

## Child Protection and Adult Safeguarding

Windle International Kenya is fully committed to promoting children's rights, notably their right to be protected from harm, abuse, and exploitation and to be involved in any decisions that directly affect them. WIK has a duty of care to implement effective policies and procedures for safeguarding the welfare of children and young people. To achieve this, we will ensure our staff, contractors, consultants, vendors, partners, visitors and volunteers are fully inducted and understand their legal and moral obligations to protect children from harm, abuse, and exploitation of any form.

The Mandate of the Child Protection and Adult safeguarding policy and PSEA policy covers and must be adhered to by all Windle International Kenya staff and collaborating partners in all operational areas. These policies will also cover all third parties related to Windle International Kenya e.g. volunteers, consultants, contractors, donors, journalists, visitors, etc. Windle International Kenya will work towards adhering to the requirements of [The Children ACT, 2001. NO 8 OF 2001 - Revised Edition 2007 \(2001\)](#)

## Prevention of Sexual Exploitation and Abuse

Every WIK staff, supplier, contractor, vendor, consultant, and other related personnel shall abide by the following:

- Respect and promote the fundamental human rights, of all, without discrimination of any kind and irrespective of social status, race, ethnicity, colour, religion, gender, sexual orientation, age, marital status, national origin, political affiliation, or disability.
- Never engage in any sexual activity with children, that is, persons under the age of 18, regardless of what the age of majority or consent locally may otherwise be. It shall not be a defence that one was mistaken as to the age of the child concerned.
- Never engage in sexual exploitation or abuse of beneficiaries or the vulnerable under any circumstances
- Never accept or exchange money, employment, goods, or any other services for sex, including sexual favours for services which must otherwise be provided to the beneficiaries by duty and free of charge.
- Never engage in any other forms of humiliating, degrading or exploitative behaviour under any circumstances whatsoever.
- Ensure that all confidential information, including reports on breaches of these standards by other workers or obtained from beneficiaries, is channelled correctly, and handled with utmost confidentiality.
- Ensure that any breaches of the standards set out in this document are immediately reported to senior management or the human resources manager in the agency reported to, senior management or the human resources manager in the agency concerned, or through any other established reporting mechanism.
- Uphold the highest standards of accountability, efficiency, competence, integrity, and transparency in the provision of protection, goods and services in the execution of their responsibilities.
- Create and maintain an environment that prevents sexual exploitation and abuse, corruption or abuse of power and promotes the implementation of this Code or any other similar instruments within the respective agencies.
- Never abuse their authority, position, or influence by withholding protection, humanitarian assistance and services, nor give preferential treatment in order to solicit sexual favours, gifts, payments of any kind, or any other advantage.

- Not purposely make false accusations against another worker or service provider of breaching the provisions of the Code of Conduct.
- Note that Windle International Kenya does not condone child exploitation, Sexual Exploitation and abuse or any other form of violence and any staff or partner found guilty of the same will be summarily dismissed or contract cancelled. The organization will not in any way be responsible for the guilty staff or partner in the event that the matters attract legal or criminal proceedings.

**Declaration of Commitment to Child Protection and Adult Safeguarding Policy, PSEA Policy & Code of Conduct;**

By signing this document, I indicate my understanding and acceptance of the provisions outlined within CPS, PSEA Policies and COC. I understand my legal and ethical obligations as detailed within these documents. I also understand that a breach of these Policies and/or Code of Conduct (COC) could result in criminal prosecution.

**I declare that:**

- a) I have read and understood WIK’s Child Protection and Adult Safeguarding Policy, PSEA Policy & Code of conduct
- b) I will work within the procedure as laid out in WIK’s Child Protection and Adult Safeguarding policy, PSEA Policy &COC.
- c) I will report any suspected child abuse and Sexual Exploitation &Abuse by others immediately.
- d) I have not been accused or convicted of any offence involving physical or sexual abuse of children or young people or Sexual Exploitation and Abuse.
- e) I understand that if a complaint is brought against me regarding the abuse of children or PSEA whilst I am engaged in WIK’s activities, the allegation will be thoroughly investigated in cooperation with the appropriate authorities.
- f) I understand that it is my responsibility as a person engaged by WIK to avoid actions or behaviors that are abusive or exploitative of children/beneficiaries or actions that could be construed as such.
- g) I Authorize WIK to undertake any necessary enquiries, including criminal record checks and reference checks as part of my engagement process.

I confirm my commitment to WIK’s Child Protection and Adult Safeguarding Policy, PSEA Policy &COC

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| Name | ID / Passport Number | Signature | Date |
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**Witness;**

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| Name | ID / Passport Number | Signature | Date |
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