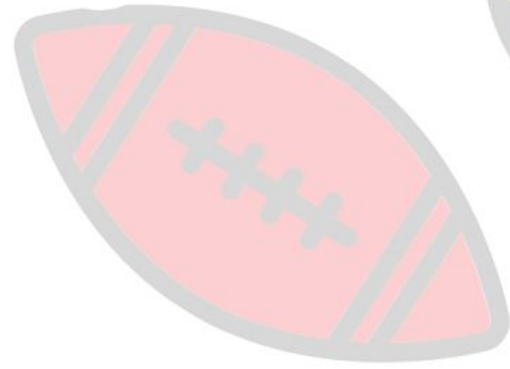


Child Protection Policy



United Play 

Child Protection Policy

Introduction

The need to protect children against exploitation, discrimination, abuse, etc. is an topic of extreme global concern. As children are dependent on adults to care for and protect them, it is our responsibility to prevent any possible infringements on the rights of a child.

United Play International has created and adopted this child protection policy in recognition of its responsibility as an international organization. We are committed to working with its partners, stakeholders, and local communities to prevent and respond to any child exploitation, discrimination or abuse.

Vision

- To help provide sporting opportunities for all, especially communities in need.
- To create free and easily accessible sport for development tools and resources.

Mission

To create an equitable world where all individuals are able participate in quality sport and play experiences.

United Play International Code of Conduct

All active members of United Play International and its branches, shall understand and adhere to the following code of conduct. Any breach in this code of conduct may be deemed as grounds for suspension, or termination, upon a majority decision from the United Play International Board of Directors.

Members of United play shall adhere to the following code of conduct and ethics:

1. Respect
 - a. Respect for each branch and team members involved.
 - b. Respect for all program participants.
 - c. Respect for partner organizations.
2. Responsibility
 - a. Performing all duties in a timely manner, to the best of one's ability.
 - b. Prioritizing the safety and wellbeing of children and vulnerable populations.
 - c. Understand and adhere to the Child Protection Policy.
 - d. Obtaining permission for the use and distribution of all media from legal sources and participants of workshops and events.
3. Professionalism
 - a. Acting in a professional manner during all work related tasks and events.
 - b. Understanding that professionalism extends beyond the work environment, and that each member is an active representative of the organisation both online, and throughout social media outlets.

Policy Outline

Objectives

The Child Protection Policy has the following objectives:

- The protection of children engaged in programs conducted or organised by United Play International or one of its branches, from all forms of harm, exploitation and abuse.
- Work towards an organisational culture of child safety.
- Ensure that all members, partners and stakeholders are educated and aware of their responsibilities for identifying possible occasions for child abuse and establish controls and procedures to prevent such abuse and/or detect when it occurs.
- Protect United Play International's reputation, as well as its partners, by discouraging child offenders with a Child Protection Policy and related procedures.

Principles of Understanding

United Play International has developed this Child Protection Policy, which is based upon the following guiding principles:

- There will be absolutely no tolerance for child abuse, exploitation, and discrimination of any kind.
- The wellbeing of children and vulnerable people shall be in the forefront of the delivery and development of all United Play programs.
- Responsibility for the protection of children and youth that participate in our workshops and activities.
- Document, respond, and report any suspected incidents of child abuse to the proper authorities.

Position Statements

Child Protection

United Play International is committed to maintaining the safety and wellbeing of all those who participate in our events, workshops, and activities, or use our online resources. This includes vulnerable populations and children who are under the legal age.

In recognition of the Convention of the Rights of the Child under the mandate of the United Nations (<https://www.unicef.org/child-rights-convention>). We realise that children and youth, as well as vulnerable populations need to be protected from abuse, exploitation, and discrimination of all forms.

We have developed this Child Protection Policy as a way to address these areas of concern and establish guidelines to determine the safety of these groups within the scope of our organisation. This allows us to identify any additional steps we can take to minimise and prevent the risk of harm. This can be done using the following strategies:

- **Monitoring Risk Management**

Developing and implementing a risk management strategy, including continuing to review and assess our organizational policies and conduct

- **Code of Conduct**

We maintain a strict code of conduct for all members of United Play International and its branches. This code of conduct outlines the professional behavior expected, as well as the ethical boundaries of our organization, both inside and outside of the workplace.

