

Child Protection Policy

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1. Purpose, scope and audience

The purpose of this IFRC Child Protection Policy (Policy) is to provide a framework for ensuring that children (defined as any human being under the age of 18 years, see Annex 1 on definitions) are protected from all forms of abuse and exploitation in all IFRC operations, activities and programs.

This document details the following aspects of the Policy:

- Ø Background;
- Ø Key principles of child protection;
- Ø Prevention of child exploitation and abuse;
- Ø Mechanisms of review of allegations;
- Ø Standards for acceptable/unacceptable behaviour in relation to children;
- Ø Standards expected from contractors, suppliers and partners; and
- Ø Responsibilities.

This Policy applies to all personnel that are engaged by the IFRC, including its staff, consultants and volunteers. It also defines, under part 7 below, what is expected from IFRC partners, suppliers and contractors with regard to child protection.

This Policy is to be communicated to all relevant stakeholders. It is included as an annex to the global Staff Regulations and as such is part of the employment contract of all Employees. For all other personnel (defined as any individual contracted by the IFRC, whatever his/her legal status, see Annex 1 on definitions), it is also an annex to the Code of Conduct and its relevant provisions are binding for all personnel required to sign the Code of Conduct.

2. Background

The IFRC recognises that children are one of the most vulnerable groups in society and that all children have the right to be safe and protected. The IFRC acknowledges that preventing violence against, and abuse and exploitation of, children is a shared responsibility, and that prevention is paramount to child protection.

The IFRC is committed to protecting children from exploitation and abuse regardless of their nationality, culture, ethnicity, gender, religious or political beliefs, socio-economic status, family or criminal background, physical or mental health or any other factor of discrimination.

The IFRC is also committed to providing a safe environment for any child with whom it comes in contact, through implementing child-safe practices within its culture, programs and activities, policies and procedures.

This Policy is to be known and understood by all personnel and implemented at all levels.

The IFRC is committed to ensuring that it, and anyone in contact with children in connection with the activities and programs of the IFRC, abide by national and international legislation relevant to child protection.

3. Key principles on child protection

The Policy and practices are guided by the following principles:

3.1 Protection of the rights of the child

The IFRC considers the following four principles, included in the United Nations Convention on the Rights of the Child (UNCRC), as paramount for the protection of the rights of the child:

- Ø The right of all children to survival and development;
- Ø The best interests of the child as a primary consideration in all decisions relating to children;
- Ø The right of all children to express their views freely; and
- Ø The principle of non-discrimination.

The IFRC is committed to:

- Ø Upholding the rights of children and its obligations under the UNCRC (in particular Article 19 of the said Convention¹) and other relevant international instruments;
- Ø The safety and best interests of all children accessing its services and programs or involved in campaigns, voluntary support, fundraising, work experience (regardless of the child's gender, ability or background) and, in particular, to minimising the risk of abuse;
- Ø Enhance the protection of children in planning, implementation and assessment of activities and seek ways to incorporate the voices of children in shaping the relief and development programs that affect them;
- Ø Abiding by key international frameworks and standards such as the Sphere standards and the Minimum Standards for Child Protection, as well as relevant IFRC or Movement policies and guidelines relevant for the protection of children (see Annex 3 – Conventions and obligations).

The IFRC will not engage in, or allow its funds to be used in, any practice inconsistent with the rights set forth in international human rights or humanitarian law instruments protecting children, in particular the UNCRC.

3.2 Zero tolerance of violence against children and child exploitation and abuse

The IFRC:

- Ø Strongly reaffirms that violence against children, child exploitation and abuse are never acceptable, in any form, location or setting, and that they have damaging and often long-lasting repercussions for children, their families and their communities;
- Ø Recognizes that although all children may be vulnerable to violence, exploitation and abuse due to their size, age, physical and psychological maturity, dependence and lack of power, in some settings, some children may have heightened risk of violence, in particular those with a disability and children living in areas impacted by disasters (natural or conflict based) street or unaccompanied children and, in jurisdictions where early/forced marriage and pregnancy are prevalent as well as in relation to genital mutilation, female children;

¹ Article 19 of the CRC: “1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

2. Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.”

