

Child Protection Policy

&DWHJRULHV +HDOWK DQG 6DIHW\

/DVW 0RGLLHGHSWHPEHU

5HYLHZ 'DWHHSWHPEHU

5DWLRQDOH

&KLOGUHQ KEFHNDH\$WJKMHW RUP KDUP

3XUSRVH

7R HQVXUH WKDWHFWKHGGIWHRQ &DHSWLFNDIHF WVERIOS HPRWL
DEXVH DQG QHJOHF

0DQDJHPHQW ZLOOSXQGPHQW NHDISENFIH POFIOLGLO
ZLWK WKH 9XOQHUSDEWH &KROGLUHQWKMDUH DVXSDF
WKHUH LV DVXVSEDIORQ PVLKDW SKLODSSOVLKADWRDCRSO
HPSOR\HG

E 0DQDJHPHQW YZLWDSOOLVBI ZKR KDWHKHQRGXEBWLL
HYHU\ WKUHH \HDUV

F 6WDII ZLOO QRW ZLWYFKWQB &HQJXQGHVQLQHWLQ
3ROLF\ DUH DGKHUHG WR

G 6WDII DUH DZDUH RI DQG VHQVLQVXUHW R KUDW SARK
LV SDUDPRXQW DW DOO WLPV

H 7KH IROORZLQJ SERVSKOGLHUWDOFIZDFKQDLSQJ U

f 7KH FKLOGIUV SDUHQWV

f (&/& WHDFKHUV HPSOR\HG E\ WKH 8QLYHUVL

f \$SSURYHG ORQJ WHUP UHOLHYHUV

f 6WXGHQWV RQ WKRFKULQJSSBBIWLVFBIQZHE WMB

I 7KH GHVLJQ DQG OHDVROXWIRH WWHK&WLVQD DQGI V
WLPV

(QVXULQJ SURIHVVLRQDOLVP

D 6WDII DUH HQFRKHUJHGRIRVHLRSYMO DQSDSHUWH

E 6WDII DUH QRW DOORZLQGMHRUZRWDFRQVWVFWHHVL
SRWHQWLDO FRQIOLFW RI LQWHUHV

F 3HUPLVVLRQV WR SLFN XS FKLOG IURP WKH &HQV

f \$W WKH WLPH RI V OHRJ O PHJXD US DO BCRV Q QLQFOPIGQV
)RUP WKH QDPHV RI \R V K M R O S UD / RFRV OHIU VZ KWK FDFQ
&KDQJHV WR WKLV FDQ EH PDGH RQ WLRHH EK DQKJH SR
OHJDO JXDUGLDQ

f 3DUHQW OHJDO JKH DGZ DIQWVXV / O DSRQV H QW S G R W R I Q L
\HDUV ROG DQG RYVW HZKRG LR QQ W WRIU (HUK B O B H QW 'HRW
IRUP LV FROOHFWLIQ J MCKH Q R W O V R I O V H V S H V K V R Q K Z L O
ZULWWHQ FRQ VHHQW IUG R J D O H J S D U G L D Q

G 6WDII VKRXOG EH D ZIBU IS RR W W / U M Q P J W K V S L F H B Q H R I I D E X
DFWLQJ LQ D PDQ Q V R U V L Q H L S S S R S U H W D M O R Q D S O R R I Q S X R W W K
8QLYHUVLW\

\$Q\ VWDII PHPEHUHISR W W T X X V S H G W H R J O B E W V H K H Q G H S U R Q W F
WR WKH 7HDP / HDG H U D Q W K H D O P D Q L J H L F D Q S R R J W I K V W R C E H N
HDFK LQFLGHQW

5HVSRRGLQJ WR VXVSHFWHG DEXVH RU QHJOHFW

D \$OO VXVSLFLRQV R W V R E U H U H S R G W R K F L G H O F I P G G W G L V K F V
7HDP / HDGHU RU O D S P V V I E D V V D R Q S U R W H S F W W W D N H Q K L R O C
E , I W K H U H L V F O H D V R I Q D L E C H Q F B X R W W V G F E H R I L F K H O D G Q D L E X V
SODFH D PHPEHU RI WKH VWDII W

F 7KH VWDII PHPEHU FRIQFOW QZLW Z LDFU FUBG DQJG WFR QVGLHW L
HPSOR\PHQW
G 7KH 7HDP /HDGHU RRF X P Q JH D OZ Q L Q I W R P W W H R F R P S H O D L V
SURFHGXUH VZD W H K Q W K R E R P S O D L Q W
H 7KH VWDII PHPEHUEFR D G M U Q H G F Z I L D K H W K S S R H W W K U R P
ODZ\HU RI WKHLURFKR L S F V L W W I D Q P S O B U R J U D P P H (\$3

