



## **FST CHILD SAFEGUARDING POLICY**

**2020**

### **Vision**

A nation free of sexual and gender-based violence

### **Core Values**

**C**onfidentiality

**A**ccountability

**S**afety

**E**quality

**D**ignity

**(CASED)**

### **Our Payoff line**

**Ending SGBV-Our Priority**

## **Board statement**

As this policy indicates, the rights, safety and safeguarding of children are of paramount concern to Family Support and its members. For the past 21 years we have worked to develop robust child safeguarding measures within FST. This policy aims to strengthen these continued efforts with the goal of ensuring that FST's child safeguarding standards are clear, comprehensive and enforceable. In doing so, it builds on the international child safeguarding standards of Keeping Children Safe and the good practices of other international groups.

We intend to continue to refine and strengthen this policy as we learn more about what works in this important area. We strive to be leaders within the growing movement of organisations that recognize the importance of safeguarding and promoting the rights and protecting the welfare of children.

We are determined to putting children first in all we do and to make the rights enshrined in the United Nations Convention on the Rights of the Child a reality for all children in Zimbabwe.

## **Guiding principles**

This policy is based on the following five Guiding Principles of Child Safeguarding:

- 1. Having zero-tolerance for child abuse.** The organisation believes that any form of child abuse and exploitation is unacceptable and will not be tolerated.
- 2. Protecting children's rights and their best interests.** The United Nations Convention on the Rights of the Child is the universal foundation for child safeguarding. The fundamental principle of the Convention is that children have their own indivisible rights. All decisions regarding the welfare and protection of children are made based on the Best Interests of the Child Principle. FST will therefore operate within this guideline of ensuring the best interest of the child.
- 3. Placing the child as the first priority** when dealing with all identified or suspected cases of child abuse. FST will ensure that priority is given to any child suspected of abuse regardless of their gender, nationality, religious or political beliefs, family background, economic status, physical or mental health or criminal background.
- 4. Empowering and educating children on their rights, personal safety** and steps they can take, if there is a problem. FST will empower children so that they are able to take action if they have been abused. Children will be consulted in the development of and the implementation of organisations' activities. Children in our programs will be given opportunities to express their views on matters affecting them.
- 5. Integrating child protection into all aspects of our organizational strategy, structures and work practices.** FST will ensure that adherence to this policy is a mandatory requirement for all

staff and others. The organisation will ensure that all staff and relevant stakeholders are made aware of the policy and their responsibilities.

### **Why moving from child protection to child safeguarding**

Since its establishment FST's actions on children have been guided by its child protection policy. However latest developments in the child protection and safeguarding arena have shown the need to have a child safeguarding policy rather than a child protection policy. There are some very important distinctions between these terms

**Child Protection:** In its widest sense, child protection is a term used to describe the actions that individuals, organisations, countries and communities take to protect children from acts of harm (abuse) and exploitation, for example domestic violence, exploitative child labour, commercial and sexual exploitation and abuse, and physical violence, to name but a few. It can also be used as a broad term to describe the work that organisations (international or local non-government organizations, faith-based organizations or UN agencies) undertake in particular communities, environments or programmes that protect children from the risk of harm due to the situation in which they are living.

**Child Safeguarding:** Child safeguarding is a term used for internal facing, business, critical policies, procedures and practices that are employed to ensure that an organisation itself (local or international organisation, faith – based organisation, a school, religious institution, UN agency, etc.) is a child safe organisation. Child safeguarding is the responsibility that organisations have; to make sure their staff, operations, and programmes do no harm to children and that they do not expose children to the risk of harm and abuse. Any concerns the organisation has about children's safety within the communities in which they work are reported to the appropriate authorities.

In this policy a child safe organisation (FST) is one in which

1. Anyone who represents the organisation behaves appropriately towards children and never abuses the position of trust that comes with being a member of the organisation
2. Everyone associated with the organisation is aware of and responds appropriately to issues of child abuse and the sexual exploitation of children
3. All activities are assessed for potential risks to children and mitigation strategies developed
4. The organisation is driven by the duty of care that it has to children and expresses that duty of care publicly through communication materials, staff training, a solid policy and accompanying procedures

## **Why safeguarding children**

Every child is potentially at risk of abuse and exploitation. FST recognizes that the children with whom and for whom we work are particularly vulnerable to abuse and exploitation due to discrimination and marginalization relating to their disability, socioeconomic status, gender, ethnicity, caste or living situation. Abuse can be perpetrated on a child of any age and can happen to and between children. Perpetrators can be men and women, boys and girls. This Child Safeguarding Policy sets out our common belief and principles and describes the steps that will be taken by FST to safeguard children involved in our activities. In developing this policy, we have drawn upon the work of other international organisations working within the child protection sector. FST recognizes the International Standards for Child Protection which provide a benchmark for agencies and organisations working with children.