- Ø Will be responsible for protecting children from abuse of all kinds in the delivery of its programs and activities, in particular aid activities;
- Ø Does not tolerate child exploitation and abuse, as such actions justify criminal, civil and disciplinary sanctions;
- Ø Will not knowingly engage, directly or indirectly, anyone who poses an unacceptable risk to children's safety or wellbeing, and will not permit any such person to work, or have contact with, children;
- Ø Works to reduce the risks of child exploitation and abuse associated with delivering aid activities and trains its personnel on their obligations;
- Ø Will not fund any organization when there are concerns that this organization may not meet the IFRC's child protection compliance standards in their operations and activities;
- Ø Will not use, in its information materials or promotional materials, images of children or information on children which might affect their dignity or affect their rights.

3.3 Sharing responsibility for child protection

To effectively manage risks to children, IFRC requires the commitment, support and cooperation of all contractors, civil society organizations, and partners implementing IFRC activities. They must formally acknowledge the key principles of this Policy and must comply with these principles (see template in Annex 5).

3.4 Risk management approach

While it is not possible to eliminate all risk of child exploitation and abuse, careful management can reduce the risks to children that may be associated with aid activities. Any child protection risk must be identified, managed and documented during initial risk assessments and throughout the activity carried out by the IFRC.

The IFRC provides guidance about ways to minimise risk to children. It has established standards of behaviour which must be followed at all times when a person is in contact or working with children. These standards are set out:

- Ø In the Code of Conduct, which must be signed by any personnel contracted by the IFRC, with the signed copy being kept in the files held by the Human Resources Department;
- Ø In Part 6 of this Policy (Standards for acceptable/unacceptable behaviour in relation to children).

A failure to comply with this Policy and/or the Code of Conduct may lead to disciplinary action, legal action, and/or criminal investigation and prosecution.

3.5 Procedural fairness

The IFRC uses fair and proper procedures when making decisions that affect a person's rights or interests. The IFRC also expects its partners to adhere to this principle when responding to concerns or allegations of child exploitation and abuse.

4. Prevention of violence against children and child exploitation and abuse

The prevention of child exploitation and abuse by the IFRC will be achieved through the following:

- Ø Internal communication of this Policy to all personnel;
- Ø Training of personnel:

- All personnel should be given the opportunity to discuss the implications of this Policy for them with their line manager and/or staff from the Human Resources Department, as part of their induction / orientation or as part of further personal development;
 - The IFRC provides training on child protection for its personnel, in order to ensure that the latter are fully aware of their responsibilities to protect children and how to report concerns or allegations about child exploitation and abuse;
 - This training, which can be done through the Learning Platform or other means as appropriate, will be mandatory for all personnel who will be in contact with children in the course of their duties;
 - Depending upon the functions of the personnel concerned, this training may be focused on awareness raising or may be more in depth;
- Ø Concerning the recruitment of all personnel whose functions will require them to work with, or have access to, children:
- All endeavours will be made to conduct a criminal background check;
 - When obtaining this background check is not feasible, due to the context or the short duration of the contract:
 - The personnel concerned should sign a statutory declaration stating that they have never been convicted of, are not currently suspected of, or are not being prosecuted for any offence involving any type of harm to a child or children, and declare that there is no element which could affect their suitability to work with children (see template in Annex 6);
 - Careful consideration must take place about the appropriateness of the person working with the IFRC;
 - Qualifications and reference checks of former employers should be sought and interview plans for recruitment should incorporate behavioural-based interview questions.

5. Mechanisms of review of allegations

5.1 Code of Conduct and child protection against exploitation and abuse

The Code of Conduct, which must be signed by, and complied with, all personnel, includes several rules that are crucial to child protection against exploitation and abuse (see Annex 2 to this Policy).

5.2 Report of breaches

All personnel who have reasons to believe that a child may be exploited or abused, or that the safety or well-being of a child may be at risk, as a result of an action or abstention of an IFRC personnel, have the obligation to report it as soon as possible to the relevant authority in the IFRC (Human Resources Department directly; or to the line manager(s), any Senior Manager, or Risk and Audit Management Department, who should in turn immediately inform the Head of Human Resources) or to contact Safecall Ltd. Police authorities should be contacted as well, if circumstances and the possible seriousness of the acts require this.

