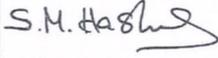
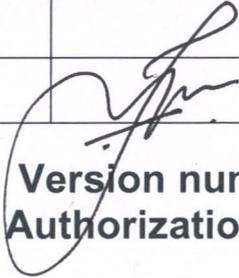




**IFRC
SECRETARIAT
POLICY
ON CHILD
SAFEGUARDING**

Document reference number:

Document authorization				
Stakeholder	Name	Position	Signature	Date approved
Author	Gurvinder Singh	Senior Advisor, Child Protection	 Gurvinder Singh (Feb 5, 2021 08:40 PST)	05-Feb-2021
Document owner	Frank Mohrhauer	Director, National Society, Policy and Knowledge Development	 Frank Mohrhauer (Feb 8, 2021 19:36 GMT+1)	08-Feb-2021
Document authorizer	Xavier Castellanos	Under Secretary General, National Society Development and Operations Coordination	 Xavier Castellanos (Mar 11, 2021 11:21 GMT+1)	11-Mar-2021
Document stakeholders	Amjad Saleem	Manager, Inclusion, Protection, and Engagement		05-Feb-2021
	Lucie Laplante	General Counsel	 Lucie Laplante, General Counsel, and Director of the Legal Department	08-Feb-2021
	Edwin Forlemu	Director, Human Resources	 Edwin Forlemu (Feb 19, 2021 15:32 GMT+1)	19-Feb-2021
	Sayed Hashem	Acting Director, Office of Internal Audit and Investigations		19-Feb-2021
	Pascale Meige	Director, Disasters and Climate Crises	 P.Meige (Feb 23, 2021 19:01 GMT+1)	23-Feb-2021
Secretary General	Jagan Chapagain	Secretary General		16/04/2021

Version number: 6
Authorization date:

TABLE OF CONTENTS

1. Purpose, scope and audience	4
2. Document detail	4
3. Responsibilities	8
4. Related documents	9
5. Document revision history	9
APPENDIX 1: Examples of Unsafe and Prohibited Actions against Children	10
APPENDIX 2: Terms	12
APPENDIX 3: Support Tools	15

1. Purpose, scope and audience

1.1 Purpose

The purpose of this IFRC Child Safeguarding Policy (“Policy”) is to provide a framework for ensuring that IFRC programmes are designed and implemented with the best interests of the child in mind. In particular, it aims to ensure that children are protected from all forms of violence, abuse, exploitation, and neglect in all IFRC programmes, preventative actions are prioritized, and accountability is ensured.

1.2 Scope

This Policy applies to all IFRC personnel including staff, interns, consultants, and volunteers at any level and in any location.

In addition, this Policy also defines what is expected from IFRC partners, contractors, and suppliers with regard to child safeguarding and reporting of suspicions of violence, abuse, exploitation, and neglect of children in all programming connected to the IFRC.

2. Document detail

2.1 Background

The IFRC recognizes that all children have the right to protection from violence, abuse, exploitation, and neglect as outlined in the Convention on the Rights of the Child.

The IFRC aims to ensure that the “best interests of the child” principle, as described in the Convention on the Rights of the Child, guides all decisions related to the children we serve and interact with in all settings. This is regardless of their nationality, migration status, disability status, culture, ethnicity, gender, sexual orientation, religious or political beliefs, socio-economic status, family background, criminal record, physical or mental health, or any other differentiating factor.

The IFRC acknowledges that children may have increased vulnerabilities to violence, abuse, exploitation, and neglect due to their dependence on others and lack of equal power with adults; in addition, children may have particular needs based on their age, gender, disability status, and other factors.

2.2 Our actions

The IFRC is committed to safeguarding children through the following means.

Awareness: The IFRC shall ensure that all IFRC personnel, partners, suppliers and contractors are aware of the risk of violence, abuse, exploitation, and neglect against children; relevant local laws; and their responsibilities and obligations towards children, including how they are expected to interact with children and what to do in case any concerns about a child’s safety are suspected, observed or reported.