## **Our belief**

FST and its members believe that every child has a right to live free from abuse and exploitation. We uphold the rights of children as defined in the United Nations Convention on the Rights of the Child (UNCRC) and believe that all children have a right to protection 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. Everybody has the responsibility to protect children from all forms of abuse, abandonment, neglect, exploitation, violence and discrimination.

## **Our approach**

FST has adopted policies and procedures to ensure that all of its staff, representatives and members are knowledgeable about child safeguarding risks and aware of the specific measures that they must take in order to protect children in the work that they do on behalf of the organisation. FST's child safeguarding policies and procedures are in line with the UNCRC definition of a child as being anyone under the age of 18 years.

FST acts in accordance with the UNCRC, our decisions and actions in response to child safeguarding concerns will be guided by placing the 'best interest of the child' at the forefront and the principle of do no harm. All information relating to child safeguarding concerns will be treated as confidential. It is the responsibility of FST members to report child safeguarding concerns. No retaliation or punitive action will be taken against anyone who, in good faith, raises a child safeguarding concern (see FST's Whistle Blowing Policy). This child safeguarding policy and procedures have been endorsed by FST Board and clarify the organisations' stance on and commitment to protecting children. This policy will be available on our website and shared with other organisations or individuals FST works with or anyone requesting a copy. We aim to

continuously improve our policies and procedures and ensure that staff have access to adequate training and resources.

### **Our commitment**

- ✓ Members of FST have a common commitment to safeguard all children from abuse and exploitation and taking the necessary actions when children are in such situations.
- ✓ All children have equal rights to protection from abuse and exploitation
- ✓ We will implement all reasonable measures to ensure that the risks of harm to children's welfare are minimized
- ✓ We will work to agreed local policies, procedures and laws in full partnership with other agencies
- ✓ We will ensure that child protection forms an integral part of all stages of the activities we undertake as a network

### **Scope**

The policy and procedures shall apply equally to all individuals carrying out work on behalf of FST irrespective of location or activity. 'Individuals' means employees, volunteers, interns, trustees and other representatives of the organisation such as consultants, journalists and photographers commissioned on behalf of FST who may come into contact with children or data concerning children. 'Activities' encompasses all activities undertaken on behalf of FST.

The policy will also apply to all activities and programs organized by or with the approval of FST on the premises or off-site, including camps and day trips.

All guests or hirers of FST venue and its facilities shall also be bound by this policy. Such temporary users of FST facilities will be provided with copies of this policy and relevant procedures and the Hiring Agreement will include a signed commitment to complying with the expectations of these documents.

Contractors, subcontractors, delivery persons or others engaged to provide services on the premises, whether or not they have direct contact with children whilst on site. Where possible, such temporary visitors to the FST will be provided with the policy and required to sign their willingness to comply with the expectations outlined.

### **Definition of terms**

**Child or Children:** Anyone under 18 years of age.

**Child Abuse:** Anything which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of safe and healthy development into adulthood. The main categories of Child Abuse are Physical Abuse, Emotional Abuse, Neglect/Negligent Treatment, Sexual Exploitation & Abuse and Exploitation.

**Child Data:** Paper or electronic information containing Personally Identifiable Information collected for our programmatic or operational purposes.

**Child Protection:** Child protection is making the world safe for children. It is our programmatic area of work aimed at protecting children from all forms of abuse and exploitation in all regions of the world. Child Protection responses are macro-level in scale and involve holistic approaches to meet the social and legal protection needs of children and their families within vulnerable communities.