All reports and concerns raised by both personnel and individuals in the community will be properly considered, documented, and treated seriously, with care, discretion and in a timely manner. The IFRC will take all necessary steps against any form of retaliation suffered by personnel or other persons reporting possible breaches of this Policy.

Reports of child abuse and exploitation or violence against children committed by individuals who are not IFRC personnel and that are not committed in the context of IFRC activities should be reported to the police authorities: personnel doing so should be aware of the potential consequences of doing so,

including for the safety of children, and should discuss with their line manager and/or Human Resources officers, as appropriate.

5.3 Review of allegations

Any allegations of abuse and/or exploitation of children by personnel acting on behalf of the IFRC will be examined against standards established by the Code of Conduct, this Policy and relevant national legislation.

The IFRC is committed to ensuring that the safety and wellbeing of children and their dignity and rights remain the overriding concern at all times; as a result, the risks incurred by children will be assessed by the Human Resources Department whenever it considers launching a disciplinary process and these risks will be monitored until that process is over. If necessary, a plan of action to protect the child or children concerned will be established by the Human Resources Department. Such a plan of action will include the following elements:

- Ø Report the matter to local police and/or the child protection authority whether or not required by law; and/or
- Ø Ensure referral and support for the child (in terms of safety, health, psychological support, etc.); and/or
- Ø Manage internally in accordance with the processes mentioned below if not a criminal matter.

Any process of review of such allegations will be documented and in accordance with the relevant legal framework, namely:

- Ø Chapter IX of the global Staff Regulations for Employees (Geneva staff and IFRC-contracted delegates);
- Ø Regulations issued at national level and national labour legislation for other personnel, including among others national staff and staff-on-loan.

Any review of such allegations, including possible disciplinary processes, must respect the rights of the alleged victim(s) and alleged offender(s). However, this does not preclude the suspension of the alleged offender, should not suspending the latter pose an unacceptable risk for the alleged victim and/or other children. Such suspension will be decided according to the relevant legal framework, with due respect for the presumption of innocence and the obligation to protect the rights and safety of the alleged victim and other potential victims.

Any act of child exploitation and/or abuse will be considered by the IFRC with the highest degree of severity. Any act of exploitation or abuse should lead to disciplinary measures and should lead to the termination of the contract between the personnel and the IFRC, in accordance with the relevant legal framework (including, for example, global Staff Regulations and the Code of Conduct, for Employees).

All reports made in good faith will be viewed as being made in the best interests of the child regardless of the outcomes of any investigation. A personnel who intentionally makes a false or malicious report may be subject to disciplinary action. A contractor who intentionally makes a false or malicious report may be subject to termination of contract.

6. Standards for acceptable/unacceptable behaviour in relation to children

In addition to the rules mentioned in the Code of Conduct (see 5.1 above), personnel must abide by the following standards concerning IFRC programs or activities involving children:²

- Ø All activities involving children are supervised by personnel, in particular same-sex personnel if this enhances the protection of children. The number and gender-balance of personnel will be determined according to the sex, age and capacity of the children, and should always be sufficient with the necessary skills and qualifications consistent with the scope of work / role expected. Wherever possible, more than one adult should be present when working in the proximity of children;
- Ø No activity or programme is undertaken with children without the express written permission of their parents / guardians, or relevant authorities for street/unaccompanied children;
- Ø Where the IFRC arranges for visits, no child should be left unsupervised with a visitor to a programme or event;
- Ø In general, personnel are not allowed to work alone with a child somewhere that is secluded or where they cannot be observed. It is acceptable for personnel to work alone with a child where there are visibility panels / windows in doors. Efforts will be made to ensure that the lone personnel is the same sex as the child if this is considered to enhance the protection of the child in a given situation;
- Ø Personnel should not invite unaccompanied children into the personnel's home, unless they are at immediate risk of injury or in physical danger and, in this case, the personnel involved should advise their supervisor of the need for such action;
- Ø Personnel should not sleep close to unsupervised children unless absolutely necessary, in which case the personnel must obtain his/her supervisor's permission, and ensure that another adult is present, if possible the child's parent or guardian. In all cases, the personnel should be the same sex as the child/children;
- Ø Personnel must use any computers, mobile phones, video cameras, cameras or social media appropriately, and never to exploit or harass children or access child exploitation material through any medium;
- Ø Personnel must not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate;
- Ø Personnel must not use physical punishment on any part of the body of the child;
- Ø Personnel must comply with all relevant labour laws in relation to child labour;
- Ø Personnel must not hire children for domestic or other labour which is inappropriate given their age or developmental stage, which interferes with their time available for education and recreational activities, or which places them at significant risk of injury;
- Ø Personnel must immediately report concerns or allegations of child exploitation and abuse and Policy non-compliance in accordance with appropriate procedures and laws of the country;
- Ø Personnel must immediately disclose all charges, convictions and other outcomes of an offence, which occurred before or occurs during their association with the IFRC that relate to child exploitation and abuse;
- Ø When photographing or filming a child or using children's images for work-related purposes, the personnel must:
 - obtain informed consent from the child and parent or guardian of the child before photographing or filming a child. As part of this, the personnel must explain how the photograph or film will be used;

