

Chiang Mai International Rotary Club

CHILD PROTECTION POLICY

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1.1 Child Protection Policy

Statement of Conduct for Working with Children and Youth

The Chiang Mai International Rotary Club (CMIRC) first priority is to ensure the welfare and safety of every child and young person that is involved in our programmes and to protect them from physical, sexual, emotional harm, neglect and exploitation. We aim to promote good practice through proper club member training, empower children and young persons of their legal rights, and increase awareness within the community.

The aim of this Child Protection Policy (CPP) is to provide direction on the safe management of programmes and activities delivered by the CMIRC so it can establish an effective commitment in protecting children and young persons.

Our policy is applicable to all CMIRC Related Persons.

CMIRC Related Persons

For the purposes of this policy, all the below listed persons shall qualify as CMIRC Related Persons.

- A member of any Rotary club
- A member of any Rotaract club
- A paid employee of Rotary (including contractors)
- A visitor coming to a Rotary activity or event
- A volunteer providing services to a rotary club programme (such as exchange programme host parents)
- Honorary Rotarian
- Friend of Rotary
- A spouse or partner of a member of any Rotary Club
- A sponsor of Rotary

- Corporate Member
- Other persons as the case may be

All of the above CMIRC Related Persons must sign and follow this policy. The CMIRC will ensure its full implementation, will review it annually, and make appropriate revisions according to pertinent internal and external policy and legislative changes.

Rotary International is committed to creating and maintaining the safest possible environment for all participants in Rotary activities. It is the duty of all Rotarians, Rotarians' spouses, partners, and other volunteers to safeguard to the best of their ability the welfare of and to prevent the physical, sexual, or emotional abuse of children and young people with whom they come into contact.

Our policy shall be read and followed in complementarity with any CPP or Procedures of CMIRC's Partners, the Law of Thailand, and other controlling legislation. In circumstances where a CMIRC Partner, the Law of Thailand, or other controlling legislation, has a more comprehensive policy or law, that policy or law shall be followed.

2.1 Reporting a Breach of the Child Protection Policy

Any CMIRC Related Person who becomes aware of the inappropriate conduct of another CMIRC Related Person, or any allegations or incidents of abuse, neglect or ill-treatment of children or young people involving another CMIRC Related Person, is immediately required to report this information to a CMIRC Board Member, or the entire CMIRC Board.

A child or young person is at *risk of significant harm* if the circumstances that are causing the concern for the safety, welfare or wellbeing are:

- Present to a significant extent.
- Sufficiently serious enough to warrant a response by a statutory authority irrespective of a family's consent.
- Not minor or trivial.
- May reasonably be expected to produce a substantial and demonstrable adverse impact on the child's safety, welfare or wellbeing.
- May be a single act or omission or an accumulation of these.

Risks of significant harm may relate to:

- Physical abuse.
- Sexual abuse (including grooming).
- Psychological harm.
- Relinquishing care (e.g. child/young person under 16 years not being allowed back home), and
- Carer concerns (e.g. parent/caregiver substance abuse; parent/carer mental health; parent/carer domestic abuse)

DO'S and DON'T Examples of Working/Interacting with Children (Non-Exhaustive)

Do's	Don't
Put the safety of the child first	Harm any child by either your actions or inactions
Work in an open environment so that you are visible to other workers	Physically punish a child or unreasonably chastise a child
Make experiences for children fun and enjoyable	Take a child alone with you
Treat all children fairly	Make jokes or comments of a sexual nature to a child
Value and respect children as individuals and allow them to be heard	Engage in rough, physical horseplay or inappropriate touching.
Respect the personal space and privacy of children	Use your position as a worker to garner favour with child/children
Involve and communicate with parents/caregivers about their children	Ignore what a child reports to you or leave the problem unsolved
Encourage and praise children	Smoke or drink alcohol in front of children in your care
Report your concerns about other workers' behaviour towards the children	Show favoritism towards any one child or group
Pass on complaints made by a child and cases of bullying to the appropriate designated person(s).	Become overly involved with any one child/children
Bring first aid box during on trips	'Friend' a child on social media
Do let the children develop their autonomy	

Reporting a Breach of the Child Protection Policy Procedure

Any CMIRC Related Person who is aware of a child being harmed in any way is required to report this directly to a CMIRC Board Member or to the entire CMIRC Board. Children also can approach any CMIRC Board Member, or the entire CMIRC Board if they want to make a complaint. That CMIRC Board Member shall report this complaint to all other CMIRC Board Members within 24 hours.

A complaint can be about an act, behaviour, omission, situation or decision that someone believes is a breach of the CMIRC CPP.

A complaint can be made by a person from either inside or outside the CMIRC such as parents, guardian, child, worker, board member, visitor, volunteer and others.

The CMIRC Board will endeavour to deal with all complaints in a fair, timely and transparent way.

1. When an issue/problem arises, it can be passed on by the complainant and a resolution will be reached in a reasonable way by the CMIRC Board, as quickly as possible. Decisions will be made by a majority of a quorum of voting CMIRC Board Members.
2. If the matter remains unresolved at this initial stage, it can then be put in writing by the complainant. A response will be given in writing within 7 days of receiving the complaint, outlining what is being done about the problems stated.
3. If the complainant remains dissatisfied with the resolution offered, then they can appeal the outcome of the response to the CMIRC Memberships.
4. A record of the complaint will be kept and details of the resolution specified.

