



united world schools
teach the unreachable

Child Protection and Safeguarding Policy

Contact	childprotection@unitedworldschools.org
Policy Leads	Rebecca Curley rebecca@unitedworldschools.org Gemma Barker gemma.barker@unitedworldschools.org
Version	June 2021 - June 2023



Policy Summary

1. Introduction

1.1 Our Commitment to Safeguarding Children	2
1.2 Purpose of the Policy	3
1.3 Scope of the Policy	3
1.4 A Definition of Child Protection and Safeguarding	4
1.5 Our Child Safeguarding Principles	4

2. Policy Implementation

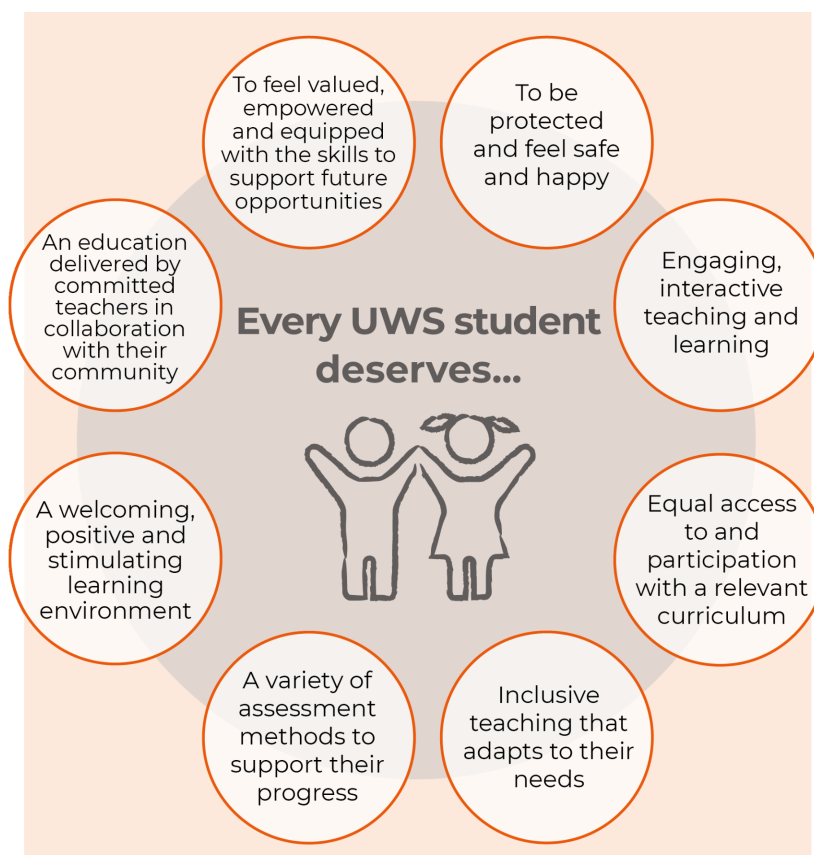
2.1 Risk Assessment and Mitigation	5
2.2 Safe Recruitment	5
2.3 Behaviour Protocols	6
2.4 Education and Training	6
2.5 Safe Programme Design	6
2.6 Communication Guidelines	7
2.7 Management Structure and Responsibilities	7
2.8 Reporting and Reaction Protocols	9
2.8a How to report a concern	
2.8b How we respond to concerns	
2.9 Partners	12
2.10 Safeguarding Vulnerable adults	12
2.11 Child Safeguarding in emergencies	13
2.12 Accountability	13
2.13 Operations	14

3. Appendices

1. Introduction

United World Schools (UWS) is a charity dedicated to changing the face of primary education in remote regions. ***Our mission is to improve, through education, life opportunities for some of the world's poorest children living in remote and marginalised communities.*** We support communities across Cambodia, Myanmar and Nepal to access quality, inclusive primary education. ***We teach the unreachable.***

Children's rights, wellbeing and safety is prioritised within all areas of our work, please see our Vision for Quality Inclusive Education below. We recognise that all children have equal rights to protection and that some children face particular risks and difficulties in getting help, due to their gender, age, disability, social background, religion or culture.



1.1 Our Commitment to Safeguarding Children

United World Schools (UWS) recognises that children face the risk of harm and abuse in communities around the world, including the communities in which we work. UWS' programmes directly serve children in marginalised communities, often unreachable by safeguarding intervention.

The protection of children is an integral component of UWS' mission to ensure that children learning in our schools receive a quality, inclusive education in which their rights are respected and they feel safe and protected. We understand the duty of care we have towards the children we serve, and are committed to the protection of all children. We recognise that we, like all other organisations, are not exempt from the

risk of child abuse occurring. It is central to our operations to ensure that we minimise the chance of this happening in or through our organisation. We want to ensure that all children participating in UWS programmes are effectively safeguarded, and that UWS programmes and activities do not cause any harm to children.

