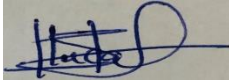





AfyaPlus Organization

AfyaPlus Organization Child protection Policy

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Policy owner	AfyaPlus Organization	
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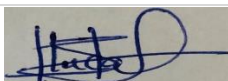
Social medias: Instagram @afyaplustanzania twitter@afyaplustz Facebook @afyaplustanza

AfyaPlus will follow all Safeguarding and Child Protection concerns in relation to : –

- Gender based violence
- Gang and youth violence
- Radicalisation and extremist behaviour
- Trafficking
- Neglect
- Emotional abuse
- Physical abuse
- Sexual abuse (including sexting)
- Sexual exploitation
- Faith abuse
- Fabricated and induced illness
- Female genital mutilation
- Alcohol and drug misuse
- Domestic violence (including teenage relationship abuse)
- Self-harm
- Forced marriages
- Honour based violence
- Child exploitation.

AfyaPlus will follow the procedures set out by the Tanzania's Law of the Child Act (2009) to:

- Keep an eye out for someone who has been trained and supported in their work as a Designated Safeguarding Coordinator (DSC).
- Ensure that all members of the staff (including volunteers and consultants) and the Board of Directors are familiar with the identity and function of the DSC in charge of child protection.
- If an allegation is made against the Director, the Chair of Board of Director will be informed immediately.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the DSC responsible for child protection.
- Make protocols for handling allegations against employees, volunteers, or consultants and then follow through on those procedures.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure safe recruitment practices are always followed.



AfyaPlus fully recognises its responsibilities for Child Protection.

Our policy applies to all staff, consultants and volunteers working with AfyaPlus. There five main elements to our policy are to:

- Ensure that we use safe recruitment practices when vetting potential employees and volunteers for positions that need them to interact with children
- Educate children about the importance of child safety and provide them with the tools they need to do their part to ensure their own safety.
- Design and implement a system for identifying and reporting incidents of abuse
- Assist staff, consultants, and volunteers who have been harmed in accordance with their child protection plan
- Establish a safe environment in which children can learn and develop.

Considering our daily contact with children, AfyaPlus staff and volunteers are well-equipped to recognize the visible indicators of abuse. As a result:

- In order to foster a culture of openness and communication among the AfyaPlus community's children, it is essential that staff members work together to create and maintain a safe atmosphere.

AfyaPlus abides with the following national policy and acts

- The Five-year National Plan of Action to End Violence Against Women and Children (NPAVAWC 2017/18 – 2021/22) emphasizes the actions needed for both preventing and responding to violence and recognizes that investing in violence prevention initiatives has a positive impact on inclusive growth.
- The Law of the Child Act(2009) provides for reform and consolidation of laws relating to children, to stipulate rights of the child and to promote, protect and maintain the welfare of a child with a view to giving effect to international and regional conventions on the rights of the child; to provide for affiliation, foster care, adoption and custody of the child; to further regulate employment and apprenticeship; to make provisions with respect to a child in conflict with law and to provide for related matters

The Child Protection Policy will be monitored on an on-going basis; however, a full evaluation will take place on a yearly basis.

