

Children's Safeguarding Policy for Eternal Life Foundation Ghana

Elife abides by the duty of care to safeguard and promote the welfare of children and young people and is committed to safeguarding practice that reflects statutory responsibilities, government guidance and complies with best practice requirements.

- We recognise the welfare of children is paramount in all the work we do and in all the decisions we take
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation has an equal right to protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

Purpose:

ELife Foundation will:

- Protect children and young people who receive our services from harm. This includes the children or adults who use our services
- Provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of ELife, including senior managers and the board, paid staff, volunteers, sessional workers, and students. Failure to comply with the policy and related procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

Definitions:

The definition of a child (that ELife uses) is: anyone who has not yet reached their 18th birthday, even if they are living independently, are a member of the armed forces or is in hospital.

Child Abuse: Children may be vulnerable to neglect and abuse or exploitation from within their family and from individuals they come across in their daily lives. There are 4 main categories of abuse, which are: sexual, physical, emotional abuse, and neglect. It is important to be aware of more specific types of abuse that fall within these categories, they are:

- Bullying and cyberbullying
- Child sexual exploitation
- Child Criminal exploitation
- Child trafficking
- Domestic abuse
- Female genital mutilation
- Grooming
- Historical abuse
- Online abuse

Safeguarding children: We work towards:

- protecting children from maltreatment.
- preventing impairment of children's health or development.
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care.
- taking action to enable all children to have the best outcomes.

Safeguarding - legal framework:

In terms of safeguarding children, ELife Foundation is committed to the principles and laws of Ghana as drawn up in the Ghana Child and family welfare policy (Ghana Government) <https://bettercarenetwork.org/sites/default/files/Child%20and%20Family%20Welfare%20Policy%20-%20Ghana.pdf>

Training and Awareness:

ELife will ensure an appropriate level of safeguarding training is available to its Trustees, Employees, Volunteers and any relevant persons linked to the organisation who requires it (e.g. contractors).

For all employees who are working or volunteering with children, this requires them as a minimum to have awareness training that enables them to:

- Understand what safeguarding is and their role in safeguarding children.
- Recognise a child potentially in need of safeguarding and take action.
- Understand how to report a safeguarding Alert.
- Understand dignity and respect when working with children.
- Have knowledge of the Safeguarding Children Policy.

Confidentiality and Information Sharing:

ELife expects all employees, volunteers and trustees to maintain confidentiality

However, information will be shared with the Local authorities (Social Welfare or Police) if a child is deemed to be at risk of harm.

Recording and Record Keeping:

A written record must be kept about any concern regarding safeguarding. This must include details of the person involved, the nature of the concern and the actions taken, decision made and why they were made.

All records must be signed and dated

Safe Recruitment & Selection:

ELife is committed to safe employment and safe recruitment practices, that reduce the risk of harm to children from people unsuitable to work with them or have contact with them.

ELife has policies and procedures (including interviews and references) that that cover the recruitment of all who get involved with E Life -Trustees, employees and volunteers.

Social Media:

All employees and volunteers should be aware of ELife's social media policy and procedures (No posting of content without prior approval of Director) and the code of conduct of Eternal Life Foundation (Elife)

Use of Mobile Phones and other Digital Technology:

All employees, trustees and volunteers should be aware of ELife's policy and procedures regarding the use of mobile phones and any digital technology.

Whistleblowing:

It is important that people within ELife have the confidence to come forward to speak or act if they are unhappy with anything. Whistle blowing occurs when a person raises a concern about dangerous or illegal activity, or any wrong- doing within their organisation. This includes concerns about another employee or volunteer.

Important Contacts:

Senior Lead for Safeguarding

Name: Rev Mercy Amoabea Osei
Email address: maosei0854@gmail.com
Telephone number: +233 247020009

Deputy Senior Lead for Safeguarding

Name: Felicia Osei Tutu Acorlor
Email address: feliciaacorlor@gmail.com
Telephone number +233 548848053

Trustee for Safeguarding

Name: Prof Ben Gyan
Email address: bgyan@noguchi.ug.edu.gh
Telephone number: +233 244726016

APPENDIX:



ETERNAL LIFE FOUNDATION SAFEGUARDING POLICY

(for all staff/Volunteers/Trustees to read and sign before starting working with Elife)

According to Ghana's new Policy document on Child and Family Welfare, the Child and Family Welfare Policy focusses on the prevention of violence, abuse and exploitation of children. It underpins a child protection system that will safeguard and respond to children and their families when needed and provide support to mitigate risks for vulnerable families.

(<https://www.iamgaca.org>)

Introduction: This policy will enable the Ministries under Eternal Life Foundation, to demonstrate their commitment to the safeguarding and protection of the children and teenagers entrusted in our care.

Scope: This policy applies to all staff, of Eternal Life Foundation, including group leaders, volunteers, teachers and management. The following must be adhered to by everyone who comes into contact with participants in our meetings and programs.

Statement:

1. Treat all as equal and loved by Christ.
2. We must all live in harmony.
3. Each Child should be respected and heard.
4. The best interest of the child must be considered at all times.
5. There should be a consideration of the child's perspective before decisions are taken.
6. No Volunteer should cane any participant.
7. No Violence.
8. No Exploitation.
9. No Abuse.

10. Boys and girls may not share the same room nor urinal during camp or meetings.
11. Any child/youth that becomes ill during meetings must be taken care of before contacting family.
12. Report any suspicion to management.

Eternal Life Foundation will ensure that all allegations of abuse and suspicions are dealt with appropriately and the person experiencing the abuse will be supported.

Concerns should be reported to Rev Mercy Amoabea Osei or, in her absence, Felicia Osei Tutu Acorlor.

I have received and read this policy and agree to working by it.

Signed by worker/volunteer with ELIFE and Date

Signed by Management of Eternal Life Foundation (ELIFE).