This Policy should be communicated to all relevant personnel, partners, suppliers, and contractors through a variety of approaches including inclusion in induction and/or onboarding, online education sessions, and mainstreaming into programming tools across sectors. Prior to beginning employment with IFRC, individuals are required to certify that they have read and understand this Policy, which is deemed an integral part of all employment contracts.¹

¹ See the “Acknowledgment of Mandatory Instruments” form at <https://media.ifrc.org/ifrc/careers/careers-employeeonboarding/>

The IFRC shall ensure that it briefs all personnel on the Policy.

Prevention: The IFRC shall ensure safeguarding measures will be applied by all IFRC personnel and partners, contractors, and suppliers who interact with children. Safeguarding measures include systematically checking with prior employers to ensure potential hires do not pose a threat to children, having personnel confirm that they have not harmed children in the past², creating awareness of child safeguarding for all personnel, and conducting risk analyses of all IFRC programmes and developing action plans for programmes to improve child safeguarding. Moreover, it encompasses ensuring children participate in decisions that affect them to the fullest extent possible, and systematically adopting child-friendly approaches that are easily understood by and accessible to children.

Reporting: The IFRC shall ensure that all personnel and partners report any concerns relating to violence, abuse, exploitation, or neglect against children; have knowledge of and access to appropriate referral mechanisms; and are clear on what steps to take where concerns arise regarding violence, abuse, exploitation, or neglect of children.

Responding: The IFRC shall ensure that appropriate action is taken to support and protect children where concerns arise regarding possible violence, abuse, exploitation, or neglect. This includes implementing effective investigation processes, supporting survivors as appropriate, and holding people accountable.

2.3 Guiding policy principles

Principle 1: Zero-tolerance of violence, abuse, exploitation, and neglect of children

IFRC has a zero-tolerance approach to violence, abuse, exploitation and neglect against children. Harming children through violence, abuse, exploitation, or neglect will result in criminal, civil and/or disciplinary sanctions.

IFRC will not knowingly engage—directly or indirectly—anyone who poses a risk to children.

IFRC strives to minimise the risks of violence, abuse, exploitation, and neglect associated with its programmes, and to ensure its personnel, partners, contractors, and suppliers understand their responsibilities and obligations under this Policy.

Principle 2: Recognition of the best interests of the child

IFRC is committed to upholding the rights of the child. In all actions concerning children, the best interests of the child shall be a primary consideration.

Principle 3: Decisions affecting children need to involve children

IFRC will aim to involve children in all decisions that affect them in our programming. This includes engaging with children through consultations, providing feedback mechanisms, and supporting their leadership to help design or deliver programming, where possible and appropriate.

² For example, at the time of application to any opportunity listed on the IFRC careers page (<https://www.ifrc.org/en/who-we-are/working-with-us/current-vacancies/>) that is submitted through the electronic recruitment system, the following statement appears: "I hereby confirm that to the best of my knowledge, I have not been convicted of, am not currently suspected of, or am not being prosecuted for any offence involving any type of harm to a child or children in any country. I declare that there is no element which could affect my suitability to work with children, and that I am aware of the seriousness of this declaration and I agree that I may be subject to a criminal record check to confirm my declaration." Applicants must agree to this statement in order to submit an application.

Principle 4: Assess and manage child protection risk and impact

While it is not possible to eliminate all risk of violence, abuse, exploitation, and neglect against children, careful planning and monitoring can identify, mitigate, manage and reduce the risks to children that may be associated with IFRC programmes. The IFRC will take all reasonable actions to create systems and environments where children are safe. This includes conducting a child risk analysis for all programmes, developing necessary tools, and providing technical support to and monitoring of programmes.

Principle 5: Sharing responsibility for child protection

To effectively manage risks to children, IFRC requires all personnel to take responsibility for child safeguarding. It also requires the commitment, support and cooperation of partner organisations, including National Societies, and individuals who help to deliver programmes administered by IFRC or represent the IFRC in any way.

