

Safeguarding Policy

May 2023

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Introduction

YALI Sport Africa's aka YSA works are centered around youth empowerment through sport. We are conscious of the fact that our target group is mostly Vulnerable Youth living in Marginalized Communities. Therefore, there is the potential for abuse, harm, or exploitation to take place during project delivery.

The aim of this policy guiding principle is to ensure the need for a safe, inclusive, and enjoyable environment for all our volunteers and participants (both children and youth) applicable to all our programs and project activities. Additionally, ensuring that any abuse of Vulnerable Youth that occurs in the context of our projects and program implementation is reported and addressed appropriately.

This document is designed in recognition of the United Nations Declaration of Human Rights and United Nations Convention on the Rights of the Child incorporating existing country-specific legal and policy frameworks related to child and vulnerable youth protections.

1. Definitions

Abuse: This may take the form of physical, psychological (emotional or mental), sexual and neglect.

Physical abuse refers to any deliberate and unwelcome act consisting of acts that can lead to either physical trauma or injury. It includes actions such as; punching, beating, kicking, biting, and burning or inappropriate training loads; forced alcohol consumption or forced doping practices.

Psychological Abuse is abuse describing any unwelcome act, including confinement, isolation, verbal assault, humiliation, intimidation, infantilizing or any other treatment, which may diminish a person's sense of identity, dignity, and self-worth.

Sexual Abuse refers to any conduct of a sexual nature, whether non-contact, contact or penetrative, where consent is coerced/manipulated or is not or cannot be given.

Neglect is identified to be the failure of a facilitator or another person with a duty of care towards a participant to provide a minimum level of care to the person, thereby causing harm, allowing harm to be caused, or creating an imminent danger of harm.

Children: are defined as young persons under the age of 15. They are protected under the United Nations Convention on the Rights of the Child, which 197 nations have adopted. With

limited life experience, they may not have developed resilience and may be more at risk of exploitation, harm, or abuse.

Exploitation: is the act of selfishly taking advantage of someone or a group of people to profit from them or otherwise benefit oneself.

Harm: harm includes specific types of behavior that include harassment or neglect.

Harassment: is defined by the unwanted nature of the action, which could include attention or the provision of items. Harassment can take a variety of forms, with the most common being: suggestive sexual comments, racist insults/jokes, verbal abuse, or unwelcome attention

Youth: is described under the AU definition as young persons aged between 15 and 35. Youth under the age of 15 fall under the definition of children and are protected under the United Nations Convention on the Rights of the Child and national legislation. who are transitioning from childhood to adulthood.

Vulnerable youth: any person below 35 years who is, or may, in need of services because of a disability, age, or illness, and who is, or maybe, unable to take care of himself- or herself. This encompasses any person below 35 years of age who is unable to protect him- or herself against significant harassment, abuse, neglect, or exploitation as a result of their athletic ability, race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language or birth. In the context of Africa, where there are high levels of gender-based violence, some women may be considered vulnerable. Other groups who may be vulnerable in an African context include the LGBTQIAP+ community, marginalized gender identities, refugees and internally displaced persons (IDPs), as well as people living with HIV and AIDS

Marginalized community: Marginalized communities are groups and communities that experience discrimination and exclusion (social, political, and economic) because of unequal power relationships across economic, political, social and cultural dimensions

Participants: refers to the beneficiaries of a program or project activities. In our case, participants normally include children, youth, or vulnerable youth.

Facilitators: are either volunteers, mentors, peer leaders, coaches, activators or support staff refers to any individual who delivers physical education, or physical activity, or provides any form of service or task leading to the accomplishment of an activity.

2. Purpose

The purpose of this policy is to ensure that any Vulnerable Youth who comes into contact with YALI Sport Africa in any capacity (whether it is as a participant, facilitator, visitor to the office, or any other capacity) is safeguarded and afforded primary consideration in the organization of services.

3. Scope

These policies apply to all facilitators, board members, or anyone involved in an activity or event administered by YSA. All of these people have a duty of care to safeguard the welfare of children and prevent their abuse, harm, or exploitation.

4. Role and responsibility

Members of the Continental Executive Council are responsible for:

- Ensuring adequate measures are in place to assess and address safeguarding risks.
- Putting in place adequate safeguarding policies and procedures.
- Making sure policies and procedures are effectively applied in practice and that mechanisms are in place to assure compliance.
- Ensuring those safeguarding policies, practices, and performance are robustly and regularly reviewed to ensure they are up to date and fit for purpose.
- Actively promoting a safe culture and strong awareness of everyone's safeguarding responsibilities.
- Taking steps to help deter and prevent safeguarding issues from occurring.
- Ensuring there are mechanisms in place to promptly identify and act upon emerging safeguarding trends or issues.
- Ensuring that serious incidents are reported to the appropriate authorities.

The project implementation Team is responsible for:

- Ensuring the policy is implemented.
- Discuss safeguarding matters at project planning meetings to help ensure progress and address any challenges with implementing the policy and any cases arising.