1.2 Purpose of the Policy

The purpose of this policy, and its associated procedures/tools for implementation, is to:

- Keep children safe
- Ensure a robust approach to protecting children which is consistently implemented throughout our global programmes
- Make our organisational position clear that all behaviour towards children that discriminates, offends, harms or negatively impacts them is unacceptable and will be acted upon.
- Support UWS Stakeholders and partners to act in line with our organisational position on the safeguarding of children
- Safeguard the reputation of UWS

This policy affirms UWS' commitment, under the United Nations Convention on the Rights of the Child (UNCRC), to keep the children in our global programmes safe, protected from harm and to uphold their rights. It sets out UWS' global standards and minimum expectations for safeguarding children, establishing all UWS stakeholders as duty bearers in the protection of children and their rights.

1.3 Scope of the Policy

Safeguarding children is the responsibility of all UWS stakeholders and visitors that come into contact with children. The ultimate responsibility for ensuring the safety of children rests with senior executives and managers.

This policy applies to all UWS Stakeholders: UWS Trustees, UWS Employees to include UWS School Teachers and UWS Associates, Volunteers, Visitors, Suppliers, Contractors and all related parties.(for clarity on these definitions please see the Appendices). This policy should be read, understood and upheld by all UWS Stakeholders alongside the UWS Child Protection Code of Conduct and UWS Inclusive Education Policy.

This policy acts as the minimum standard expected of all UWS Stakeholders and should therefore be treated as a compulsory commitment to work for or with UWS. This will be evidenced through the reading and signing of this Policy, alongside the annual Code of Conduct. All UWS stakeholders are bound to comply with all requirements laid out in this policy, and accept that disciplinary sanctions may be carried out for any breach of this policy.

This policy covers the protection of all children that come into contact with UWS programmes and stakeholders, including children in UWS schools, local communities and partner schools. The expectations laid out in this policy additionally cover the behaviour and conduct of UWS stakeholders outside of their UWS capacity. Should UWS management learn of misconduct that breaches this policy external to organisational operations, the organisation reserves the right to act in accordance with this policy and associated disciplinary procedures.

This Policy is integral to all UWS operations and is assumed to underpin all other UWS policies. Where conflict may arise or a situation be in dispute, this policy is assumed to override all other UWS policies, as well as the policies of any partner organisations if a child's safety is at stake.

1.4 A Definition of Child Protection and Safeguarding

Child Safeguarding (CS) is the responsibility that organisations have to make sure their staff, operations, and programmes do no harm to children, that is that they do not expose children to the risk of harm and abuse, and that any concerns the organisation has about children's safety within the communities in which they work, are reported to the appropriate authorities (Keeping Children Safe - KCS).

Child Protection (CP) is part of the child safeguarding process and refers to prevention and response to violence, exploitation and abuse of children in all contexts (UNICEF).

1.5. Our Child Safeguarding Principles

This policy is underpinned by UWS' Vision for Quality Inclusive Education, Teaching Standards, Inclusive Education Policy (see Appendices) and the following set of core principles, guided by KCS and the United Nation Convention on the Rights of the Child (UNCRC):

- **Do no harm**
We recognise that it is our responsibility to minimise the harm we may be doing inadvertently as a result of our organisational activities
- **All children are equal in our schools and communities**
This policy applies to every child without discrimination, regardless of gender, age, disability, social background, religion, culture or any other status (UNCRC Article 2, 23, 30)
- **All children have equal rights to protection from harm**
This includes all forms of physical or mental violence, neglect and sexual abuse (UNCRC Article 19, 34).
- **All children have a right to quality inclusive education**
All children have the right to live, grow, be protected and able to participate. Education should respect the rights of all children, including those who are particularly vulnerable to protection risks. Education should involve discipline that is respectful of children's rights; provide a safe and positive learning environment free from bullying and harm, including school-related gender-based violence (SRGBV); and should develop children's respect for their own rights and those of others (UNCRC Article 28, 29).
- **All children have the right to privacy** and are able to withdraw consent for the use of their personal images or data. Parents are also able to withdraw this consent on their behalf (UNCRC Articles 16, 5).
- **The protection of children is everybody's responsibility**
- **All decisions and actions taken should be in the best interests of the child**

2. Policy Implementation

The following section outlines how we put this policy into practice. These implementation measures are integral to protecting children and are the responsibility of **all UWS Stakeholders** to implement correctly. All UWS stakeholders are required to read and understand the following implementation procedures

within one week of joining the organisation or prior to coming into contact with children (whichever comes first), and to confirm their commitment to these implementing standards by signing this policy document and the Child Protection Code of Conduct. Tools for implementation are referenced throughout, and can be found in the appendices.

UWS recognises that our local contexts of operation are unique and diverse, however upholds a global standard of best practice in safeguarding children. Therefore, although this policy covers all contexts and circumstances - should a situation arise resulting in confusion around appropriate policy implementation UWS encourages policy implementers to contact the CP lead in the country of operation, who can escalate queries to UWS global CP leads.

2.1 Risk Assessment and Mitigation

The prevention of risk is paramount to the effective safeguarding of children.