Principle 6: Procedural fairness

Any allegation of violation of this Policy will be promptly assessed to determine whether it raises legitimate concerns and warrants an investigation. Where allegations are substantiated, disciplinary process will follow with action taken as required. Due process will be followed to ensure that those accused are provided with a full and adequate opportunity to defend themselves. Throughout the process, the IFRC will adopt a survivor-centred approach to ensure the safety, confidentiality, respect, and non-discrimination of children and wherever possible respect their wishes.

IFRC's partners, suppliers and contractors are expected to adhere to this principle when responding to concerns or allegations of violence, abuse, exploitation, or neglect against children. Lack of adherence may lead to immediate termination of any agreement or contract.

2.4 Implementation with contractors, partners and suppliers

2.4.1 Contractors and partners

The IFRC expects its contractors and partners to:

- Formally acknowledge and comply with the key principles of this Policy as described above;
- Immediately notify the IFRC if any personnel of the contractor or the partner are suspected of, accused of, charged with, arrested for, or convicted of criminal offences relating to violence, abuse, exploitation, or neglect of children;
- Accept that any contract or agreement between the IFRC and that contractor or partner may be immediately terminated when a breach(es) of the above mentioned key principles is substantiated, and/or a failure to take appropriate action when a breach of these key principles is discovered, including reporting the allegations the same day the report is made to the contractor or partner;
- Accept that the IFRC may raise with the contractor or partner issues of compliance and may request audits or other measures to assess compliance; and
- Ensure best efforts to promote and enhance child safeguarding measures and protective actions amongst those it has engaged to carry out the work.

The relevant provisions required for the implementation of the above obligations will be inserted in all contracts and agreements signed by the IFRC.

2.4.2 Suppliers

As part of its standard Terms and Conditions, the IFRC expects the following from its suppliers and companies providing services:

- Not to be subject to a judgment that has force of Res Judicata for fraud, corruption, involvement in a criminal organization or any other illegal activity;
- To guarantee respect of fundamental rights and not be complicit in human rights abuses, including violence against children;
- Not to exploit child labour and forced labour and respect the basic social rights and working conditions in the countries involved. Suppliers will follow local and international standards for harmful, exploitative and dangerous work involving children when hiring. If the local and international standards are not the same, whichever standard has a higher age for employment will be used (e.g. age 18 rather than 16).

Suppliers' child safeguarding efforts/mechanisms will be an important criterion during the tender process.

As with contractors and partners, IFRC reserves the right to terminate any agreement or contract with suppliers immediately if the principles of this Policy are not met.

2.5 Accountability

An annual report concerning the implementation status of this Policy, including any difficulties encountered with partners, suppliers and contractors, will be made to the Office of the Secretary-General.

2.6 Review of the Policy

This Policy will be reviewed no later than every two years following the implementation date, or earlier if warranted or requested by the Secretary-General.

2.7 Report of breaches

All Staff who have reason to believe that a child may have experienced violence, abuse, exploitation, or neglect, or that the safety or well-being of a child may be at risk, as a result of an action or abstention of an IFRC personnel, partners, contractors, or suppliers shall have the obligation to report it as soon as possible.

Reports can be made through the relevant authority in the IFRC:

- Human Resources Department; or
- to the personnel's own line manager(s); or
- any Senior Manager; or
- the Office of Internal Audit and Investigations (OIAI) department: **report.concerns@ifrc.org**; or
- IFRC confidential hotline available in multiple languages for IFRC personnel located in any location: EQS Integrity Line.

It is important that all relevant information is shared when making a report. Relevant information can include what happened, who was involved, where, when, and how you were informed. When making a report it is essential to respect the principle of confidentiality. IFRC will ensure data protection systems are in place to protect data.

The IFRC is committed to protecting individuals who report a suspicion of breaches under this Policy from any form of retaliation. This includes the provisions outlined in the IFRC Whistleblower Protection Policy. All reports and concerns raised by both personnel and individuals in the community will be properly considered, documented, and treated seriously, with care, discretion and in a reasonable timeframe. Any information shared concerning an allegation will be treated confidentiality by the relevant authorities listed above.

