



PCPM CHILD PROTECTION POLICY

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1 Overview

Each child has the same right to protection regardless of their age, gender, ability, culture, racial origin, religious affiliation, or sexual orientation. PCPM does not tolerate any sort of child abuse, maltreatment, or inadequate safeguarding practice by any partner, supplier, subcontractor, consultant, or employee affiliated by PCPM. This Policy applies to all PCPM staff, including permanent and temporary, full-time and part-time, hired or contracted, as well as suppliers, consultants, third-party representatives, and volunteers. That applies every day of the year, regardless of working hours. PCPM has a zero-tolerance approach to all forms of exploitation and abuse and takes action to safeguarding children from it, considering it unacceptable gross misconduct. The staff of PCPM and all affiliated parties working with PCPM will be held to the same standards of accountability and subject to the same processes as everyone else.

2 Purpose

This policy's aim is to ensure that the children and people it interacts with are not subjected to abuse, neglect, or harm in any manner.

3 Definitions & Acronyms

- CP: Child Protection.
- HR: Human Resources.
- SEA: Sexual Exploitation and Abuse.
- SoC(s): Subject of the complaint(s): The person(s) referred to in the complaint as having caused harm, abuse, or other type of misconducts.
- Sexual Exploitation: is any abuse of position of vulnerably, differential power, or trust for sexual purposes, this includes profiting monetarily, socially, or politically from sexual exploitation of another.
- Sexual Abuse: is actual or threatened physical intrusion of a sexual nature by force or under unequal or coercive condition.

- **Child:** a child is anyone under the age of 18.
- **Safeguarding children and young people:** Children and young people are protected through the duties, preventative, responsive, and referral measures that PCPM takes to make sure that no child or young person suffers any kind of harm due to their affiliation with the organization.
- **Complaint:** Type of feedback which provides a negative reaction or negative information.
- **Child abuse:** any action or inaction by people, organizations, or systems that negatively affects children or undermines their chances for a secure and healthy growth into adulthood is considered child abuse.
- **Informed Consent/Assent:** Voluntary agreement to a proposal or request, made with sound mind, without threat or coercion. A person can provide true consent if he/she:
 - o Is aware of and has power to refuse engagement/coercion.
 - o Has a clear understanding of the consequences of an action.
 - o Is over the age of 18.
 - o Does not have any cognitive impairments and/or physical/developmental disabilities.
- **Survivor:** A person who has been subjected to sexual exploitation and abuse. Is often confused with 'victim'. The term "survivor" is preferred in this guidance.

4 Forms of Child Abuse

4.1 Sexual Abuse

Whether or not the child is aware of what is happening, sexual abuse refers to the engagement of a child in sexual acts. A child is sexually abused when an adult or another child requests or coerces them into having sex. Any behavior toward a child that is designed to arouse one's sexual organs, such as making sexual contact or touching them, is considered sexual abuse. Some types of abuse include touching, forced sexual activity, and inappropriate physical exposure. The abuser may harm the child physically, demand money, threaten them, or prey on their ignorance of sexual issues. Sexual abuse can also entail photographing the child or displaying them pornography in pictures, videos, or online. Physical contact may occur during the activities, including assault by penetration (such as rape or oral sex) as well as non-penetrative behaviors like masturbating, kissing, stroking, and touching others when they are not wearing clothing. Non-contact activities may also include

observing sexual conduct, involving children in the creation, or viewing of sexual content, encouraging children to engage in sexually improper behavior, or grooming a child in anticipation of abuse (including via the internet). In most situations, the perpetrator is someone the child knows, individuals who no one imagined. Adult males are not the only ones who commit sexual abuse. Women may sexually abuse children.

4.2 Physical Abuse

Physical abuse is when pain is intentionally caused. Physical abuse is the term used to describe any deliberate physical act committed against a child by a parent, caregiver, or other person with parental or other parental responsibility. As shown by cuts, bruises, burns, fracturing, and strained muscles, severe punishment can also result in physical abuse.