- UWS has a central risk register, overseen by the organisation's Executive Management. Child protection is monitored as part of this risk register, through a linked Global Child Safeguarding Risk Register.
- Risk assessments occur in our countries of operation at programme level and individual project level, including at project design stage. The following implementation measures all contribute to risk management.
- This policy should be read and understood in line with the UWS Risk Management Policy (appendices).
- The implementation of this policy acts as our core mitigation process against the risk of harm against children.

Key Risk Areas:

The following are key areas to be aware of in regards to risk of doing harm to children and therefore require thorough risk assessment and mitigation plans. Please note, this is not an exhaustive list and careful risk assessment should be done for all activities.

- (i) Schools
- (ii) Children's Homes
- (iii) Community
- (iv) Communications, including Social Media
- (v) Donor, Visitor and Staff trips
- (vi) Data storage

Risk assessments should consider the specific risks and barriers that children in our communities face. For example, some children or groups of children, are particularly vulnerable to discrimination or abuse (e.g. children with disabilities, adolescent girls and children from certain ethnic groups/castes). Many children within UWS communities face multiple layers of discrimination. Through its risk assessments, mitigation plans and awareness raising activities, UWS commits to doing everything possible to minimise risk for all children, including the most vulnerable, and to address concerns and incidents appropriately when they arise.

2.2. Safe Recruitment

UWS is committed to safe stakeholders recruitment processes of all employees, associates and volunteers whether paid or unpaid. Safe recruitment processes include deterring possible unsafe candidates from

applying, and performing due diligence checks to ensure that stakeholders, whether in direct contact with children or not, are suitable for working in our organisation. The UWS safe recruitment process is outlined in the Safe Recruitment Guidelines (Appendices), which includes safeguarding measures taken at advertisement, hiring, and performance review stages.

2.3. Behaviour Protocols

UWS has high expectations of the behaviour and conduct of all UWS stakeholders.

- The Code of Conduct (appendices) provides a clear set of guidelines outlining acceptable, and unacceptable behaviour for staff, including appropriate and inappropriate conduct when working with children and beneficiaries. This not only safeguards children from abuse, but also safeguards staff. It is intended to provide cross-cultural expectations, applicable to our global programmes - ensuring that any potential misconceptions around behaviour and conduct are mitigated against.
- All UWS staff and associates are expected to read, abide by, and sign the Code of Conduct during induction. The Code of Conduct is revised and resigned annually and is accessible to all UWS representatives and translated into local languages.
- Our Behaviour Guidelines for Visitors lays out guidelines which should be adhered to at all times when visiting our projects. Due to the fact that visitors cannot be criminal record checked, visitors are expected to be accompanied by a member of CP trained UWS staff at all times when in contact with children. All visitors should read and sign our Behaviour Guidelines for Visitors prior to arriving in communities.

2.4. Education And Training

All UWS stakeholders must seek and receive effective education and training on child safeguarding to ensure a full understanding of our policy and procedures, and the severity of improper implementation.

- All UWS stakeholders will receive training on child abuse, the signs of abuse, and how to follow UWS procedures for both prevention of harm, and what to do in the case of suspected child safeguarding incidents. Our training aims to instil a sense of shared responsibility for the safeguarding of children, create a consistently high standard of safeguarding across all programmes, and build all stakeholders's capacity to recognise risks to children's safety, and act swiftly and appropriately.
- It is not only adults that play a role in protecting children, but also children themselves. In a similar vein, it is not only adults that can be the perpetrators of abuse - child to child abuse may also occur. UWS also therefore has a responsibility to ensure that children are aware of their rights, and to empower them to report abuse or risk of abuse safely.
- We believe that children need to be involved in decisions affecting their own safety, and we therefore conduct lesson plans that focus on children's rights as well as abuse and how to report it. We conduct annual consultations with children to ensure that our safeguarding messages have been well-understood and to take time to listen to the children that we are protecting and to adapt our practices to what they say.

2.5. Safe Programme Design

UWS considers child safeguarding as a central tenet of programme design, placing child safety at the forefront of operations. UWS is committed to designing child safe projects, giving careful consideration to the local environments and cultural contexts in which we work. We operate under the principle of 'do no harm'. During the project design phase, we carry out risk assessments to establish that projects are safe

for children, including the safe selection of school sites. We assess all programmes and interventions for child protection risks, paying particular attention to the most at risk children within our communities.

Local community partnership is fundamental to the success of UWS projects and greatly supports safe programme design. We ensure that community buy-in is high when establishing a school, this is not only important for the operational running of the school but also to establish effective procedures for the safeguarding of children.

2.6. Communication Guidelines

UWS benefits from a strong network of supporters who share in our mission. We therefore send out regular communications to our network for marketing, publicity and fundraising aims. When using images and data, we recognise our responsibility to portray children with informed consent and in line with our guidelines. We adopt a positive approach to the portrayal of children in our media, ensuring that media is curated in a way that upholds the rights of the children in our schools, and prevents any images being used that are potentially degrading (including images containing nudity).