3. Responsibilities

Position	Responsibility
Secretary-General	<ul style="list-style-type: none"> • Ensure that all IFRC programming is designed with child safeguarding in mind • Review and approve this Policy • Hold Managers accountable to this Policy • Promote the Policy and its principles
Under Secretary-General for National Society Development and Operations Coordination	<ul style="list-style-type: none"> • Ensure all programmes undergo a child risk analysis and take appropriate action based on the results • Ensure that the implementation and monitoring of the Policy and its compliance is budgeted for and appropriate mechanisms are in place
Director of National Society, Planning, and Knowledge	<ul style="list-style-type: none"> • Ensure development of appropriate tools to support this Policy • Manage roll-out of this Policy and support tools • Ensure capacity to support National Societies to develop their own Policy • Make available technical support to conduct trainings as required to support this Policy
Director of Human Resources	<ul style="list-style-type: none"> • Ensure all prospective personnel are properly vetted to ensure they do not pose a risk to children • Ensure all prospective personnel are aware of this Policy and agree to abide by it as part of their contract • Ensure all relevant personnel are trained on the Policy and are committed to following the Policy • Help ensure the safety of people who report concerns (“Whistle-blowers”)
Director of Legal Department	<ul style="list-style-type: none"> • Provide support for implementation of the Policy • Advise on legal issues related to child safeguarding • Handle any referrals to competent local authorities or third parties • Advise on investigation and/or disciplinary process for IFRC personnel suspected of breaching this Policy • Advise on best ways to protect people who report concerns
Director of the Office of Internal Audit and Investigations (OIAI)	<ul style="list-style-type: none"> • Manage investigations related to the Policy • Ensure accessible and confidential helpline is available to personnel and third parties • Help ensure the safety of those who report concerns
Director of Supply Chain Management	<ul style="list-style-type: none"> • Ensure that Suppliers fully understand and adhere to the standards of the Policy
Director of Communications	<ul style="list-style-type: none"> • Ensure aspects of the Policy relating to children’s images, communications and social media are implemented effectively • Make available the Policy and related documents and messages in IFRC communication channels for the public and for partners
All managers	<ul style="list-style-type: none"> • Promote awareness and understanding of the Policy among IFRC personnel • Ensure personnel have the knowledge, skills and commitment necessary for their positions to support child protection • Ensure personnel are held accountable to the Policy • Incorporate consideration of this Policy in planning, monitoring, budgeting, and resource allocation • Ensure that a child risk analysis is conducted, in coordination with the IFRC Child Protection Advisor, for the programmes they manage • Support monitoring and compliance to the Policy as needed
All personnel including all staff and volunteers	<ul style="list-style-type: none"> • Understand, advocate and apply the Policy to their work • Report any suspected breaches of this Policy • Cooperate with any investigations into suspected breaches of this Policy

4. Related documents

File number	Name	Version
	Code of Conduct	2007
	Gender and Diversity Policy	2020
	Policy on the Protection of Integrity of National Societies and Organs of the International Federation	2019
	Secretariat Policy on Prevention and Response to Sexual Exploitation and Abuse	2018
	Whistle-blower Protection Policy	2015
	Youth Policy	2011

5. Document revision history

Version	Date	Details
1	2013	IFRC Child Protection Policy

APPENDIX 1:

Examples of Unsafe and Prohibited Actions with Children

To help clarify our safeguarding approach, listed here are examples of prohibited behaviours. These apply to interactions between IFRC personnel and children we interact with, provide support to, or deliver services to through our programming. The examples are not exhaustive.

