

Child Protection Policy

Moving Mountains fully recognises its responsibilities for child protection.

Our policy applies to all staff and volunteers working for or on behalf of the charity. It applies not only to the children in our care, but also the many children around the globe where we work, build schools, run camps or assist with community work. There are five main elements to our policy:

1. Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
2. Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
3. Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
4. Supporting children who have been abused in accordance with his/her agreed child protection plan.
5. Establishing a safe environment in which children can learn and develop.

We recognise that because of the contact we have with children, Moving Mountains staff are well placed to observe the outward signs of abuse. The child could be under our direct care as a volunteer or beneficiary or part of one of our programs and from the local community in Kenya, Nepal or Borneo. The charity will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the organisation whom they can approach if they are worried.
- Include opportunities for children to develop the skills they need to recognise and stay safe from abuse.
- Promote these principles to all global Moving Mountains staff, volunteers and country offices in Kenya, Nepal, Borneo and the UK.

In addition to the above we will also:

- Ensure we have a nominated senior employee responsible for child protection. At present this is Mr Andrew MacDonald (UK) who also liaises with our global offices should it be required.
- Ensure every member of staff or volunteer knows the name of the designated senior person responsible for child protection and their role according to their geographic location. In Nepal this is Mr Ang Rita Sherpa, in Kenya Mr Gilbert Njeru and in the UK Mr Andrew MacDonald.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the charity and staff for child protection by setting out its obligations.
- Notify social services if there is an issue raised in connection with the welfare of a child under the charity's responsibility (UK only).
- Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately, (both internationally and in the UK)
- Ensure all records are kept securely and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.



We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The charity may be the only stable, secure and predictable element in the lives of children at risk. This is especially prevalent when dealing with children in Kenya, Nepal and Borneo. When involved with the charity their behaviour may be challenging and defiant or they may be withdrawn. The charity will endeavour to support the child through:

- Their lifestyle options and family infrastructure (in-country).
- Their school ethos, which should promote a positive, supportive and secure environment and give pupils a sense of being valued.
- The charity will ensure that the child knows that some behaviour is unacceptable but they
- are valued and not to be blamed for any abuse which has occurred.

The well-being and rights of children and young people are central to the mission of Moving Mountains and we will endeavour to ensure that the children we work with are protected at all times and given the support and care needed to flourish.