UWS operates a policy of informed consent in the use of images and data of our programme beneficiaries. We recognise the right of parents and children to withdraw consent for their data and images to be shared both externally and internally at any time.

The UWS Communication, Case Study, Social Media and Branding Guidelines (appendices) provide clarity on expectations for appropriate messaging and information sharing in all communications including written, visual and verbal (offline and online). They also provide information on UWS stance and procedures for ensuring that information relating to children is collected and shared with informed consent. UWS stakeholders are expected to use these guidelines to ensure that all communication regarding children respects the dignity and privacy of the individual, as well as suitably anonymises beneficiaries to ensure they are unidentifiable. These should be shared with all relevant partners.

Please note, these guidelines equally apply to the internal sharing of information regarding children. It is expected that all staff will follow these guidelines, sharing only appropriate information regarding children internally and using safeguarded sharing processes (e.g. password protected email, logging out of account).

2.7. Management Structure and Responsibilities

The CEO and UWS Board of Trustees have ultimate responsibility for the oversight of this policy and the relevant Directors, overseen by the Global Programmes Director, are responsible for its implementation and management. It is essential for all Trustees and Directors to understand this policy and the risks and risk management associated with safeguarding children.

- It is the responsibility of any Director or Manager who receives a concern or report, to uphold this policy and follow the procedure outlined.
- The UWS Directors with the support of the Global Child Protection Leads are responsible for ensuring effective and inclusive policy communication and training in all implementing regions.

