



Child Protection Policy

At Andaman Discoveries, we fully recognize our responsibilities for Child Protection and that Children and Young People have a fundamental right to be protected from harm. Therefore;

The safety and welfare of children involved in our programs is **always** paramount.

We have implemented a Child Protection Policy, which applies to all staff and volunteers working in our projects and learning centres.

The main elements of our policy are:

1. To practice safe recruitment processes to ensure the suitability of staff and volunteers that work with children.
2. To establish a safe environment in which children can learn and develop.
3. To designate one staff member as responsible for child protection within the organization and identify a deputy who can act in his/her absence.
4. To raise awareness of child protection issues with adults, children and young people, whilst empowering and equipping them with the skills needed to keep as safe as possible.
5. To develop and implement processes for identifying and reporting actual or suspected cases of abuse.
6. To support pupils who have been, or are likely to be, abused by following any protective measures (short or long term) in collaboration with appropriate authorities and agencies.
7. To review and update all policies and procedures annually.

Responsibilities

The designated teacher for child protection is responsible for:

- Adhering to AD's policies with regard to referring a child if there are concerns about possible abuse.
- Keeping written records of all cases of abuse, as well as observations and concerns related to potential future cases.
- Ensuring that all such records are kept confidential and secure.
- Supporting staff and volunteers in times of duress resulting from cases of abuse, and keeping them updated on new procedures and legislation.
- Ensuring that all sensitive information relating to cases of abuse is kept confidential.



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AD recognizes that because of their daily contact with children, school staff are well placed to observe the outward signs of abuse. Therefore AD will encourage all those working with children to:

- Establish and maintain an environment of trust in which children feel secure, are encouraged to talk, are listened to and believed.
- Ensure children and families are respected and encouraged to participate in decisions which directly affect them.
- Ensure children know that there are trusted adults in their 'unit' whom they can approach for any reason. Staff/Teachers need to work with children to determine who they (the child) believe they can confide in.

- Conduct activities for the children to develop the skills they need to recognize and feel safe from abuse.
- Ensure that any child who may be subject to abuse is appropriately supported by trained staff however needed.
- Ensure that all staff and volunteers are aware of their obligation to report all incidents and encounters to the designated staff member. Staff and volunteers should never promise a child/youth that they can keep secrets.

- Talk to children and young people in an open, honest and non-discriminatory fashion, whilst taking into account their age, level of understanding, language, religion, sexual orientation, gender, culture, political beliefs or any physical or learning disabilities.

- Make every effort to ensure that children who have learning disabilities have access to appropriate services.
- Attempt to support children whilst keeping intervention in family life to the minimum necessary for ensuring the child's protection and general welfare.

AD's Commitments

In order to successfully implement the Child Protection Policy and maintain an atmosphere of safety for children, AD further commits to:

- Ensure every member of staff (including volunteers) is familiar with the designated person responsible for child protection and their role.

- Make sure all staff and volunteers understand their responsibility to remain alert to the signs of abuse and to refer any concerns to the designated person. It is not the responsibility of staff or volunteers to 'investigate' concerns about abuse, as this may compromise the welfare of the child.



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- Educate staff and volunteers about the forms of abuse that children and youth can inflict on each other (i.e. bullying).
- Develop effective links with government agencies and cooperate as required with enquiries regarding child protection matters, including attendance at any necessary meetings.
- Follow procedures where an allegation is made against a member of staff or volunteer.

Whistleblowing

AD recognizes that children cannot be expected to raise concerns in an environment where adults fail to do so. Therefore, all staff/volunteers should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.

Physical Intervention

Our code of conduct staff/volunteers states that physical intervention must only be used as a last resort, and that at all times it must be the minimal force necessary to prevent injury to the child/young person.

Physical intervention which causes injury or distress to a child may be considered under child protection or allegations against staff procedures.

Forms of Abuse

Abuse can be roughly categorized into four types

Neglect

The persistent failure to meet a child's basic physical and/or physiological needs, likely resulting in the serious impairment of a child's health or development. It may involve the deliberate denial of basic food, shelter, and clothing, the failure to protect the child from danger, or denial of the child's basic emotional needs. Neglect may also cause physical harm by deliberately failing to ensure, or actively denying, medical attention for the child.

Physical Abuse

May involve hitting, shaking, drowning, burning or scalding, throwing, suffocating or otherwise causing deliberate physical harm to a child.



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Sexual Abuse

Involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may include physical contact including penetrative acts (rape or buggery) or non- penetrative acts. It may include non-contact activities, such as involving a child in the viewing or production of abusive images, or watching sexual activities. It may also include encouraging children to act in a sexually inappropriate manner, either with each other or with adults.

Emotional Abuse

Is the relentless emotional mistreatment of a child causing severe and persistent adverse effects on the child's emotional development. It may consist of belittling a child by making him/her feel worthless, unloved or inadequate. It may feature age or developmentally inappropriate expectations which may cause the child to frequently feel frightened or in danger.

Emotional abuse also includes any acts that exploitation corruption a child. Emotional abuse is a component of all other forms of abuse, although it may also occur alone.