² The focus of this section is on children involved in IFRC programs and activities. However, the fact that a child is not benefitting from IFRC activities is not a justification for submitting him/her to acts that are mentioned in this section and which may be seen as inappropriate or as a breach of the Code of Conduct.

- assess and endeavour to comply with local traditions or restrictions for reproducing personal images before photographing or filming a child;
- ensure photographs, films, videos and DVDs present children in a dignified and respectful manner and not in a vulnerable or submissive manner. Children should be adequately clothed and not in poses that could be seen as sexually suggestive;
- ensure images are honest representations of the context and the facts;
- ensure file labels, meta data or text descriptions do not reveal identifying information about a child when sending images electronically or publishing images in any form.

7. Standards expected from contractors, suppliers and partners

The IFRC expects its contractors and partners to:

- Ø Formally acknowledge and comply with the key principles of this Policy described above in Sections 3.1 to 3.5;
- Ø Take immediate action, should the partner or contractor have reason to believe that an employee or any of their activities might be in breach of the above-mentioned key principles;
- Ø Immediately notify the IFRC if any IFRC-funded personnel are accused of, charged with, arrested for, or convicted of criminal offences relating to child exploitation and abuse;
- Ø Accept that any contract or agreement between the IFRC and that contractor or partner might be terminated, should there be a serious or repeated breach(es) of the above-mentioned key principles, and/or a failure to take appropriate action when a breach of these key principles is discovered;
- Ø Accept that the IFRC may raise with the contractor or partner issues of compliance with these key principles by the latter, including through IFRC-requested audits or other measures to investigate compliance;
- Ø Ensure best efforts to promote and enhance child protection amongst its personnel.

The relevant provisions required for the implementation of the above obligations will be inserted in the relevant templates of contracts and agreements.

As part of its standard Terms and Conditions, the IFRC expects the following from its suppliers and companies providing services:

- Ø Not to be subject to a judgment that has force of Res Judicata for fraud, corruption, involvement in a criminal organization or any other illegal activity;
- Ø To guarantee respect of fundamental rights and not to be complicit in human rights abuses, including violence against children;
- Ø Not to exploit child labour and forced labour and respect the basic social rights and working conditions in the countries involved.

8. Responsibilities

<i>Accountable</i>	<i>Activity</i>
Secretary General	<i>Ensure that IFRC work protects children. Review and approve the Policy. Hold Managers accountable to this Policy and promote Policy principles, as appropriate.</i>
Director of Human Resources Department	<i>Ensure IFRC human resource management policies and practices protect children and that training is provided to all staff. Ensure there is periodic monitoring and tracking of compliance and implementation of the Policy</i>
Managers	<i>Promote awareness and understanding of the Policy among IFRC personnel</i>
	<i>Ensure personnel have the knowledge, skills and attitudes necessary for their positions to support child protection</i>
	<i>Ensure personnel are held accountable to the Policy</i>
	<i>Incorporate consideration of this Policy in planning, budgeting and resource allocation</i>
All Personnel	<i>Understand, advocate and apply the Policy to your work</i>

9. Review of this Policy

This Policy is subject to regular review—at least every five years or earlier if warranted.