The Safeguarding Focal Person is also responsible for:

- Ensuring all YSA members sign the Code of Ethics
- Ensuring awareness raising/training is undertaken for staff and stakeholders.

All members are responsible for:

- Adhering to this policy and the Code of Conduct.
- Reporting concerns using the Whistleblowing policy and procedures set out in the Code of Conduct.

5. Partners

YALI Sport Africa expects its partners to pursue their work in the same spirit and create a caring environment for Vulnerable Youth. YALI Sport Africa expects partners who work directly with Vulnerable Youth to develop an appropriate code of conduct that identifies the types of prohibited conduct that would cause abuse to Vulnerable Youth and provides guidance for their staff to avoid any acts of abuse against Vulnerable Youth.

YSA therefore will:

Implement in its template for agreements with partners and service providers a clause, that aims to ensure the adherence of YSA's partners to this Policy for Safeguarding of Vulnerable Youth.

The clause shall read as follows:

"YSA believes that all vulnerable youth, meaning young persons below the age of thirty-five years, require protection from all forms of abuse, harm, and exploitation.

Wishing to promote and ensure the highest standards in this regard, YSA expects the partners to adhere to its Policy for Safeguarding of Vulnerable Youth and to promote the values and standards laid down in this Policy in its work."

6. Reporting procedure

- a. YSA expects YSA board members and facilitators to be alert to signs that may suggest a Vulnerable Youth is at risk of abuse, harm, or exploitation. YSA also expects the employees of YSA's partners to adopt the same approach.
- b. YSA shall treat any allegation or concern regarding the abuse of a Vulnerable Youth seriously. The reporting procedure outlined below shall be followed strictly by YSA members. In following the reporting procedure, particular care shall be taken concerning; an individual's right to privacy and confidentiality when information is shared with appropriate people in the course of following up on an allegation.
- c. To facilitate reporting, YSA has designated a Safeguarding Focal Person, who shall ensure that the Policy for the Safeguarding of Vulnerable Youth is implemented and followed.

The role of the Safeguarding Focal Person is to

1. Receive and register reports of abuse of Vulnerable Youth from YSA facilitators of YSA's partners.
2. Collect additional information as appropriate.
3. Assess risk.
4. Consult with YSA's leadership and program director as appropriate.
5. When appropriate, consult with external organizations including partners, local agencies, and community leaders.
6. Make a formal referral if appropriate to the YSA Executive Council Management, YSA's partners, or local police.
7. If any of the following incidents occur, a YSA member must make a report to the

Safeguarding Focal Person:

- I. Abuse is observed or suspected.
- II. An allegation of abuse is made.
- III. A Vulnerable Youth discloses abuse.
- IV. A complaint is made about the possible abuse or exploitation of a Vulnerable Youth by a

YSA member or partner.

Upon receipt of the report, the Safeguarding Focal Person shall act as appropriate, following the reporting procedure as outlined above.

YSA facilitators working on project development or monitoring have to be alert to the possibilities of the abuse and exploitation of Vulnerable Youth. If such abuse or exploitation is

observed, YSA members must inform the Safeguarding Focal Person. The YSA member should not attempt to investigate the allegation or to discuss it further other than with the Safeguarding Focal Person who is responsible for further investigation and, if necessary, referral to the police and/or appropriate local authority in the jurisdiction where the reported incident has or may have taken place.

YSA expects YSA's partners to develop and implement a relevant protection and reporting procedure, in line with the size and complexity of their organization, based on relevant risk assessments and in observation of international standards.

Where a YSA project includes working directly with vulnerable youth (e.g. young people taking part in a workshop), a risk assessment must be carried out in advance and approved by a member. This will include factors such as travel to/from the event; the need for chaperones; safe spaces; access to washrooms and parental consent.

7. Code of Conduct

The following are regarded as poor practice and should be avoided:

- spending excessive amounts of time alone with children away from others.
- engaging in rough, physical, or sexually provocative games.
- allowing or engaging in inappropriate touching of any form.
- using inappropriate language to a child or allowing children to use inappropriate language unchallenged.
- making sexually suggestive comments to a child, even in jest.
- reducing a child to tears as a form of control.
- letting allegations made by a child go uninvestigated, unrecorded, or not acted upon.
- doing things of a personal nature that children can do for themselves.
- taking children alone in a car on journeys

8. Support services

Anyone who has disclosed abuse, has been the subject of an allegation, or has been indirectly affected by an incident will be offered information on support services.

9. Recruitment

Anyone may have the potential to abuse children in some way and all reasonable steps must be taken to prevent unsuitable people from working with children. This applies to all the project facilitators or anyone who is going to have significant access to children or their contact information. The steps must be taken;

- Presentation of attestation of Non-conviction obtained from the Judiciary police
- Sign the YSA Code of Ethics and Code of Conduct.