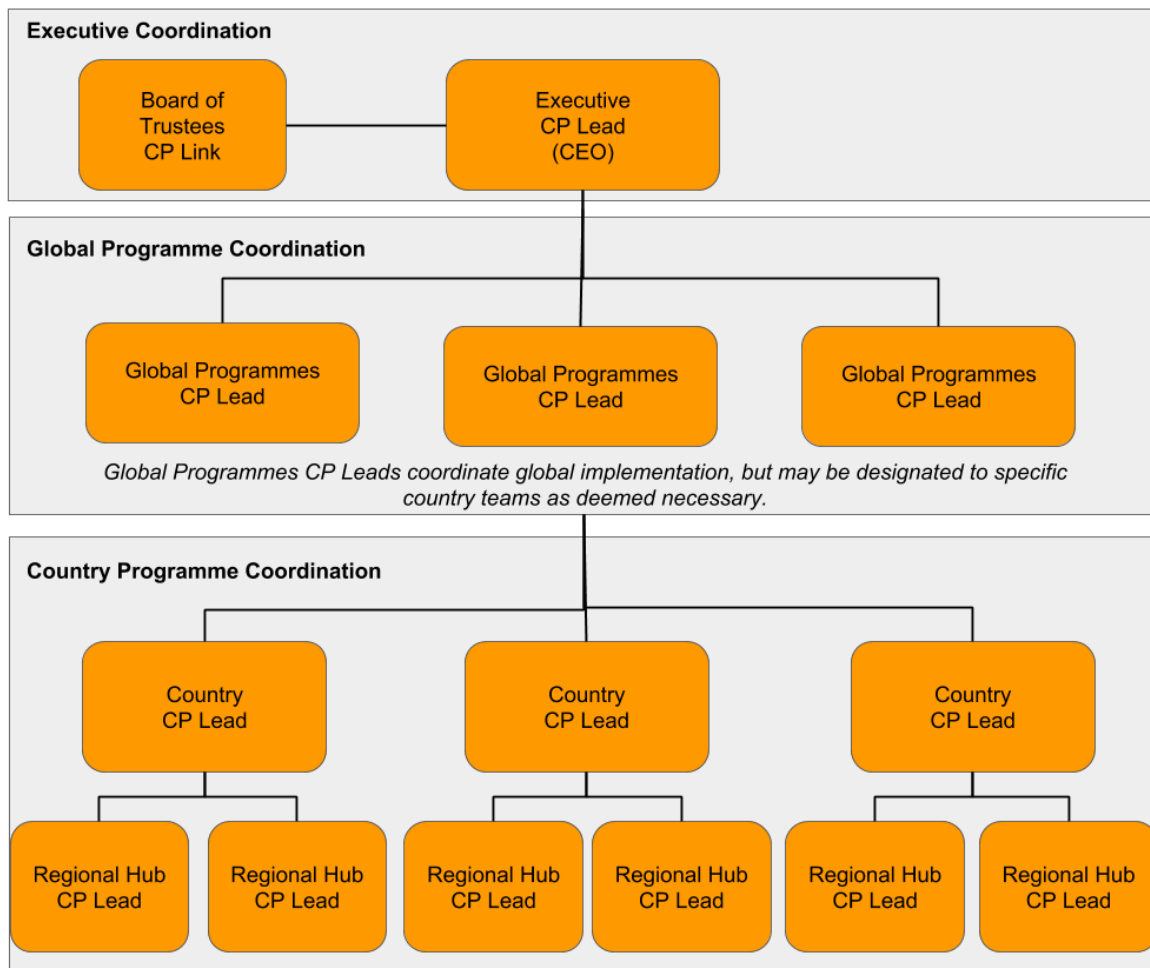


- UWS Stakeholders are responsible for upholding this policy at all times. If any UWS Stakeholder has a cause for concern regarding the safety or protection of children, it is their responsibility to report this to their CP Lead confidentiality and immediately or through the reporting channels outlined in section 2.8.
- Regional, National and Global Child Protection Leads are appointed across the organisation and hold additional responsibilities to support the overall policy implementation and management. This structure provides additional support and safeguarding for Child Protection Leads and ensures that no individual at UWS holds full accountability for child safeguarding at UWS. All Child Protection Leads should be clear on their responsibilities as laid out in the Child Protection Leads Roles and Responsibilities (Appendices).

Role	Responsibility	
UWS Board of Trustees	Overall responsibility for the oversight and management of the UWS Child Protection and Safeguarding Policy. Oversight of the implementation of this policy, including relevant compliance actions required. Conduct review of this policy every two years.	To read, understand and abide by policy
Chief Executive Officer (Executive Child Protection Lead)	Overall responsibility for the oversight of the UWS Child Protection and Safeguarding Policy.	
Global Management Team (Directors and Country Directors)	Provide effective support to the Chief Executive Officer to implement and manage all relevant policies. Support with implementation of this policy across individual teams, ensuring all team members read, sign and understand the policy. Support with recruitment and induction activities for all new starters.	To report any concerns about a child's safety
Board Member (Child Protection Link)	Support Global Leads in responding to concerns, advocate for CP best practice at Board Level, support the monitoring of the implementation of policy and supporting documentation.	To act in best interest of children
Global and National Child Protection Leads	Lead the effective implementation and monitoring of this policy and supporting documentation. To advise and support the country-level CP Leads. To report to the board for accountability.	
Regional Child Protection Leads	Act as the main point of contact for any child safety concerns and lead/support the response to any reported concerns. Advise and support policy implementation including awareness-raising.	
UWS Employees and Volunteers	Ensure that they read, understand and follow the policy and code of conduct and that their own behaviour is in line with policy.	
UWS Visitors	Sign and abide by Behaviour and Media Guidelines (Appendices).	

The Management structure for child protection is shown in the diagram below, and demonstrates the accountability lines within the organisation. Children's safety concerns are actioned based on severity within this management structure and in line with the reaction and reporting protocol process prescribed in section 2.8. Accountability is held by all CP Leads, and cases can be passed through the management structure based on the discretion of CP Leads at all levels.

Child Protection: Management Structure



This Management Structure depicts the coordination of UWS child protection processes at a global and local level. It should be used in coordination with the CP reporting process in cases of concern. It is the responsibility of all staff to ensure that CP reporting is carried out, as coordinated by the above key personnel.

All CP Concerns will be monitored and reported on within this structure, and the responsibility for cases will be passed through the structure dependent on severity.