10. Abbreviations/acronyms

Abbreviation	Meaning
IFRC	International Federation of Red Cross and Red Crescent Societies
UNCRC	United Nations Convention on the Rights of the Child

11. Related documents

File number	Name	Version
109	Code of Conduct	
111	Staff Regulations	

12. Document revision history

Version	Date	Details
1.00	17/12/2013	

Annex 1 – Definitions

‘Adult’	a human being aged 18 years or more
‘Child’	a human being under the age of 18 years
‘Child abuse’	one or more of the following ³ : <ul style="list-style-type: none">• physical abuse• sexual abuse• emotional abuse• neglect• exploitation• bullying• harassment
‘Child abuse material’	material that depicts (expressly or implicitly) a child as a victim of torture, cruelty or physical abuse.
‘Child exploitation and abuse’	one or more of the following: <ul style="list-style-type: none">• committing or coercing another person to commit an act or acts of abuse against a child• possessing, controlling, producing, distributing, obtaining or transmitting child exploitation material• committing or coercing another person to commit an act or acts of grooming or online grooming
‘Child exploitation material’	material, irrespective of its form, which is child abuse material or child pornography material
‘Child pornography’	(also known as “child abuse images”) any representation, by whatever means, of a child engaged in real or simulated explicit sexual activities or any representation of the sexual parts of a child for primarily sexual purposes
‘Child pornography material’	material that depicts a person, or is a representation of a person, who is, or appears to be, under 18 years of age and is engaged in, or appears to be engaged in, a sexual pose or sexual activity, or is in the presence of a person who is engaged in a sexual pose or activity, and does that in a way that a reasonable person would regard as being, in all the circumstances, offensive
‘Child protection’	an activity or initiative for the purpose of preventing or responding to a specific incident of child abuse

³ Other types of abuse commonly recognised, such as commercial sexual exploitation and trafficking, are complex manifestations of a combination of the above categories. It is important to highlight that bullying is also a form of abuse as it is an act of aggressive behaviour in order to intentionally hurt another person or persons, mentally, physically and/or sexually. Abuse can take place in many forms and anywhere (in the family, community or on the Internet). Abuse is also manifesting itself in digital and augmented technologies such as smartphones. This can be virtual or real and can take many forms including sexual harassment and child pornography. In addition, it should be remembered that although we commonly think of adults as those who abuse children, children can also be the perpetrators.

‘Child-safe practices’	activities and measures which are taken to protect children from all types of violence, exploitation and abuse. Their design and implementation require an awareness of behaviours and activities that can be harmful to a child, and knowledge of protective behaviours that prevent all risks of child exploitation and abuse.
‘Contact with children’	working or participating in an activity or in a position that involves contact, including online, with children, either under the position description or due to the nature of the work environment.
‘Code of Conduct’	the Code defining the duties and obligations of all IFRC Staff, including Employees, and all individuals working under the IFRC name and legal status
‘Contractor’	any person or organisation working jointly with or providing services to IFRC, including consultants and partner organisations
‘Emotional abuse’	a parent’s or caregiver’s inappropriate verbal or symbolic acts towards a child or a pattern of failure over time to provide a child with adequate non-physical nurture and emotional availability whereby a child’s self esteem and social competence is damaged
‘Employee’	as a sub-category of IFRC Staff, any person having concluded an Employment Contract with the IFRC, whose Contract is not governed by any national labour law and which, by decision of the IFRC, fall under the jurisdiction of the ILOAT
‘Grooming’	behaviour that makes it easier for an offender to procure a child for sexual activity (including online grooming)
‘Online grooming’	the act of sending an electronic message with indecent content to a recipient who the sender believes to be under 18 years of age, with the intention of procuring the recipient to engage in or submit to sexual activity with another person including but not necessarily the sender
‘Neglect’	the failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for their physical and emotional development and well-being
‘Partner’	any organisation with which the IFRC is carrying out joint work or to whom the IFRC is providing funds to carry out work
‘Personnel’	any individual contracted by the IFRC, whatever his/her legal status (Employee, local staff, consultant, intern, volunteer...)
‘Physical abuse’	the use of physical force against a child that results in harm to the child. Physically abusive behaviour includes shoving, punching, hitting, beating, kicking, biting, burning, shaking, throwing, strangling and poisoning
‘Sexual abuse’	the use of a child for sexual gratification by an adult or a significantly older child or adolescent. Sexually abusive behaviours can include fondling genitals, masturbation, oral sex,

vaginal or anal penetration by a penis, finger or any other object, fondling breasts, voyeurism, exhibitionism and exposing the child to, or involving the child in, pornography