3. Identify Child Related Work Events and Activities

When organising a Rotary Event the event organizer must refer to the below table to determine if the event is considered a Child Related Work Event or contains a Child Related Work Activity.

Does the event or activity provide programmes or services for children (person under 18 years of age)?	No - Not a Child Related Work Event or Activity
Could the event or activity require direct contact (physical contact, face to face; without parent/care giver presence) with children?	Yes – This is a Child Related Work Event or Activity
Does the role involve work in a child related role, or child related setting?	Yes – This is a Child Related Work Event or Activity

3.1 Holding a Child Related Work Event or Activity

The CMIRC will not allow any individual who otherwise presents an unacceptable risk to children to be involved in a Child Related Work Event or Activity.

4. CMIRC Related Person Working with Children Check Clearance

The CMIRC must ensure that CMIRC Related Persons seeking to volunteer in 'child-related work', or conduct work or services for CMIRC that will take place around children, have their CMIRC Related Persons Working with Children Check Clearance approved. To achieve this, it is the policy of the CMIRC that all CMIRC Related Persons complete a Working with Children Check Clearance Declaration Form.

The CMIRC will use effective screening and selection procedures to ensure that children will have contact with only suitable CMIRC Related Persons. The procedures include:

- Providing a declaration form about whether the CMIRC Related Person has ever been convicted of a criminal offense, as well as providing a declaration form about whether the candidate has ever been accused of a criminal or inappropriate offense involving a child.
- When deemed necessary, requesting a certified police report from the appropriate authorities.
- Giving an orientation to each CMIRC Related Person about the CMIRC CPP.
- Signing a *Declaration form* (see attached) assuring that the CMIRC Related Person has read and understand the CMIRC CPP before he/she starts engaging in activities with the CMIRC.

Glossary of Terms & Acronyms

Abuse: any activities with an intention to hurt or give a bad effect to another party especially regularly and repeatedly.

Basic Needs: including health, education, emotional development, nutrition, shelter, and safe living conditions, depending on available resources.

Child or Youth: Means a person under the age of 18

CMIRC: Chiang Mai International Rotary Club

CMIRC Related Persons: Refers to various persons engaged with activities and programmes involving the CMIRC. They include:

- A member of any Rotary club
- A member of any Rotaract club
- A paid employee of Rotary (including contractors)
- A visitor coming to a Rotary activity or event
- A volunteer providing services to a rotary club programme (such as exchange programme host parents)
- Honorary Rotarian
- Friend of Rotary
- A spouse or partner of a member of any Rotary Club
- A sponsor of Rotary
- Corporate Member
- Other persons as the case may be

CRWA: Child Related Work Activity

CRWE: Child Related Work Event

CPP: Child Protection Policy

Emotional Abuse: failure to provide a properly mental and emotional development, as well as a safe environment at home and in school. Includes: denigrating, threatening, scaring, discriminating, ridiculing or other.

Exploitation and Commercial: use the child in work or other activities for the benefit of others. This includes, but is not limited to, child labour and child prostitution.

Neglect: failure of providing a child's basic needs. Educational e.g. failure to educate a child or attend to special education needs. Emotional e.g. inattention to a child's emotional needs, or permitting the child to use alcohol or other drugs.

Physical Abuse: results in actual or potential physical harm from an interaction or lack of an interaction, which is reasonably within the control of a person in responsibility, power or trust.

ROSH: Risk of Significant Harm

Sexual Abuse: inducing or coercing of a child in any sexual activity that he or she does not fully comprehend, is unable to give informed consent to, or for which the child is not developmentally prepared and cannot give consent, or that violate the laws.

Verbal Abuse: words that attack or injure an individual. Verbal abuse constitutes psychological violence. E.g: degrade you in front of others, telling hurtful jokes, name calling, yelling, insulting, humiliating, criticizing and blaming.

WWC: Working with Children

Annex 1: CMIRC Related Persons Working with Children Check Clearance Declaration Form

DECLARATION FROM CMIRC RELATED PERSONS WORKING WITH CHILDREN AND YOUNG PEOPLE

We request that you read, complete, and sign this declaration form.

First Name: _____

Last name: _____

Address: _____

Date of Birth: _____ Contact: _____

Any other name previously known as: _____

Are you (please tick)

Employed

Volunteer

Student

Other

1 - Have you ever been convicted of a criminal offense?

YES NO

If yes, please state below the nature and date(s) of the offense(s).

Nature of offense

Date of offense

2 - Have you ever been accused of an offense or inappropriate action regarding children?

YES NO

If yes, please state below the nature and date(s) of the accusation(s).

Nature of offense

Date of offense

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

3 - This position involves substantial access to children and as an organization committed to the welfare and protection of children, we are anxious to know if there is any reason at all to believe that you are unsuitable to be working with children.

YES NO

If you answer yes to any of the above, we will contact you in confidence.

Signed: _____ Date: _____