

CHILD PROTECTION POLICY

SaniTap is committed to the protection of children who come into contact with our operations. We believe that all children have the right to protection from abuse, neglect, exploitation, and violence. This policy outlines the measures that SaniTap has in place to protect children from harm and what is expected from all our employees, partners, and stakeholders in ensuring child safety.

Policy Statement:

Our organization is committed to ensuring the safety and protection of all children who interact with us. We believe that all children have the right to be protected from abuse, neglect, and exploitation and that we have a responsibility to ensure their safety and wellbeing.

SaniTap and its representatives are prohibited from engaging in or facilitating any form of child labour. SaniTap and its representatives shall not employ individuals below the legally applicable minimum age of employment. Representatives must also comply with international standards and local labour regulations.

SaniTap and its representatives will protect children from all types of abuse and maintain an environment that prevents such conduct from occurring during the course of SaniTap activities. Abuse includes all physical and mental abuse, violence, offensive behaviour, sexual activity, neglect and sexual exploitation. SaniTap and its representatives are responsible for protecting children's private personal information and will only share this as part of the work of SaniTap

SaniTap and its representatives must not engage in sexual activity of any kind with minors or anyone below the local age of consent. Mistaken belief of age will not be a defence.

We have a zero-tolerance policy towards anyone who engages in any behaviour that could harm children, and we will take action against anyone who violates this policy. We also recognize that children may be vulnerable to different forms of abuse and exploitation, and we are committed to identifying and addressing these risks.

SaniTap and its representatives will follow the framework set out in the International Labour Organisation Convention No. 138 on the Minimum Age for Admission to Employment (1973) and will not employ individuals who are younger than the relevant legal minimum age for employment.

This policy applies to all employees and representatives, contractors, and third-party agents who work with or for our organization, including those working remotely. The policy applies to anyone who comes into contact with children and young people through the course of their work. It applies to all children and young people who interact with us, regardless of their age, gender, race, religion, or any other characteristic.

Definitions

- Child: Any person below the age of 18 years.
- Abuse: Any act or failure to act that results in harm or potential harm to a child. It includes physical, emotional, sexual abuse, neglect, and exploitation.
- Safeguarding: Actions taken to promote the welfare of children and protect them from harm.

Key Principles:

1. All children and young people have the right to be protected from harm, abuse, or neglect.
2. All employees, contractors, representatives, and anyone associated with the company, have a responsibility to safeguard children and young people and promote their welfare.
3. Children and young people should be encouraged to speak out if they have any concerns or worries about their safety or well-being.
4. All concerns about the safety and welfare of children and young people must be taken seriously and responded to appropriately.

Standards of Behaviour

SaniTap and its representatives **must never**:

1. Allow staff to work alone with a child somewhere which is secluded or where they cannot be observed.
2. Use physical punishment or chastisement, however acceptable or moderate it may seem.
3. Use language intended to belittle, humiliate, or degrade children.
4. Act in ways that may place a child at risk of abuse.
5. Abuse children in any way (including not engaging in any sexual activity with anyone below the legal age of sexual consent or 18, depending upon which is higher).
6. Have a child/children with whom they are working to stay overnight in their living quarters unsupervised.
7. Sleep in the same room or bed as a child with whom they are working.
8. Discriminate against, show differential treatment, or favour particular children to the exclusion of others.
9. Pay for sexual services of any kind.

SaniTap and its representatives in contact with children **must always**: -

1. Plan and organise the work and the workplace so as to minimise risks to children and young people
2. Be aware of situations that may present risks to children and try to manage them.
3. As much as possible, be visible while working with children and never alone.
4. Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
5. Ensure that a sense of accountability exists between SaniTap and its representatives so that poor practice or potentially abusive behaviour does not go unchallenged.

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6. Create and foster a climate where complacency is not tolerated and every staff member, no matter how trusted, is held to account.
 7. Report any concerns about the protection of children in accordance with this policy.
 8. Observe confidentiality and not talk about any situations of actual or suspected abuse that occurs, except in accordance with this policy.

Procedures:

Identifying and Reporting Concerns

All employees, contractors, and representatives working for SaniTap have a responsibility to report any concerns about the safety and welfare of children and young people.

Any concerns should be reported to the SaniTap Grievance Officer (SGO). The SGO will be responsible for investigating any concerns and deciding whether to make a referral to the relevant authorities.

All concerns and reports will be treated in confidence and in line with data protection regulations.

Managing Allegations against Employees, Contractors, and Representatives

If an allegation is made against an employee, contractor, or representative working for SaniTap, the SGO must be informed immediately.

The SGO will follow the company's procedures for grievance, which may involve suspension or termination of employment or contract, depending on the nature of the allegation.

All allegations will be reported to the relevant authorities in line with statutory requirements.

Communication and Training for Children and Young People

SaniTap will ensure that children and young people involved in its activities and services are aware of the company's child protection policy and the procedures in place to safeguard them.

Children and young people will be encouraged to speak out if they have any concerns or worries about their safety or well-being.

All communication with children and young people will be appropriate to their age, understanding, and cultural background.

Review and Monitoring

This policy will be reviewed annually to ensure that it remains up to date and effective.

SaniTap Grievance Officer

Grievance letters should be addressed to the SaniTap Grievance Officer and sent by registered post or via email to confidential_grievance@sanitap.org with the subject line "Grievance Submission to SaniTap."

The SaniTap Grievance Officer is:- Mr Andrew Tanswell. Director.