2.8. Reporting and Reaction Protocols

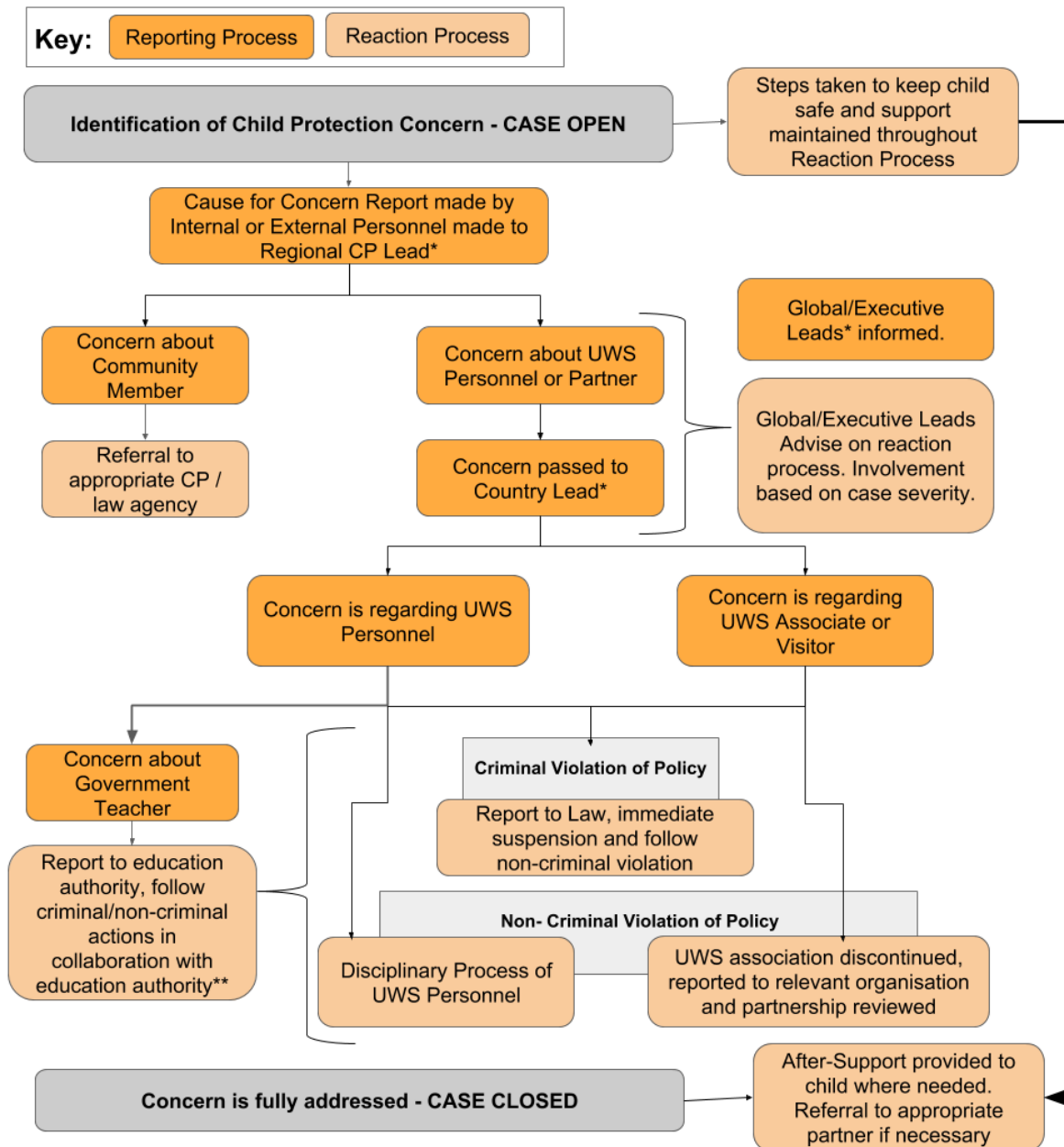
UWS believes all types of abuse towards children to be unacceptable. All UWS stakeholders have an equal responsibility to prevent all forms of harm towards children and a duty to report all concerns within this reporting framework. As an organisation UWS takes all reports of child protection concerns seriously. In our commitment to ensure the continuous protection and safeguarding of children at all times, we are committed to providing clear and various channels to report concerns in a safe and confidential manner

2.8.a How to report a concern

- A report can be made to any UWS Staff Member but we do encourage that reports are made to an appropriate Line Manager or Child Protection Lead.
- UWS Stakeholders are expected to report all suspected cases of child protection concerns in a timely manner which should be as soon as possible or at least within 24 hours of seeing, witnessing or becoming aware of the concern or incident, allowing for appropriate reaction protocols to be actioned within a maximum time frame of one week.
- We encourage all reporting to be done using the UWS Cause for Concern form (see Appendices) and reporting procedure (diagram below). This cause for concern form provides guidance on the appropriate information that staff should provide in a situation of concern.
- If the Cause for Concern form is not readily available, or if the reporter is uncomfortable using it for any reason, they should continue to report their concerns as soon as possible in line with the reporting process. Concerns raised will be accepted in any form including verbal, written and other communications expressed (sign language/ other visual submissions).
- If you are concerned about reporting using this format, please also see our Whistleblowing Policy (appendices) for more information on reporting anonymously.
- All staff are instructed on this UWS reporting process through their initial training and should be made aware of members of staff acting as CP Leads in their relevant areas.
- It is expected that in the case of any incident, immediate and appropriate action should be taken **in the best interests of the child**.
- The following flow process informs all UWS Stakeholders of the reporting and reaction protocol in cases of concern. The UWS management team report all safeguarding incidents to the Board of Trustees.



Child Protection: Reporting and Reaction Process



* Should this person be of concern, leapfrog this person and report above in management structure.

** where collaboration not possible or causes delay, the safety of children is paramount and UWS will take immediate action/precaution

2.8.b How we respond to concerns

UWS takes seriously its responsibility to act in situations of child protection misconduct.

- In the situation of child protection allegations against an individual in violation of this policy, the individual concerned will undergo formal investigation and will be subject to UWS disciplinary action in line with UWS disciplinary procedures.
- Whilst any investigation is happening the member of staff may face suspension from duty.
- Pending the outcome of an investigation, UWS reserves the right to terminate staff/associate stakeholders's contracts with immediate effect - in line with the scope of this policy, this also applies to any violations of this policy external to the individual's work remit with UWS.



- The individual has the right to appeal to a decision that has been made in line with the UWS disciplinary policy.
- Where deemed necessary, UWS will report criminal accusations to the relevant authorities in both the UWS stakeholders's country of operation and country of residence (where different).
- Government teachers undergo the same training as UWS staff. In the event of allegations being made against government teachers working in UWS schools, the in-country team would work alongside the Local Education Authority and the Department/Ministry of Education to investigate and take action. However where delays occur, UWS reserve the right to continue action independently.