- Engaging in any sexual activity or having a sexual relationship with anyone under the age of 18 years regardless of the age of majority/consent or custom locally. Mistaken belief in the age of a child is not a defence.
- Marrying or becoming involved in an informal union with anyone under the age of 18 years, regardless of the allowable age of marriage in the country.
- Conducting “virginity tests” on a child.
- Participating in any ceremonies that involve genital cutting / mutilation of children.
- Developing relationships with children which could be deemed violent, abusive or exploitative.
- Hitting or otherwise physically assaulting or physically abusing children.
- Hiring children for labour that is dangerous, exploitative, or does not meet local and international child labour laws.
- Using language or behaviour towards children, in-person or online, that is reasonably perceived to be inappropriate, harassing, abusive, exploitative, sexually provocative, demeaning, discriminatory, or culturally inappropriate.
- Acting in ways intended or reasonably likely to shame, humiliate, belittle, or degrade children, or otherwise perpetrate any form of psychological abuse.
- Discriminating against children based on factors such as gender, sex, disability, sexual identity, religion or caste.
- Allowing unsupervised time between a visitor to the local IFRC project and a child during a programme or event. Visitors can include people from external agencies or Red Cross and Red Crescent personnel.
- Failing to take reasonable actions to provide referrals for appropriate services to a child who reports or who has someone else report, or has signs of, experiencing violence, abuse, exploitation, or neglect.
- Using any computers, mobile phones, video cameras, cameras or social media involving children in any way that harms a child, including accessing child exploitation material such as pornography through any medium at any time, regardless of whether it is during working hours and/or on IFRC-issued electronic equipment.
- Not asking permission to take a photo or video of a child, posting children’s images without the necessary permissions, depicting children in ways that are not dignified or when children are not fully clothed, and

not adhering to the IFRC child safeguarding standards for photography, images and social media.

- Undertaking activities or programmes with children without the express permission of their parents / guardians, or relevant authorities for street/separated/unaccompanied or other children who are alone.
- Working alone with a child somewhere that is secluded or where they cannot be observed by others.
- Inviting unaccompanied children into the personnel's home, unless they are at immediate risk of injury or in physical danger and, in this case, the personnel involved should advise their supervisor of the need for such action immediately.
- Sleeping in the same bed or same room as a child or having a child / children with whom one is working stay overnight at a home unsupervised and without permission of the child's parents / guardians and the IFRC programme manager.
- Leaving a child alone in a room or at an event when a child or guardian has expressed reservations about potential risks from an IFRC personnel, partner, contractor, or supplier.
- Giving alcohol or drugs to a child.

APPENDIX 2: Terms

Adult refers to a human being aged 18 years or more, regardless of the applicable legal definition of the term in the relevant country.

Best interests of the child broadly describe the well-being of a child. Such well-being is determined by a variety of individual circumstances (such as their gender, age, level of maturity and experiences) and other factors (such as the presence or absence of parents, quality of the relationships between the child and family/caregiver, and other risks or capacities).

There are three aspects to the Best Interests concept. They are:

- A child's basic right: children have a right to have their Best Interests assessed and taken as a primary consideration;
- A legal principle: if a legal provision is open to more than one interpretation, the interpretation which most effectively serves the child's Best Interests should be chosen;
- A rule of procedure: whenever a decision will affect a child, a group of children or children in general, the decision-making process must (a) evaluate the possible impact of the decision on the child(ren) concerned and (b) show that the right of children to have their Best Interests assessed and taken as a primary consideration has been explicitly taken into account.³

Child refers to a human being under the age of 18 years regardless of the applicable legal definition of the term in the relevant country.⁴

Child abuse refers to a deliberate act with actual or potential negative impacts upon the child's safety, well-being, dignity, and development. It is an intentional act that takes place in the context of a relationship of responsibility, trust, or power.⁵

- Emotional or psychological abuse is when a caregiver acts or behaves in ways that have an adverse effect on the emotional health and development of a child. Such acts include restricting a child's movements, denigration, ridicule, threats and intimidation, discrimination, rejection, and other nonphysical forms of hostile treatment that deny the child an appropriate and supportive environment in which to thrive. They are acts that may result in psychological and social deficits in the growth of a child;
- Physical abuse is a caregiver's use of physical force to cause actual or possible physical injury or suffering;
- Sexual Abuse is when a caregiver involves 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, or else that violates the laws or social taboos of society.