4.3 Emotional Abuse

Emotional abuse is when a child is subjected to actions that cause them mental anguish. Emotional abuse might include situations when children are exposed to domestic violence or who live with a sexual predator.

4.4 Neglect and Maltreatment

The inability of a parent, guardian, or other caregiver to provide a child's fundamental requirements. Neglect in these areas includes the physical, medical, educational, and emotional sphere, even if they are physically present. Neglect can also refer to failure to give proper shelter, food, clothing or basic need that is suitable for the season.

4.5 Exploitation

The word "child exploitation" is used as a catch-all to refer to the maltreatment of children who are fooled, pressured, forced, or trafficked into exploitative acts. The victim may have been sexually



exploited even if the sexual activity seems consensual. Sexual abuse of children includes child sexual exploitation. In accordance with PCPM, this occurs when a person or group takes use of a power imbalance to compel, mislead, or deceive a child or young person under the age of 18 into participating in sexual behavior in return for something the child needs, desires, or for the financial rewards. Technology usage, child early and forced marriage, are all forms of child sexual exploitation that do not usually entail physical contact.

4.6 Child Labor

Child labor is any employment that jeopardizes a child's right to their childhood, their potential, and their dignity. It also damages the child's physical and mental development. It is labor that prevents children from attending school, forces them to balance attending class with excessively heavy work, or forces them to leave school early. It is work that puts children in risk physically, mentally, socially, or ethically, and it hinders their capacity to learn. A minor who is engaged in an apprenticeship program, conforms with local laws, and does not meet any of the aforementioned requirements would not be considered to be performing child labor by PCPM. Nevertheless, any partner, supplier, contractor, or subcontractor shall notify PCPM of the name of any apprentice who shall be directly assisting us. It is forbidden for PCPM personnel or representatives to hire anybody under the age of 18 to work as domestic assistance at their work location or at their residence.

4.7 Child Trafficking

A child under the age of 18 who engages in, consents to, or promises to engage in sexual activity in return for cash, clothes, food, shelter, education, products, or care is considered to have been commercially sexually exploited. Youth who are being exploited are not "child prostitutes," but rather child victims.

5 Measures implemented by PCPM to prevent the abuse and exploitation of children

In order to prevent and reduce Child SEA misconduct as well as implement Child Protection Policy correctly, PCPM has taken into consideration preventive measures by:



- Identifying at least one PSEA Focal Point, who must receive specialized training on handling all types of SEA complaints including child sexual exploitation and abuse in a safe and immediate manner.
- Raising awareness: Ensuring that everyone affiliated with PCPM is aware of the high standards of conduct and behavior required of them in order to protect children from all types of abuse and exploitation in both their personal and professional lives.
- Human resources/Recruitment: Throughout the recruitment process for selected positions, includes background checks (with the candidate's consent) and pertinent screenings on new applications and potential candidates.
- Mandatory reporting: PCPM is committed to responding to any child abuse suspicion, or allegations promptly and effectively. All PCPM staff has the obligation to report these concerns and/ or allegations to the PCPM's Protection focal points or Compliance Officer, and the duty to cooperate in investigation processes when needed. [The Abuse and Violation Reporting Procedure](#)
- Responding: PCPM make certain that prompt action is taken to identify and resolve complaints of child abuse and exploitation, as well as to protect the safety and well-being of the children concerned.
- Confidentiality: PCPM treats such allegations with utmost confidentiality and does everything in their power to protect the identities of survivors, witnesses as well as the subject of the complaints (SoC).
- [Include child protection policy in all contracts: ensure that all contracts with partners and contractors include child protection policy and disciplinary measures.](#)

6 Implementation and Monitoring

Every new PCPM employee should become familiar with the PCPM Child Protection Policy within 7 days of starting cooperation. Implementation Periodical Reminders of Child Protection Policy must be done on internal levels on a periodic basis in accordance with the PCPM training schedule set out in the PCPM Personnel Management and Training Procedure.

This Policy and mechanism are to be reviewed once a year for possible adjustments.