‘Staff’

any person in the service of the IFRC, including IFRC Contracted staff (Employees and National Staff) and Staff-on-Loan, to the exclusion of volunteers, interns and consultants

Annex 2 – Key provisions of the IFRC Code of Conduct related to child protection

According to the IFRC Code of Conduct (2007), the following rules apply to all personnel bound by that Code, and they state that the latter must:

- Ø Comply with the applicable laws of the country in which they are present, including the Federation’s applicable status or headquarters agreements. In case of violation of any applicable law, the Federation may not provide any legal assistance to the individual and may waive any immunities enjoyed by him/her” (Rule 2).
- Ø Respect all persons equally and without any distinction or discrimination based on nationality, race, gender, religious beliefs, class or political opinions; and act at all times in accordance with the Fundamental Principles and the humanitarian and organisational values as defined by the Federation. These are: respect for diversity, cultures, structures and customs of the communities, solidarity with the community, integrity and accountability, as well as mutual understanding and non-discrimination are essential elements to preserve human dignity (Rule 3).
- Ø Take into account the sensitivities of peoples’ customs, habits, and religious beliefs and avoid any behaviour that is not appropriate in a particular cultural context (Rule 4)⁴.
- Ø Abstain from all acts which could be considered harassment, abuse, discrimination or exploitation (refer to Anti-harassment guidelines). This applies to all people of all ages, especially to children and to people exposed to stigma, including those living with HIV (refer to International Federation secretariat HIV in the workplace directive) (Rule 6).
- Ø Not act in any way likely to bring the Federation into disrepute (Rule 13).
- Ø Not commit any act of sexual exploitation, sexual abuse or sexual violence. This prohibition extends to all forms of sexual abuse or exploitation and includes not reporting concerns or suspicions regarding any violation by a co-worker (whether fellow Staff or an individual working for a partner organisation) (Rule 17).
- Ø Not engage in any sexual activity with persons (adult or child) that look to or benefit from the Federation’s protection or assistance, or with any persons under the age of 18 years, regardless of the age of majority or consent locally (mistaken belief in the age of a child is not a defence). Sexual activity includes all forms of activity and abuse of a sexual nature, with or without physical contact and whether or not either party is aware of such abuse (Rule 18).
- Ø Not exchange money, employment, goods or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behaviour. This prohibition extends to any use of sex trade workers. (Rule 19).
- Ø Not produce, procure, distribute or use pornographic material in Federation offices or on Federation equipment, including reading/surfing pornographic websites or message boards or sending pornographic emails (Rule 20).

⁴ This obligation defined in the Code of Conduct requires to always work in ways which are culturally sensitive and that respect the diverse nature of the people we work with. However, it should be underlined that culture must not be used as a reason or excuse to abuse children.

Annex 3 – Conventions and obligations

The IFRC is committed to act in accordance with the standards set out by international legislation and conventions and Red Cross/Red Crescent strategies relating to child rights and protection. The IFRC is also obliged to abide by national laws relevant to child protection. The international treaties and standards include:

- The United Nations Convention on the Rights of the Child (UNCRC), 1989

This is the most significant international instrument that specifically addresses Child Protection. The four main principles of the UNCRC are:

1. The right of all children to survival and development
2. Best interests of the child as a primary consideration in all decisions relating to children
3. The right of all children to express their views freely
4. Non-discrimination

- Optional Protocol to the United Nations Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, 2000
- International Labour Organisation Convention 182: the Worst Forms of Child Labour , 1999
- Universal Declaration of Human Rights, 1948
- Geneva Conventions on the Protection of victims of War, 1949; Additional Protocols, 1977
- International Covenant on Economic, Social and Cultural Rights, 1966
- International Covenant on Civil and Political Rights, 1966 (and Optional Protocol)
- Convention on the Elimination of all Forms of Discrimination,1979
- Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children, supplementing the UN Convention against Trans-national Organized Crime, 2000
- A World Fit for Children, Special Session of the United Nations General Assembly, 2002
- Convention on the Rights of Persons with Disabilities, 2007
- The Fundamental Principle of Humanity, 1965

This Principle states that the Red Cross / Red Crescent will “endeavour to alleviate human suffering wherever it may be found” and “protect life and health and ensure respect for the human being”.

