



Introduction

Nur Springs Initiative (NSI) is committed to protecting children from harm, abuse, and exploitation. This policy outlines our approach to safeguarding children and ensuring their rights and well-being in all our programs and activities.

Scope

This policy applies to all staff, volunteers, contractors, and partners associated with NSI. It covers all interactions with children in any setting where the organization operates.

Guiding Principles

- **Best Interests of the Child:** The welfare of the child is the primary concern.
- **Zero Tolerance for Abuse:** Any form of abuse or exploitation is strictly prohibited.
- **Child Participation:** Children's voices should be considered in decisions affecting them.
- **Confidentiality and Privacy:** All cases of abuse will be handled with sensitivity and discretion.
- **Accountability and Transparency:** Clear reporting mechanisms must be in place.

Code of Conduct All individuals working with children must:

- Treat children with respect and dignity.
- Avoid any form of physical, emotional, or sexual abuse.
- Maintain appropriate boundaries in all interactions.
- Report any concerns or violations promptly.

Reporting and Response Mechanism

- Any suspected or actual abuse must be reported to the designated Child Safeguarding Officer.
- Reports can be made confidentially through email, hotline, or in person.
- A prompt investigation will be conducted, and appropriate action taken, including referral to authorities if necessary.

Recruitment and Training

- All staff and volunteers must undergo background checks before engagement.
- Regular training on child protection and safeguarding must be provided.
- Staff must sign a commitment to adhere to this policy.

Risk Assessment and Mitigation

- Programs must be designed to minimize risks to children.
- Activities involving children should be supervised at all times.
- Digital and online interactions with children must follow strict safeguarding protocols.

Partnership and Collaboration

- All partner organizations must comply with this policy.
- Safeguarding clauses must be included in agreements with third parties.

Review and Monitoring

- This policy will be reviewed annually to ensure its effectiveness.
- Feedback from children, staff, and stakeholders will be incorporated into updates.

Contact Information Designated Child Safeguarding Officer:

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General Manager

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Approved by:

NUR SPRINGS INITIATIVE

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