**Child Safeguarding:** The set of policies, procedures and practices that we employ to ensure that FST is a child safe organization. Child Safeguarding is making FST safe for children. It involves our collective and individual responsibility and preventative actions to ensure that all children are protected from deliberate or unintentional acts that lead to the risk of or actual harm by FST staff, representatives and third parties, who come into contact with children or impact them through our development interventions, humanitarian responses and operations. This includes our direct program implementation, work through partners and management of children's personal data.

**Child Welfare:** Child Welfare is making the community safe for children. It includes claims of child abuse that happen external to FST and/or that are required by law or local norms to be reported to local authorities, which may include familial, communal or institutional child abuse allegations.

**Guest:** Any non-employee, non-representative invited into FST to visit programs or partake in an event or activity sponsored by FST.

**Public Communication:** Dialogue in the public sphere in order to deliver a message to a specific audience. Speaking events, newspaper editorials, advertisements, email and Social Media are a few forms of public communication.

**Representative:** Employees, volunteers, interns, consultants, Board members, Partners and others who work with children on FST'S behalf, visit FST's programs, or who have access to sensitive information about children in FST's programs.

**Social Media:** Forms of electronic communication/content used to share information, comments, messages, images, video and other content via a Social Network.

### **Types of child abuse**

**Physical abuse:**The actual or potential physical harm from an interaction or lack of interaction, which is reasonably within the control of a parent or person in a position of responsibility, power, or trust.

**Sexual abuse:** The involvement of a child in 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 or social taboos of society. Child sexual abuse is evidenced by an activity between a child and an adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. This may include but is not limited to, the inducement or coercion of a child to engage in any unlawful sexual activity; the exploitative use of a child in prostitution or other unlawful sexual practices; the exploitative use of children in pornographic performances, internet pictures and materials. The recent use of technology such as the internet by adults, to entice children to meet or participate in virtual sex, is also an abuse.

**Emotional abuse:** Includes the failure to provide a developmentally appropriate, supportive environment, including the availability of a primary attachment figure, so that the child can reach their full potential in the context of the society in which the child lives. There may also be acts toward the child that cause, or have a high probability of causing, harm to the child's health or physical, mental, spiritual, moral or social development. These acts must be reasonably within the control of the parent or person in a relationship of responsibility, trust or power. Acts include restriction of movement, degrading, humiliating, scapegoating, threatening, scaring, discriminating, ridiculing, or other non-physical forms of hostile or rejecting treatment.

**Neglect and negligent treatment:** The inattention or omission by the caregiver, to provide for the development of the child in health, education, emotional development, nutrition, shelter and safe living conditions, in the context of resources reasonably available to the family or caretakers. In addition, which causes, or has a high probability of causing, harm to the child's health or physical, mental, spiritual, moral or social development. This includes the failure to properly supervise and protect children from harm, as much as is feasible

**Sexual and commercial exploitation:** Sexual exploitation is the abuse of a position of vulnerability, differential power, or trust for sexual purposes; this includes profiting monetarily, socially or politically from the exploitation of another (for example child prostitution and trafficking of children for sexual abuse and exploitation). Commercial or other exploitation of a child refers to the use of the child in work or other activities for the benefit of others. This includes, but is not limited to, child labour. These activities are to the detriment of the child's physical or mental health, education, moral or social-emotional development.

### **Prevention: Risk Assessments**

When activities which directly interact with children are carried out in FST's name or as part of our activities, a child safeguarding risk assessment to ensure that any risk of harm to children's welfare is minimized must be done.

### **Recruitment, employment and engagement of individuals working with and on behalf of FST**

- Recruitment adverts (for staff and consultants) must make reference to FST's Child Safeguarding Policy and screening process.

- All interviews must contain a question specifically relating to child safeguarding issues and where relevant the candidate's previous history and suitability of working for a child rights organisation.
- All appointments are subject to satisfactory references from previous employers. Where a candidate has previously worked for a children's organisation, a reference is specifically requested from this organisation.
- All references must be verified to check that they are genuine and referees are explicitly requested to confirm they have had no child safeguarding concerns relating to the candidate in question.
- Any unexplained gaps in employment history are checked to eliminate the possibility of previous dismissal and/or periods in custody as a result of any child safeguarding concerns.
- Individuals working directly with children and or having access to children's data and /or visual images are required to provide a police clearance certificate.
- All staff and consultants are required to sign a self-disclosure form to declare that they have no criminal convictions relating to offences against children.
- All staff and consultants sign acknowledgement that they have read and will comply with the Child Safeguarding Policy and Code of Conduct when starting work for or with FST.