2.9 Partners

UWS is committed to ensuring that our partners (see appendices for terms and definitions) uphold the same high standards as us when it comes to doing no harm to children. All partners should be sent this policy and agreements with partners will include a statement that partners who do not have a child safeguarding policy will either abide by the UWS policy or develop their own as a condition of the partnership. While we are unable to enforce the UWS policy with independent external partner organisations, we can choose not to work with partners, put specific conditions into partnership agreements, or end partnerships based on due diligence of partners' safeguarding policies and implementation.

In the case of **any** UWS stakeholder, partner or donor visiting schools, they are expected to read, sign and adhere to the Visitor Behaviour and Media guidelines (appendices) which reinforce these overarching guidelines.

School partners:

- It is expected that school partners will have rigorous safeguarding policies and procedures in place. However, where this is not possible (or policies are deemed inadequate), an agreement will ensure that schools will either abide by UWS policy or develop their own as a contractual condition of the partnership.
- UWS staff are only able to visit partner schools once they have a completed DBS check and need to ensure that they follow that school's visitor guidelines at all times.
- Any virtual contact with partner school students by a UWS member of staff or stakeholder should not be individual, these should always be overseen by a teacher representing the school and/or another UWS staff member..
- When on a school partner visit, UWS staff need to ensure that they are aware of that school's Child Protection Policy and that they know who to report to if they witness or hear of abuse.
- If the concern is regarding the behaviour of a UWS stakeholder, it needs to be reported to both systems.

2.10 Safeguarding Vulnerable Adults

UWS is committed to ensuring that we protect and uphold the rights of all children and we recognise that while this is our primary focus, we acknowledge that our organisational activities may affect and/or impact other stakeholders including vulnerable adults.

UWS is committed to ensuring that we apply our safeguarding policy and procedures to protecting and safeguarding vulnerable persons who we work with at UWS and/ or come into contact with our

organisational activities. We are therefore committed to safeguarding both children and vulnerable adults.

Definition of Vulnerable Adults:

“A vulnerable adult is any person who is aged 18 or over and at risk of abuse or neglect because of their needs for care and or support” - NHS England.

UWS has a commitment to protect and safeguard vulnerable adults who we work with and support. For any causes of concern regarding the safeguarding of vulnerable adults, reports must be made using the same procedure as set out above. The cause for concern will be handled in the same manner, led by our Child Protection management structure. We are committed to developing this area of work for UWS to ensure that we are continuously developing and improving our systems, processes and capacity to safeguard vulnerable adults.

2.11 Child Safeguarding in emergencies

We acknowledge that there are external circumstances that could result in the above outlined support and reporting systems becoming unusable. We know that in emergency or crisis situations, there are additional risks to children’s safety and wellbeing. And therefore we do all we are able to to uphold our duty to do no harm to those children and that they feel protected, safe and happy. Therefore the need for careful risk assessment and mitigation must be emphasised in emergency situations. In particular, if section 2.8 may need to be adapted according to the situation, this will take place after careful risk assessment, ensuring that we are acting in the best interests of the children. Where appropriate and safe to do so, extra interventions to support children's well being should be put in place, such as awareness raising and working with communities.

2.12 Accountability & Review Process

- As all UWS Stakeholders are responsible for safeguarding children, all UWS Stakeholders are accountable for the implementation of this policy. Commitment to this policy is a condition of hire. It is then expected that all staff will recommit to this policy and the Child Protection Code of Conduct on an annual basis.
- This policy is subject to a review every 2 years led by the Executive Management and Board of Trustees.
- All country offices are expected to conduct a standardized self-audit of child safeguarding processes during the review period. These self-audits will provide diagnostic action plans of areas of strength and development to ensure consistency of process, and develop implementation where potential gaps are shown. This will include beneficiary consultation and feedback, and will be centrally coordinated by the Global CP Leads.
- This policy goes alongside implementation plans, which will be reported to the board every 6 months along with any cases for concern during that time.
- We believe that it is important to learn from incidents and therefore global leads conduct bi-annual case reviews that then feed into policy review.
- We conduct regular consultations with staff, volunteers, and other stakeholders (including children and vulnerable adults) to ascertain if the policy has been received and that is clear and understandable and to react and respond if it is not the case.



2.13 Operations

Policy:

- UWS' Child Protection and Safeguarding Policy and procedures go hand-in-hand with the Inclusive Education Policy and practices. The Inclusive Education Policy affirms UWS' commitment to providing quality inclusive primary education to all children within the communities it serves, while reducing the barriers to and within education for those most at risk.
- This policy is framed within national safeguarding laws and policies. UWS is committed to following international best practice in child safeguarding, which may result in higher safeguarding protocols than is nationally expected.

People:

- Child safeguarding is a priority in all UWS operations, and a priority for all UWS stakeholders. All UWS stakeholders have a mandatory responsibility for the protection and promotion of children's wellbeing and safety.
- Senior executives and managers are ultimately responsible for ensuring the safety of children.
- The priority of child safeguarding supersedes all hierarchical organisational structure. All UWS stakeholders are equally accountable to these child safeguarding standards, and all stakeholders have the responsibility to whistle blow in cases of concern - irrelevant of management structure.