- International Federation of Red Cross Red Crescent Societies Strategy on Violence Prevention, Mitigation and Response

In the area of violence prevention recognises children and youth are disproportionately affected by violence, discrimination and exclusion and therefore need to become the focus of attention and action.

- Red Cross Red Crescent Societies Pledge 101 (30th International Conference of the Red Cross and Red Crescent, Geneva, 2007)

Supports National Societies to adopt and implement a zero tolerance approach towards sexual exploitation and abuse, assisting them to promote safe environments for children in the workplace and in programs, and promote awareness on the abuse of power.

- IFRC Restoring Family Links – Unaccompanied Child Guidelines

- Sphere Standards from Sphere Project: Humanitarian Charter and Minimum Standards in Humanitarian Response

Minimum Standards for Child Protection 2013, www.sphereproject.org. Particularly relevant are the Protection Principles included in the 2011 version. While the Humanitarian Charter summarises some of the most fundamental rights involved in humanitarian response, the Protection chapter “is concerned with the way these rights should inform humanitarian practice from a protection perspective and, specifically, the way agencies can avoid exposing the affected population to further harm and how they can help people to achieve greater safety and security”. Since their inclusion in the revised version of Sphere in 2011, “all humanitarian agencies should be guided by the Protection Principles, even if they do not have a distinct protection mandate or specialist capacity in protection”.

Annex 4 – Useful references on child protection

- International Federation of Red Cross Red Crescent Societies Strategy on Violence Prevention, Mitigation and Response
- IFRC & Canadian Red Cross – Ten Steps to Creating Safe Environments for Children and Youth: A Risk Management Road Map to Prevent Violence & Abuse
- Action for the Rights of Children (ARC), Protecting Children and Young People Policy
- UNICEF Child Protection Strategy
- Canadian Red Cross Child Protection, Guidelines for implementation by personnel
- Convention on Rights of the Child www.unicef.org/crc
- Minimum Standards for Child Protection in Humanitarian Action 2012 <http://cpwg.net/UNICEF> www.unicef.org
- Save the Children Alliance www.savethechildren.org
- Child Rights Information Network www.crin.org
- Inter-Agency Standing Committee (IASC) Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises www.humanitarianinfo.org/iasc
- Sphere Project: Humanitarian Charter and Minimum Standards in Humanitarian Response www.sphereproject.org
- Child Wise www.childwise.net
- AusAID Child Protection Policy January 2013 www.ausaid.gov.au/publications/pdf/child_protection.pdf
- International Rescue Committee <http://www.rescue.org/>
- CBM “Inclusion Made Easy: A Quick Program Guide to Disability in Development” <http://www.cbm.org/Inclusion-Made-Easy-329091.php>

Annex 5 – Commitment by contractors and partners

The partner hereby:

- Ø Formally acknowledges and complies with the key principles described in Sections 3.1 to 3.5 of the attached Policy;
- Ø Commits to take immediate action, should the partner have reason to believe that an employee or any of their activities might be in breach of the above-mentioned key principles;
- Ø Commits to immediately notify the IFRC if any IFRC-funded personnel, or any of its other personnel, are accused of, charged with, arrested for, or convicted of criminal offences relating to child exploitation and abuse;

- Ø Accepts that any contract or agreement between the IFRC and that contractor or partner might be terminated, should there be a serious or repeated breach(es) of the above-mentioned key principles, or a failure to take appropriate action when a breach of these key principles is discovered;
- Ø Accepts that the IFRC may raise with the contractor or partner issues of compliance with these key principles by the latter, including through IFRC-requested audits or other measures to investigate compliance;
- Ø Ensures best efforts to promote and enhance child protection amongst its personnel.

Annex 6 – Statutory declaration by personnel

I, undersigned, hereby confirm that to the best of my knowledge I have not been convicted of, am not currently suspected of, or am not being prosecuted for any offence involving any type of harm to a child or children in any country. I declare that there is no element which could affect my suitability to work with children, and that I am aware of the seriousness of this declaration and that any erroneous declaration may be considered as gross misconduct.