For consultants contracted by FST who will not have direct access to children or any sensitive data relating to children member's work with, signing a declaration would be sufficient.

### **Training and Awareness**

- All new staff are given an introduction to the child safeguarding policies and procedures as part of their orientation.
- Child safeguarding training, including awareness raising and reporting systems, is provided to relevant staff on a regular basis.

### **Visitors to FST and its projects**

- All visitors (whether, trustees, other members, consultants, photographers, donors, media, other NGOs) must be briefed before or immediately on arrival and sign the relevant FST Child Safeguarding Policy
- All visitors must be accompanied at all times by staff from FST.
- No children who have participated in FST supported projects should be put in direct contact with the media.



## **Visual images and written content**

FST has a duty of care to the children who feature in all visual and written material and at all times must put children's interests first. Any portrayal of children and their experiences must protect their identity, preserve their dignity and be accurate, balanced and fair.

- Fully informed verbal consent (in their first language) must be obtained from parents/guardians or carers and the children before taking and using photographs, film footage, audio recordings or personal histories.
- The visual identity of any child will be obscured if dissemination of the image could make the child vulnerable to stigma, discrimination, abuse, violence or exploitation.
- Visual images or written material will not enable the specific location of a child to be identified either from the imagery or accompanying captions/text.
- Portrayals of children should be accurate and balanced, with emphasis upon their dignity.
- All content and data (names, photos, case studies) will be stored securely and access will be restricted only to individuals who need it.

## **Code of Conduct**

FST is committed to protecting children from abuse and exploitation. It will take all necessary actions to prevent and/or respond to children in such situations. FST will respond to all reports of actual or alleged abuses based on its Child Safeguarding Policy, irrespective of the nature of the referral, who the allegations are about or who the referrer is or where she/he is from.

This Code of Conduct includes guidance on ethical and proper standards of behavior of adults towards children, and also of children towards other children. It has been developed with the best interests of the child as the primary consideration and should be interpreted in a spirit of transparency and common sense. FST aims for everyone, children and adults, to participate in a safe and happy way in its work and activities.

## **DON'TS**

In order to safeguard children, those bound by this policy are supposed to follow the follow "dons": All individuals connected to FST who are in contact with children **MUST NEVER**:

- Engage in any form of sexual activity with children.
- Avoid any action or behavior that could be construed as poor practice or potentially abusive. For example, never behave in an inappropriate or sexually provocative manner.

- Never have a child stay overnight in the adult's room or sleep in the same bed (unless prior consent is provided by both the child and his/her parent/guardian).
- Do not perform activities for children that they can do themselves, including dressing, bathing and grooming.
- Do not discriminate, shame, humiliate, belittle, or degrade children. This includes anything that may be considered emotional abuse (e.g. use language that will mentally or emotionally abuse a child or tell a story/show pictures that will mentally or emotionally abuse a child).
- Do not hit or otherwise physically assault participants.
- Do not act in any way that may be abusive or place others at risk of abuse.
- Do not condone violations of this code by others – staff, interns, consultants, etc.
- Do not be alone with a child in any circumstances that might be questioned by others
- Do not allow children to engage in sexually provocative games with each other.
- Do not kiss, hug, fondle, rub, or touch a child in an inappropriate or culturally insensitive way (e.g. do not initiate physical contact, such as holding hands, unless initiated by the child)
- Do not suggest inappropriate behavior or relations of any kind or encourage any crushes by a child.
- Do not take photos, film or request personal information if not required for FST's activities.
- Do not use inappropriately contact details (including social media accounts) from children out of FST's programmes. Report any suspicious observations or alleged abuse as well as any circumstances or situations, which may be subject to misinterpretation to the Child Safeguarding Focal Person.
- discriminate, prejudice or display oppressive behavior or language in relation to: race, culture, age, gender, disability, religion, sexuality or political views;
- spend time alone with children away from others;
- develop physical/sexual/exploitative relationships with children under 18 years of age, regardless of local laws;
- develop relationships with children under 18 years of age, which could in any way be deemed abusive or exploitative, regardless of local laws;
- hold, kiss, hug or touch children in an inappropriate, sexually provocative or culturally insensitive manner;
- do things of a personal nature which the child can do themselves such as toileting, bathing and dressing;
- use language, make suggestions or offer advice which is inappropriate, offensive or abusive;
- act in ways intended to shame, humiliate, belittle or degrade;
- condone or participate in behavior which is illegal, unsafe or abusive;