Child exploitation refers to when an individual in a position of power and / or trust takes or attempts to take advantage of a child for their own personal benefit, advantage, gratification, or profit. This personal benefit may take different forms: physical, sexual, financial, material, social, military, or political. Exploitation may involve remuneration in cash or in kind (such as social status, political power, documentation, freedom of movement, or access to opportunities, goods or services) to the child or to a third person/s.⁶

³ Alliance for Child Protection in Humanitarian Action. (2019). *Minimum Standards for Child Protection in Humanitarian Action* (2019 edition). <https://alliancecpha.org/en/cpms>

⁴ OHCHR. *Convention on the Rights of the Child*; and IFRC. (2013). *Child Protection Policy*

⁵ Alliance for Child Protection in Humanitarian Action and Proteknon. (2018). *Discussion Paper on the Review of Existing Definitions and Explanations of Abuse, Neglect, Exploitation, and Violence against Children*. <https://www.alliancecpha.org/en/child-protection-online-library/discussion-paper-review-existing-definitions-and-explanations-abuse>

⁶ Alliance for Child Protection in Humanitarian Action and Proteknon. (2018). *Discussion Paper on the Review of Existing Definitions and Explanations of Abuse, Neglect, Exploitation, and Violence against Children*. <https://www.alliancecpha.org/en/child-protection-online-library/discussion-paper-review-existing-definitions-and-explanations-abuse>

Child exploitation may be divided into three categories, namely:

- Economic exploitation – slavery and slave-like practices, servitude, bonded or indentured labour.
- Harmful or hazardous labour – work that, by virtue of the child's age or the nature of the work, is prejudicial to any aspects of the child's welfare, among other things the child's health or physical, mental, spiritual, moral or social development. This includes the use of children in the illicit production and trafficking of narcotic drugs and psychotropic substances and children's association with armed forces and armed groups.
- Sexual exploitation – child prostitution, the trafficking or sale of children for sexual purposes (including forced marriage), child pornography and grooming for sexual purposes – including online.⁷

Child neglect refers to the failure of a caregiver to protect a child from actual or potential harm or to fulfil that child's rights to survival, development, and wellbeing.

An act may be categorized as neglectful whether or not the caregiver intends to harm the child.

A harmful event is only considered neglect by a caregiver when

- a) The caregiver has the abilities, financial capacities, and knowledge to meet the child's needs, or;
- b) When the caregiver lacks the abilities, financial capacities, and knowledge necessary, and does not take steps to seek the assistance needed to protect or provide for the child.⁸

Child marriage refers to a formal or informal union where one or both parties are under the age of 18 regardless of the applicable laws or customs in either country of the two children involved as well as the country where such union would take place. All child marriage is considered forced, as children are not able to give full consent to marriage.⁹

Child participation refers to the manifestation of the right of every child to express their view, to have that view given all due consideration, to influence decision-making and to achieve change. It is the informed and willing involvement of all children, including the most marginalised and those of different ages, genders and disabilities, in any matter concerning them.¹⁰

Child protection refers to the prevention of and response to abuse, neglect, exploitation and violence against children.¹¹

Child safeguarding refers to the broad obligation on IFRC personnel, partners, suppliers, and contractors to ensure that the design and delivery of programmes and organisational programmes are in the best interests of the child, do not expose children to adverse impacts, including the risk of violence, abuse, exploitation, or neglect and that any concerns about children's safety within the communities where they work are appropriately reported and responded to.¹²

Contractor refers to any person or organisation working jointly with or providing services to IFRC, including consultants and partner organisations.¹³

7 Alliance for Child Protection in Humanitarian Action and Proteknon. (2018). *Discussion Paper on the Review of Existing Definitions and Explanations of Abuse, Neglect, Exploitation, and Violence against Children*. <https://www.alliancecpha.org/en/child-protection-online-library/discussion-paper-review-existing-definitions-and-explanations-abuse>