- **Professional Team Members and Volunteers**

We take great measures to make sure that our team is knowledgeable on both sport for development and child rights and protection. Each team member must receive a criminal background and vulnerable sector check within their home country. In addition, all volunteers are to be coached on child protection, and how to work and interact with children and vulnerable populations. This allows us to maintain a child-safe environment in each of our workshops and activities.

- **Promote the active participation of children**

Motivate children and young people to be involved in promoting and maintaining a child-safe environment for our events, workshops and activities. This is often achieved by enlisting local community leaders in order to establish a sense of community ownership and safety.

- **Document, report and respond**

It is vital that our team members, partner organizations, community leaders, and program volunteers are able to recognize and respond to any signs of abuse, exploitation, or neglect. These reports are to be immediately submitted to the proper authorities, in the interest of child safety.



Child Protection Procedures

United Play International and its branches are committed to implementing and maintaining child protection procedures to the highest standard possible.

These include:

- Maintaining a safe and caring environment for all children within programs and initiatives;
- Keeping written or electronic records of any incidents and injuries that take place during programs and initiatives, as well as documentation about what medical aid was given;
- Establishing consent for all participants under the legal age. This includes programs and workshops, as well as the use of media for promotional purposes;
- In all contracts involving United Play International, all parties agree to abide by the requirements of this Policy;
- A Code of Conduct that embodies our ethical commitment and the importance of Child Protection;
- Using a culturally specific approach in program development, training, and risk management;
- Creating a child-safe team environment through screening and selective staff recruitment;
- Providing training to staff on Child Protection Policy;
- Establish reporting procedures are known to staff and partner organisations;
- The removal of any individual who poses a risk to child safety and wellbeing, in connection with United Play or its programs;
- United Play International retains the right to terminate or suspend the employment of any individual found in breach of the Child Protection Policy; and
- Monitor and Review this policy on a consistent basis.

Glossary of Terms

Child Abuse: Actions which can directly or indirectly harm a child, and can put their safety and well being at risk.

Child Exploitation: is the unjust, cruel and harmful use of children for someone else's advantage, including manipulation, abuse, victimization, oppression or a harmful treatment.

Child Protection: The work in which laws, policies, programs and systems are specially designed and strengthened to protect children in a given community, including their own family.

Child Safeguarding: The responsibility of all members of the organization to ensure that no harm is done to the children and that above all, that their safety is prioritized and maintained at all times within the communities in which the organization works. Any case that breaches the safeguarding will be immediately reported to the appropriate authorities.

Child Trafficking: The transport of a child within a country, or across borders, by force for someone else's advantage. It can be for both economic and sexual exploitation.

Child: A child is defined as any person under the age of 18 years, as dictated by the UN Convention on the Rights of the Child.

Discrimination of the Child: Discriminating, excluding, neglecting, or mistreating a child because of a given circumstance. This can include a number of factors such as: race, ethnicity, gender, religion, language, disability, social status, etc.

Economic Exploitation: Using the child for working or other activities that benefit the economic interests of others.

Emotional Abuse: Poor emotional treatment of a child, which can lead to severe psychological trauma and damage a child's emotional development. This can include: ignoring, shaming, yelling at, demeaning, frightening, or humiliating a child to a point that it affects their development and self esteem.

Manipulation: The intent of changing someone's perceptions of behavior through devious and unfair tactics. Manipulation can be used to exploit and abuse children.

Neglect: The failure to provide adequate: food, shelter, clothing, protection from physical or emotional harm, fulfillment of basic emotional needs, lack of medical care treatment, educational needs, etc. from the caretakers.



Partner Organization: Any organization that has formed a formal partnership agreement with United Play International.

Physical Abuse: Intentionally causing physical harm of any kind to a child. It is a duty of those with legal authority to protect children from physical harm, and failure to do so may also be deemed physical abuse.

Sexual Abuse: The act of forcing or coercing a child into sexual activities of ANY nature. This applies to activities without physical contact, or sexually suggestive behaviour of which the child may not be aware.

Sexual Exploitation: Taking advantage of a child's position of vulnerability, differential power or trust for sexual endeavors. It might be a monetary exploitation or a personal sexual gratification.

Team Member: This includes members of United Play International, and the branches of United Play International. This can also include event volunteers in regional projects.

Violence Against Children: Any harm that impacts a child's health, well-being, survival, or development. This can include physical, emotional, and verbal abuse in all forms.

Sources of Information or References

Sport Inclusion Australia (2016), Child Protection Policy.

<https://sportinclusionaustralia.org.au/wp-content/uploads/2017/05/Child-Protection-Policy.pdf>

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