&RQILGHQWLDOLW\ DQG LQIRUPDWLRQ VKDULQJ

D 7KH 3ULYDF\ \$FW DQG WKH 2UDQJD & 7K L P D G U L H Q L \$ F R V K
3HUVRQV DQG 7K H L Q O J R Z P L Q L R H V P S F W L R Q H W H S E F K L V K O W H H G V
DEXVH RU VXVS \$ R W M G H D E D W H G L Y H E W W E J H W K D M F W L R Q V D
WKH 2UDQJD 7DPDULNL \$FW DQ\ S D W V E R I Q Z K R U E H V O L C L Y H
KDUPHG SK\VLFD O O M H [K P D O V L R Q D O O P A U J H O W F W H G D E X V G H
UHSRUW WKH P D F W U H L N L W R U 2 W E G J D R O L K H D Q S R L S W R Y L B D
IDLWK QR FLYLOOE Q D P L C S U R R H U H G L V F W S B D D L E Q V E U W K H P

3HUVRQV H[FOXGHG IURP WKH &HQWUH

D \$Q\ SHUVRQ ZKR XVH Q I B X H L Q F K O R G H O W K B M R O Q D J Q S H R W U H
RSHUDWLRQ KRUV ZLOO EH DVNHG WR OHDYH WKH &HQWUH
E \$Q\ SHUVRQ ZKR LV H L Q W D D O K Y W L F M A N R U D P D S R M H V W D R U F I K L O
VWDII ZLOO EH DVNHG WR OHDYH WKH &HQWUH
F \$Q\ SHUVRQ ZKR KDV EHHQ FRQYLFWFKG O R G U F H R P F Z I L W O V L Q R
DOORZHG LQWR WKH &HQWUH

3URWHFWLQJ L F K D S S U R S U L D W H P D W H U L D O

D 7HDFKHUV ZLOO Q X G S H U L Y Q L J I F R F K S X O V H U H W D R Q E Q Q X U H U Q H K V V X
QRW H[SRVHG WR W R D Q G H O W Q V W D D S H R S O L Q D W H P D W H U L
E 7HDFKHUV ZLOO VFUHHQ GRQDWHGW P D J D H L R I H V Y L Q G O H E P
VH[XDO QDWXUH DQG RU LQDSSURSULDWH

6WDII WUDLQLQJ

D 0DQDJHPPH Q W ZLOO SURYLGH XS WR V G D I W R Q Q I H R V S P D Q G L R Q
UHFRJQLVLQJ WKH VLJQV RI FKLOG DEXVH
E \$SSURSULDWH D R I Q V L F W R I Z P O R U I E R O F D O G R U X S S V D I I Z K H Q

3DUHQW VXSSRUW DQG HGXFDPWLRQ

D 7KH &HQWUH ZLOO VXSSRUW S D U H Q W S D E D I O H W L H Y H U Q L Q J K V
H[WHUQDO ZRUNVK R S Q G F L Q N R I U P Y D V L I O R G S O R H U E U R O F H K Y D G W F
ZKHQ DSURSULDWH
E 7KH &HQWUH KDV D Z K R S K Q H G R R X U S E I D Y S I D V H Q R V Y L F D L W V
F D Q G W K H L U F K L O G U H Q D W D Q \ W L P H

'HILQLWLRQ

\$EXVHV KDUPLQJ D FKLOG

SK\VLFD00\ HJ JLYLQJ WKHP KLGLQJV
HPRWLRQDOO\ HJLQJH00LQJ KRPJ WZEDPUNQJHRU UHMHFW
VH[XDOO\ HJ LQQROYKQD WDKWRYLWLHV

1HJOHVWDL0LQJ WR\PHFDWDDQGL0BRYVSRQD OQQMHLWY EQW KW K
VXSHUYLVLRQ FORWK0QGHGWHR WLDPSZXS\VEUHODIDQGUH W F
ZDUP FORWKLQJ RU KHDOWK FDUH

>6RXUFH_0LQLVWU\ RI +HDOWK@

5HODWHG GRFXPHQWV

([FXUVLRQ 3ROLF\
(QUROPHQW DQG ILQDQFLDO SROLF\
6XVSHFWHG \$EXVH ,QFLGHQW 5HSRUW 6KHHW
3URFHGXUHV IRU UDLVLQJ D FRQFHUQ
8& &RGH RI &RQGXFV
8& 6WDII 'LVFLSOLQDU\ 3ROLF\
9XOQHUDEOH &KLOGUHQV \$FW