- behave in a manner which is abusive, exploitative, inappropriate or sexually provocative;
- seek to deliberately or intentionally support or develop any initiatives which contravene the rights of children as laid out in the UN Convention of the Rights of the Child. Non-compliance with this Code of Conduct will be taken seriously. In accordance with the Child Safeguarding Policy immediate reporting and investigation of all concerns and suspicions is mandatory and will include referral of cases to the police and/or social services if child rights laws have been violated.

### **Ramifications of misconduct**

- Any child safeguarding concerns relating to inappropriate conduct of FST staff and volunteers will be dealt with under the FST Disciplinary Policy.
- Any child safeguarding concerns relating to inappropriate conduct of an FST member or individual representing the organisation will result in the case being brought to FST Management and Board in accordance with the procedures for addressing concerns.
- Any child safeguarding concerns relating to inappropriate conduct of an FST consultant will result in immediate suspension of the contract whilst an investigation into the claim is undertaken.
- Failure to act upon any child safeguarding concern (reported or suspected) in relation to a third party (for example photographer etc.) will also be deemed to be professional misconduct that constitutes a failure on the part of FST to protect children from real, potential or suspected harm. Any individual who is found to be concealing information brought to their attention in relation to child safeguarding will be subject to disciplinary procedures.

### **Reporting mechanism for concerns and referrals**

The Director is the first point of contact for reporting and referring concerns about child protection issues and also a resource for individuals to share concerns and discuss appropriate actions. Individuals are informed of and have access to the Director. The Director is available to discuss concerns and dilemmas related to child safeguarding and to receive any child safeguarding related referrals. Individuals have a responsibility to notify, without any delay, the Director of any concerns that they may have about the safety and well-being of any child or the worrying behavior of any adult, irrespective of how they know the adult. Individuals have a responsibility to notify the Director of any concerns regarding the behavior of other individuals. No retaliation or punitive action will be taken against anyone who, in good faith, raises a child safeguarding concern. All information in relation to child safeguarding concerns will be kept confidential. Any information shared will be done so on a 'need to know' basis and with the knowledge of those concerned. Any records related to child safeguarding referrals and concerns will be kept in the Director's office, with access to this strictly limited. If action is taken against a

member of staff then a note of this will be made on their confidential human resources file and will be disclosed by the Director if a reference is sought. Permission will be sought from the source of the information before passing on their contact details. Details will not be passed on if it is detrimental to the interest of the child. Once a concern has been reported it will be the responsibility of the Director to determine an appropriate response.

### **Disclosures from children**

FST will ensure that it will handle disclosures from children with sensitivity and will take alleged abuse seriously. If a child or young person informs you member that they are being or have been abused, you are advised to:

### **Reporting and responding**

- Listen to the information being shared, but don't press for further information
- Ask open questions, and only enough questions to give you an idea of the facts? E.g. "Can you tell me what happened?", "Is there anything else you want to tell me"
- Reassure the child or young person that they have done the right thing by telling you.
- Let them know that you will need to pass on the information to another person, what you will do next and that you will let them know what happens
- Do not conduct any investigations or question the alleged abuser
- Assess whether there is an immediate risk to the child or young person. Take steps to mitigate these risks, seek advice from the Director
- Complete a Referral Form and pass this onto the Director immediately.

### **Appointment of Child Safeguarding Focal Persons**

Each FST Clinic is going to have a Child Safeguarding Focal Person who is going to oversee its implementation at clinic level. These focal persons are going to be the Counsellors.

At National level the focal person for the child safeguarding policy is going to be the Programme Manager. The Programme Manager will lead the monitoring and review of the policy every 2 years

### **Review of the policy**

This child safeguarding policy and its procedures will be reviewed every 2 years by the Board:  
The Child Safeguarding

## Compliance and declaration

All individuals connected with FST and who will come into contact with children or their personal details, must complete and sign this declaration by ticking the right answer. This information will be held confidentially.