8 Alliance for Child Protection in Humanitarian Action and Proteknon. (2018). *Discussion Paper on the Review of Existing Definitions and Explanations of Abuse, Neglect, Exploitation, and Violence against Children*. <https://www.alliancecpha.org/en/child-protection-online-library/discussion-paper-review-existing-definitions-and-explanations-abuse>

9 Alliance for Child Protection in Humanitarian Action. (2019). *Minimum Standards for Child Protection in Humanitarian Action* (2019 edition). <https://alliancecpha.org/en/cpms>

10 Alliance for Child Protection in Humanitarian Action. (2019). *Minimum Standards for Child Protection in Humanitarian Action* (2019 edition). <https://alliancecpha.org/en/cpms>

11 Alliance for Child Protection in Humanitarian Action. (2019). *Minimum Standards for Child Protection in Humanitarian Action* (2019 edition). <https://alliancecpha.org/en/cpms>

12 DFAT. (2017). *Child Protection Policy 2017*. <https://www.dfat.gov.au/about-us/publications/pages/child-protection-policy>

13 IFRC. (2013). *Child Protection Policy*. <https://media.ifrc.org/ifrc/document/child-protection-policy>

Integrity refers to the extent to which the National Societies and their International Federation possess the will and the ability to act in pursuit of their respective declared objectives, policies and standards in full accordance with the Fundamental Principles of the Movement.¹⁴

Partner refers to any organisation with which the IFRC is carrying out joint work or to whom the IFRC is providing funds or goods to carry out work.

Personnel refers to any person in the service of the IFRC, including: IFRC Contracted International and National Staff and Seconded Staff / staff on loan (as these terms are defined in the Staff Regulations), surge capacity personnel, volunteers, interns and consultants.

Programme refers to IFRC longer-term programming, preparedness and emergency response and recovery operations, and where IFRC Secretariat is providing financial support or is having influence.

Survivor-centred approach creates a supportive environment in which the survivor's rights and wishes are respected, their safety is ensured, and they are treated with dignity and respect. A survivor-centred approach is based on the following guiding principles:¹⁵

- **Safety:** The safety and security of the survivor and her/his children is the primary consideration.
- **Confidentiality:** Survivors have the right to choose to whom they will or will not tell their story, and information should only be shared with the informed consent of the survivor.
- **Respect:** All actions taken should be guided by respect for the choices, wishes, rights and dignity of the survivor. The role of helpers is to facilitate recovery and provide resources to aid the survivor.
- **Non-discrimination:** Survivors should receive equal and fair treatment regardless of their age, gender, race, religion, nationality, ethnicity, sexual orientation or any other characteristic.

Staff refers to any person in the service of the IFRC, including IFRC Contracted staff (International and National Staff) and Staff-on-Loan, to the exclusion of volunteers, interns and consultants.

Violence against children encompasses all acts that involve the intentional use of power or verbal or physical force, threatened or actual, against a child or against a group of children that either results in or has a high likelihood of resulting in actual or potential harm to the child or children's health, survival, development, or dignity. Possible forms of harm include injury; death; disability; decreased psychological, psychosocial, or mental health; or maldevelopment.¹⁶

Working with children means a Red Cross or Red Crescent individual, contractor or partner being engaged in an activity with a child where the contact would reasonably be expected as a normal part of the activity and the contact is not incidental to the activity. Working includes volunteering, remunerated or other unpaid work.¹⁷

14 (Doc. AG/20/1 of the IXth Session of the General Assembly, Birmingham, 1993, p. 3, as amended [by the XVth session of the General Assembly, Seoul, 2005]).