Procedure:

- All child protection concerns will be taken seriously, and responded to in line with this policy.
- In cases of child protection concern, the best interest of the child will take precedence in all action taken. The principle of 'do no harm' is paramount in all reaction protocols.
- Safe programme design should consider the views of the child and empower children to contribute their opinions and feelings in matters that concern them (UNCRC Article 12)
- UWS operates under the principle of 'do no harm' and assesses all programmes and interventions for child safety risks, paying particular attention to the most at risk children within our communities.
- UWS undertakes specific awareness raising of 'at risk' groups to ensure: children with disabilities are given the same rights as other children and are treated with dignity and respect; girls are protected from gender-related risks; and children have the right to enjoy their own culture, practise their own religion and use their own language.
- Although UWS is committed to upholding the cultural practices of the communities in which it works, culture will never override this policy's standards and expectations.

Accountability:

- UWS regularly monitors and reviews its safeguarding measures, using opportunities to learn from internal and external practices.

3. Appendices

3.1 - Terms and Definitions

The following definitions outline key terms relevant to this policy.

- **Child/Children** - A child is defined in line with the UNCRC, as everyone under the age of 18.
- **Child Safeguarding** - the responsibility that organisations have to make sure their staff, operations, and programmes do no harm to children (www.keepingchildrensafe.org.uk)
- **Child Protection** - The prevention of, and response to violence, exploitation and abuse against children (UNICEF 2006).



- **Physical Abuse** - Physical abuse is the use of physical force against someone, in a way that injures or endangers that person. There may be single or repeated incidents. *For example:* hitting, shaking, kicking, burning, pushing, biting, pinching, force feeding and deliberately causing illness.
- **Emotional Abuse** - Emotional abuse is the persistent or emotional ill treatment of a child that adversely affects his or her development. It may involve conveying to children that he or she is worthless, unloved, and inadequate. *For example:* humiliating, ridiculing, threatening, scaring, isolating, and rejecting.
- **Neglect** - Neglect is the inattention or failure on the part of the caregiver to provide for the development of the child in: health, education, emotional development, nutrition, shelter and safe living conditions. Neglect is the most difficult to identify and is best found by making regular written notes of children who, *for example*, are often dirty, un fed, or if a child discloses being left unsupervised. The context, available resources and intentionality must be examined before defining behaviour as neglectful.
- **School-related gender-based violence (SRGBV)**- School-related gender-based violence includes acts or threats of sexual, physical, or mental violence occurring in and around school, directed specifically against a student because of gender. Although SRGBV affects both boys and girls, girls are sometimes disproportionately affected due to deep rooted gender stereotypes and unequal power relationships. Fellow students, teachers or members of the educational community can inflict SRGBV.
- **Sexual abuse** - Child sexual abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, but can also be non-physical. *For example:* rape, inappropriate touching, showing children pornographic images, taking inappropriate photos of children, exposing body parts to a child.
- **Commercial exploitation:** exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labour.
- **UWS Partners:** a Third Party which enters into a formal agreement with UWS, including corporates, school partners, implementing or collaborating partners.
- **UWS Stakeholders:** Throughout this policy the term stakeholders is used as an umbrella term to include UWS Trustees, UWS Staff, UWS School Staff/Teachers, UWS Associates and UWS Visitors. Please see these definitions for further detail:
 - **UWS School Staff/Teachers** - UWS schools are staffed by a range of teachers including but not limited to community teachers, librarians and Government-appointed teachers. For ease, this policy defines UWS School Staff/Teachers as all stakeholders working at a UWS school whether directly employed by UWS or the Government. Where definition between UWS School staff is required for policy implementation, clarity will be provided on the staff affected.
 - **UWS Staff** - UWS staff includes any paid employee of United World Schools, including those employed as interns or on fixed term contracts.
 - **UWS Associates** - UWS Associates are individuals that support the work of UWS in a voluntary capacity, or as an external consultant. This includes but is not limited to UWS Board of Trustees, UWS Advisory Council, UWS volunteers.
 - **UWS Visitors** - UWS Visitors are individuals who visit UWS projects including but not limited to donors and partner organisations.



3.2 Supporting Documents

Please contact childprotection@unitedworldschools.org if you are unable to access the links or if you would like the Nepali, Burmese or Khmer versions.

- [Vision for Quality Inclusive Education](#)
- [Safe Recruitment guidelines](#)
- [Reference form for Community Teachers](#)
- [Code of Conduct](#)
- [Cause for Concern form](#)
- [CP Lead Roles and Responsibilities](#): Board, Global, National and Regional
- [Communication Guidelines](#)
- [Case study Guidelines](#)
- [Social Media Guidelines](#)
- [Brand guidelines \(including photography\)](#)
- [Media Guidelines for Visitors](#)
- [Behaviour Guidelines for Visitors](#)
- [Inclusive Education Policy](#)
- [Risk Management Policy](#)
- [Whistleblowing Policy](#)