Objectives, Scope & Contacts

The key objective of this Policy is to **protect children engaged in SportImpact’s activities from all forms of abuse and exploitation**.

We work to minimize chances of child abuse and to provide clear guidelines for those involved in our activities to respond to child abuse issues. This Policy has been developed to comply with international standards such as the United Nations Convention on the Rights of the Child.

This Policy applies to *‘SportImpact personnel’*: any SportImpact staff member, director, contractor, sub-contractor, program participant (volunteer, coach, trainer, facilitator, etc.) or any person with a role in SportImpact activities that is or can be perceived as representing or acting on behalf of SportImpact.

**Key contacts**

**SportImpact Child Protection Officer**: Nuno Delicado
Telephone: +670 7794 7797 | +65 8442 4814
E-mail: childprotection@sportimpact.org
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## Guiding Principles

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<th>Guiding Principle</th>
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<td><strong>Zero tolerance of child abuse</strong></td>
<td>SportImpact does not tolerate child abuse. We work to reduce the risks associated with our activities and train individuals on their obligations. We will not knowingly engage (directly or indirectly) anyone who poses an unacceptable risk to children.</td>
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<td><strong>Recognition and promotion of children’s best interests</strong></td>
<td>We are committed to upholding the rights and obligations under the United Nations Convention on the Rights of the Child.</td>
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<td><strong>Shared responsibility for child protection</strong></td>
<td>We require the commitment, support and cooperation of organizations and individuals whom we work with. They must meet the terms of this policy.</td>
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<td><strong>Risk management approach to prevent child abuse</strong></td>
<td>We identify child abuse risks during initial risk assessments and manage them for the duration of our initiatives.</td>
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<td><strong>Procedural fairness</strong></td>
<td>We use fair procedures to make decisions that affect a person’s rights or interests. Partner organizations should follow this principle when responding to allegations of child abuse.</td>
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SportImpact’s Commitments

• In all contracts involving SportImpact, all parties agree to abide by the requirements of this Policy
• Child-protection risks are included in all project and activity risk assessments
• Preventive child-protection measures are implemented to the highest standard
• Comprehensive child-safe recruitment and screening processes are employed
• Child-protection training is regularly provided to relevant SportImpact personnel
• Culturally specific issues relevant to child protection will be incorporated into project specific risk management strategies, training and response procedures
• A child-protection Code of Conduct exists and is understood and signed, wherever applicable, by all SportImpact personnel
• Clear and current reporting procedures exist and are known by SportImpact personnel
• National laws, processes and resources are taken into account in reporting and response mechanisms
• No person is permitted to work with children if they pose an unacceptable risk to children's safety or wellbeing
• All employment contracts involving SportImpact outline that SportImpact has the right to dismiss, suspend or transfer to other duties personnel who breach the child-protection Code of Conduct
• The highest levels of confidentiality and sensitivity are employed pending an official investigation of an incident
Child-Protection Code of Conduct: Required behaviors

I, ________________________________________, acknowledge that I have read and understand SportImpact’s Child-Protection Policy, and agree that during my association with SportImpact I MUST:

• Treat children with dignity and respect regardless of race, color, gender, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status

• Immediately raise concerns regarding a child’s safety or wellbeing in accordance with SportImpact’s reporting procedures and observe procedural fairness when engaged in decision making

• Be visible when working with children and, wherever possible, ensure that another adult is present when working in the proximity of children

• Listen to children and allow them to be engaged in decisions that may affect them

• Comply with all relevant legislation, including labor laws in relation to child labor

• Follow organizational policy and guidelines regarding the safety of children

• Use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or access child exploitation material through any medium

• Immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or occur during my association with SportImpact that relate to child exploitation and abuse
Child-Protection Code of Conduct: Unacceptable behaviors

In addition, I MUST:

• Not use language, or demonstrate or stimulate behavior towards children that is inappropriate, harassing, abusive, demeaning, sexually provocative, or culturally inappropriate or insensitive

• Not engage children in any form of sexual activity or acts, including paying for sexual services or acts

• Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger

• Not sleep in close proximity to unsupervised children

• Not hire children for domestic or other labor which is inappropriate given their age or developmental stage, which interefers with their time available for education and recreation activities, or which places them at significant risk of injury

• Not exclude or favor a particular child

• Not physically assault, discipline or punish children

• Not use equipment including but not limited to computers, mobile telephones, video or digital cameras to capture images inappropriately or without the consent of the child and his/her parent or guardian

• Not access child pornography through any medium

• Not touch a child in an inappropriate or culturally insensitive manner. Personnel in direct medical care positions shall follow industry best practice guidelines
Child-Protection Code of Conduct: Children’s images

When photographing or filming a child or using children's images for work-related purposes, I must:

• Assess and comply with local traditions or restrictions for reproducing personal images
• Obtain consent from the child or a parent or guardian of the child
• Ensure photographs and videos present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive
• Ensure images are honest representations of the context and the facts
• Ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form
• Ensure images of children available for public use do not reveal any identifying information

I understand that the onus is on me, as a person associated with SportImpact, to use common sense and avoid actions or behaviours that could be construed as child exploitation and abuse.

Date:
Name:
Signature:
Reporting Child Abuse

Who should report? Anyone (child, parent, staff, volunteer, etc.) can and must report immediately any allegation, disclosure or observation of child abuse or suspected breaches of the Child Protection Policy.