1. Have you ever been convicted of any criminal offence? Please include cautions and bind-overs as well as convictions.

Yes  No  Don't know

2. Have you ever been the subject of a disciplinary hearing by any professional body?

Yes  No  Don't know

3. Have you ever been the subject of any allegation, concern or disciplinary process in relation to your contact or care of children by any official body?

Yes  No  Don't know

4. Have you ever been dismissed or been asked to leave employment or voluntary activity due to allegations of inappropriate behavior towards a child?

Yes  No  Don't know

5. Have you ever been disqualified from working with young people under 18?

Yes  No  Don't know

If you have answered 'yes' or "don't know" to any of these questions please include a statement setting out the details and context of the situation separately to HR. This declaration must be signed and returned before starting any direct work with children.

I confirm that the above information given by me is correct and that I consent to my personal data being processed and kept for the purpose of safeguarding and promoting the welfare of children and young people

Name -----

Signature-----

Date-----

**Child Safeguarding Self Disclosure Form Annex 1.**

*For use by staff, members, and representatives of FST.*

All information will be treated as confidential and stored in a secure location. Please complete this form providing as much information as possible.

About you Your name, position, organisation and email address:

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If you are reporting a disclosure from a child: Name of the child: Sex and age: -----

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Who does the child live with? Address/place of residence (and telephone if available):

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Are you reporting your own concern or passing on those of others, give details?

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Brief description of what has prompted those concerns (date, location, time of specific incidences):

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Observations made by you (physical, behavioral or indirect):

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Have you spoken to the child? If so, what was said (if possible, use the direct language of the child)?

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Has anyone been alleged to be the abuser? If so, give details:

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Have you consulted a government department or any other agency, or reported this to anyone else? (Give details, name, organisation, date, time):

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Does the child require any medical attention?

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If you are reporting a concern regarding a representative of FST: Name of the individual, position

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Are you reporting your own concern or passing on those of others, give details?

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Brief description of what has prompted those concerns (date, location, time of specific incidences): Observations made by you (physical, behavioral or indirect):

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Name-----.

Signature-----.

Date-----

**Child Safeguarding Referral Form – Internal Annex 2**

*For referrals from individuals/organisations who are not formally connected with FST*

All information will be treated as confidential and stored in a secure location. Please complete this form providing as much information as possible and return it to FST

About you Your name and email address:-----  
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Relationship to FST:-----

About the child: Name of the child: Sex and age: -----  
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Who does the child live with? Address/place of residence (and telephone if available):-----  
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About your concern: Are you reporting your own concern or passing on those of others, give details:

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Brief description of what has prompted those concerns (date, location, time of specific incidences):

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Observations made by you (physical, behavioral or indirect): -----

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Have you spoken to the child? If so, what was said (if possible, use the direct language of the child)?

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Has anyone been alleged to be the abuser? If so give details: -----

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Have you consulted a government department or any other agency, or reported this to anyone else? (Give details, name, organisation, date, time): -----

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Does the child require any medical attention?-----  
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Name Signature    Date-----

**CHILD SAFEGURADING CODE OF CONDUCT (Annex 3)**

I, \_\_\_\_\_, agree that I will comply with FST’S ChildSafeguarding Policy and, while visiting project activities funded by or related to FST, I will:

- Treat children with respect regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status
- Not use language or behaviour towards children that is inappropriate, harassing, abusive, sexually provocative, demeaning or culturally inappropriate
- Not engage children in any form of sexual activity or acts, including paying for sexual services or acts. I understand that mistaken belief of the age of the child is not a defence
- Wherever possible, ensure that another adult is present when working in the proximity of children.

Not invite unaccompanied children into my home, unless they are at immediate risk of injury or in physical danger

- Not sleep close to unsupervised children unless absolutely necessary, in which case I must obtain my manager’s permission, and ensure that another adult is present if possible
- Use any computers, mobile phone, or video and digital cameras appropriately, and never exploit or harass children or to access child pornography through any medium • Refrain from physical punishment or discipline of children (excluding my own children) • Refrain from hiring 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
- Comply with all relevant legislation, including labour laws in relation to child labour
- Immediately report concerns or allegations of child abuse in accordance with appropriate procedures outlined in the FST Child Protection Safeguarding Policy

Signed and approved on the -----day of ----- 2020

on behalf of the Board of FST

Name -----

Signature -----

Position-----