



GILY'S
CHILDREN FOUNDATION
Building Dreams For The Future

CHILD PROTECTION AND SAFEGUARDING POLICY

At Gily's Children's Foundation, the safety, dignity, and well-being of every child is our highest priority.

We believe that all children — regardless of age, gender, ability, race, or background — have the right to be protected from all forms of abuse, neglect, exploitation, and discrimination.

This policy outlines our commitment to protecting children and ensuring that everyone who works with or on behalf of our foundation upholds the highest standards of behavior and care.

1. Our Commitment

Gily's Children's Foundation is fully committed to:

Promoting the welfare and rights of all children in our programs and communities.

Protecting children from physical, emotional, sexual, or psychological abuse.

Preventing neglect, exploitation, or any other form of harm.

Creating a safe, respectful, and supportive environment where every child can thrive.

We uphold the principles of the United Nations Convention on the Rights of the Child (UNCRC).

2. Who This Policy Applies To

This policy applies to:

All staff members, volunteers, and board members

Donors, sponsors, and visitors who interact with our children or programs

Photographers, videographers, and media partners

Partner organizations, contractors, and consultants working with the foundation

Every person connected to Gilys Children's Foundation has a duty to protect children from harm and report any concerns immediately.

3. Guiding Principles

Our child protection practices are guided by the following principles:

Best Interests of the Child

The welfare of the child always comes first.

Zero Tolerance for Abuse

Any form of abuse or exploitation is strictly forbidden.

Shared Responsibility

Every person in our organization shares the responsibility to safeguard children.

Transparency and Accountability

We maintain open communication and accountability at all levels.

4. Code of Conduct

All staff, volunteers, and visitors must:

✓ Treat every child with dignity, respect, and kindness.

✗ Never use language, gestures, or behavior that is inappropriate, harassing, abusive, or sexually suggestive.

✗ Never hit, physically punish, or emotionally harm a child.

✗ Avoid being alone with a child in a private or isolated place.

✗ Never take or share a child's photo or video without permission from the foundation's management and the child's guardian.

✓ Always ensure that interactions with children are transparent, appropriate, and supervised.

✓ Report any suspicion or concern of abuse immediately.

Failure to follow this code of conduct will result in disciplinary action, including dismissal or legal reporting.

5. Use of Images and Stories

We respect the privacy and dignity of every child we support.

When sharing images, videos, or stories on our website or social media:

We obtain written consent from parents or guardians.

We never post a child's full name, location, or any detail that could expose them to risk.

All content is used solely to promote the mission and transparency of Gilys Children's Foundation.

6. Reporting Child Protection Concerns

If anyone suspects or becomes aware of abuse, neglect, or exploitation involving a child associated with the foundation, they must report it immediately.

Report Concerns To:

infor@allanchildrenfoundation.org

All reports will be treated seriously, confidentially, and investigated promptly by our designated Child Protection Officer.

7. Recruitment and Screening

To protect children from harm, Allan Children's Foundation follows strict recruitment procedures:

- 1 All staff and volunteers undergo background checks (where applicable).
- 2 References are verified before engagement.
- 3 New staff and volunteers receive training on child protection and safeguarding before beginning any work with children.

8. Training and Awareness

Gilys Children's Foundation ensures that:

Staff and volunteers are trained regularly on child protection, safeguarding, and appropriate conduct.

Children and families are educated on their rights to safety, respect, and reporting abuse.

Everyone understands how to recognize, prevent, and respond to child protection concerns.

9. Disciplinary Measures

Any breach of this policy will result in:

Immediate investigation

Disciplinary action (including termination of employment or volunteer role)

Legal reporting to relevant authorities if necessary

We do not tolerate silence or negligence in matters of child safety.

10. Monitoring and Review

This policy is reviewed annually to ensure it remains relevant and effective.

We are committed to continuous learning and improvement in safeguarding practices.

11. Contact Information

If you have any questions, concerns, or need to report an issue related to child protection, please contact us:

Email: info@gilyschildrenfoundation.org