What should I report? You should report to the relevant Manager and Child Protection Officer:

a) any behaviour that you suspect may be child exploitation and abuse, including possession of child exploitation material, or policy non-compliance by SportImpact personnel or anyone related with SportImpact activities

b) any report made to you by anyone relating to child exploitation and abuse or policy non-compliance by SportImpact personnel or anyone related with SportImpact activities

What if I am not sure that what I have seen/heard of is child abuse?
Contact the Child Protection Officer for confidential advice and information about what constitutes child abuse or policy non-compliance.

How do I make a report?
Reports can be made to the relevant Manager, and to the Child Protection Officer:
E-mail: childprotection@sportimpact.org
Telephone: +670 7794 7797 | +65 8442 4814

What information do I need to provide in the report?
Provide as much as possible, including: date(s) of incident(s), name of organisation(s) involved, alleged offender’s details (including name, nationality and occupation), details of alleged incident(s), whether law enforcement authorities have been informed, the name of the activity (if known), details of what the organisation(s) proposes to do, any other relevant information.
Reporting Child Abuse: 
Non-critical incident allegations

A non-critical allegation of child abuse is one which does not pose immediate risk to a child supposing the allegation is true. These incidents may be critical in nature but the time frame for responding is not as immediate (e.g., accessing child pornography).

- The incident will be documented and investigated in accordance with the SportImpact processes
- The incident will be investigated with full respect for the privacy of the accused and the alleged victim and information will be dispersed on a “need to know” basis with the primary concern being the rights and welfare of the people involved
- The accused person will be given an opportunity to express their views/opinions/version of facts
- The views of the alleged child victim will be considered in light of the documented evidence that children rarely lie about abuse and
- Where the incident is reasonably proven to have occurred, appropriate disciplinary measures will be taken, including, but not limited to warning, suspension and dismissal.

The disciplinary measure will depend on the nature and severity of the offence and will be at the discretion of the relevant Manager and will be fully documented and reported to SportImpact Child Protection Officer.
Reporting Child Abuse: Critical incident allegations

A critical allegation is an allegation whereby there may be an **immediate risk to the welfare of a child** should the allegation be found true (e.g., inappropriate sexual activity).

- Where the allegation involves a violation of applicable laws, the incident will immediately be reported to appropriate authorities and the person will be suspended from SportImpact activities pending an investigation.
- All efforts will be taken to ensure the confidentiality and rights of the accused person and information related to the incident will only be shared on a “need to know” basis.
- If the incident involves a breach of SportImpact’s Child-Protection Policy (but is not a violation of laws), the accused person may be suspended pending an investigation.
- Where a breach of SportImpact’s Child-Protection Policy is found to have occurred, all circumstances will be considered and the appropriate action will be taken.
- Where an allegation is found to be false or unfounded, all efforts will be taken to protect the rights of the accused person.
- Where allegations amount to a violation of applicable laws, privacy will no longer be applicable unless deemed necessary to protect the rights of the victim.
- Where appropriate in investigations, SportImpact will consider and take into account legal advice as well as advice from any responsible authorities.
Recruitment & Training

SportImpact will not knowingly allow any person to be employed or engaged as a volunteer if they pose an unacceptable risk to children. The recruitment process shall include the following:

a. **SportImpact personnel candidates must**
   i. Provide an appropriate current police check (criminal record check) from the relevant country or countries
   ii. Provide contacts of former employers/referees for reference checks
   iii. Disclose whether they have been charged with child abuse offences

b. **SportImpact recruiters will**
   i. Ask behavior-based interview questions that relate directly to working with children, as appropriate
   ii. Ask candidates for appropriate police checks (criminal record checks)
   iii. Perform verbal reference checks with former employers/referees. Verbal referees cannot include partners, spouse and/or other relatives
   iv. Ask candidates to disclose whether they have been charged with child abuse offences

SportImpact will provide Child Protection training, including topics such as awareness raising and reporting processes to all SportImpact personnel. New SportImpact personnel will receive induction training including child protection procedures and policy aspects (ideally translated in local language).

**New personnel shall sign an acknowledgment that they received SportImpact’s Child-Protection Policy, including the Child-Protection Code of Conduct, and have read, understand and are committed to follow them.**
Risk Management

SportImpact will use a risk management process to manage child protection, including the following key steps:

1. Conduct a risk assessment covering all activities where there is contact with children
2. Identify, assess and classify risks
3. Implement mitigation processes to reduce or eliminate any identified unacceptable risks
International child protection instruments

- International Labour Organization Convention 182 Concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour: [www.ilo.org/ilolex/english/convdisp1.htm](http://www.ilo.org/ilolex/english/convdisp1.htm)

Note: SportImpact’s Child-Protection Policy is based on Austraining International’s Child Protection Policy and AusAID’s Child Protection Policy
Let’s keep children safe!
Mission
To promote human development through sport.
We empower communities in developing countries to develop sport programs that stimulate happier, healthier, more productive, self-determined and fulfilling lives.

Vision
To use the power of sport to create a peaceful and developed world, with equal opportunities for everyone.

Our values
Empowerment  We listen to communities and help them pursue the future they choose – for as long as necessary, not more.
Sustainability  We develop innovative solutions and business models to make projects sustainable, replicable and scalable.
Impact  We assess impact and control for unintended consequences, continuously making adjustments to maximize positive long-term results.
Collaboration  We bring multiple stakeholders together and openly collaborate, sharing knowledge, experience and resources to create value.
Integrity  We have zero tolerance for corruption, abuse, discrimination or any other unethical behaviors.
Fun  We care for everyone we work with and always have fun!