15 IASC. (2005). *Gender Based Violence Coordination Handbook*.

16 Alliance for Child Protection in Humanitarian Action. (2019). *Minimum Standards for Child Protection in Humanitarian Action* (2019 edition). <https://alliancecpha.org/en/cpms>

17 DFAT. (2017). *Child Protection Policy 2017*. <https://www.dfat.gov.au/about-us/publications/pages/child-protection-policy>

APPENDIX 3: Support Tools

Background

In order to support IFRC programmes to implement the Child Safeguarding Policy, a series of support tools have been developed.

A summary of each tool is provided below.

All of the tools can be found at: <https://media.ifrc.org/ifrc/document/child-safeguarding>. Additional tools will be added as needed. Please refer to the website for a complete list of all tools.

Support tools

1) Child Safeguarding Online Session

This online course, available on the Learning Platform, provides volunteers, IFRC personnel, partners, suppliers, and contractors with an interactive overview of child protection and safeguarding within the IFRC. The aim is to help build awareness of key terms, global minimum standards, and practical actions and tools to include child protection within programming.

2) Child Safeguarding Risk Analysis for Programmes

The IFRC Child Safeguarding Risk Analysis tool supports programmes to identify and rate their child protection risks. With this information, programmes can strengthen their child safeguarding practices and reduce the risk of harm towards children as outlined in the IFRC Child Safeguarding Policy. The Child Safeguarding Risk Analysis applies to all IFRC programmes.

3) Field Visits to Programmes involving Children

This form should be completed by any IFRC personnel who are taking personnel, contractors, consultants, or external visitor(s) to visit any IFRC or IFRC-supported project where they will be interacting with children.

4) Guidelines for Ethical Evaluations and Research involving Children

These guidelines assist IFRC personnel to conduct evaluations or research involving children in ways that ensure children are free from all forms of violence, abuse, exploitation and neglect. Evaluations and research involving children should follow the charter from Ethical Evaluations and Research Involving Children (ERIC; <https://childethics.com>).

5) Guidance Note on Applying Child Safeguarding Standards at IFRC and National Society Hosted Youth Activities involving People Under the Age of 18 years

The purpose of this guidance note is to support Red Cross and Red Crescent personnel responsible for organizing IFRC or National Society led youth events that involve people under the age of 18 years. In particular this guidance note supports organizers of activities to take concrete and practical steps to ensure people under the age of 18 years' experience Red Cross and Red Crescent environments that meet their best interests and that are safe and free of any harm.

6) Guidelines for Photos: A Guide for Digital Photography

These guidelines are to be used when photographing or filming as part of IFRC programming. The guidelines include specific guidance on using children's images for work-related purposes including social media.

7) Guidelines for Media and Communications with Child Refugees, Asylum Seekers or Survivors of Trafficking

These guidelines are designed to assist IFRC and National Society personnel who are working with child refugees, asylum seekers or survivors of trafficking to determine if and how to involve these children in media and communications.

8) Guidance on Documenting Personnel, Contractors and Partners who Work with Children in IFRC Programmes

This document supports programmes to meet IFRC requirements around knowing what projects and personnel are working with children.

9) Guidance on Integrating Child Safeguarding into IFRC Proposals for National Society Capacity Building

This guidance outlines child safeguarding outputs and activities and related measurements that should be integrated across IFRC project proposals.

THE FUNDAMENTAL PRINCIPLES OF THE INTERNATIONAL RED CROSS AND RED CRESCENT MOVEMENT

Humanity

The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.

Impartiality

It makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.

Neutrality

In order to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

Independence

The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.

Voluntary service

It is a voluntary relief movement not prompted in any manner by desire for gain.

Unity

There can be only one Red Cross or Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.

Universality

The International Red Cross and Red Crescent Movement, in which all societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.



The International Federation of Red Cross and Red Crescent Societies (IFRC) is the world's largest humanitarian network, with **192 National Red Cross and Red Crescent Societies** and around **14 million volunteers**. Our volunteers are present in communities before, during and after a crisis or disaster. We work in the most hard to reach and complex settings in the world, saving lives and promoting human dignity. We support communities to become stronger and more resilient places where people can live safe and healthy lives, and have opportunities to thrive.