

Child Protection Policy of the Foundation Wallah We Can

Because it recognizes its moral and legal responsibility to protect the children with whom it works, and it wishes to contribute to the creation of a protective environment, in addition to being concerned with the need to ensure the exemplary nature of its activities, the Foundation Wallah We Can has decided to set up an Internal Child Protection Policy whose objectives are as follows:

- To specify the responsibilities incumbent on the members of Wallah We Can, its employees, volunteers, contracted service providers, anyone involved through an internship agreement or a voluntary commitment, as well as, any person invited to participate in the activities of Wallah We Can (visitors and journalists notably),
- To present the measures that the Foundation implements to protect children and to define its preventive actions to minimize the risk of abuse which might target them, and,
- To outline the procedure to follow if a case of abuse is suspected or observed.

By adopting a Child Protection Policy in addition to its Code of Conduct, the Foundation wishes to let everyone know that the protection of children occupies an integral place in its action.

I. Responsibilities

The association

The **President of the Executive Board** is responsible for the child protection policy, he ensures respect for the fundamental principles and values of child protection and addresses in a professional manner all infringement-related matters:

- He ensures that the child protection policy is understood and applied at all the working levels of the association, whether technical or administrative,
- He follows up with the partners and ensures that they understand and adhere to the child protection policy,
- He monitors the implementation of the complaint procedure mechanism for ill-treatment, inquiry and investigation procedures and enforcement of sanctions.

The **project managers** are responsible for the day-to-day implementation of the child protection procedures in accordance with the policy.

All **employees** have a leading role in child protection. The Good Conduct and Ethical Behaviour Charter of the Foundation along with this Policy set out the conduct requirements for all. Their violation would lead to the strict application of the disciplinary sanctions provided for in order to maintain the high moral and ethical standards of the Foundation.

The partners

Wallah We Can will take into account, in the choice of its partners, their vision on child protection, a subject matter that the Foundation addresses during discussions prior to conducting any protocol of understanding and/or collaboration. It will withdraw its support for partners who violate the law. It would fall under its legal obligation to report these actions to the competent authorities.

The volunteers

The Wallah We Can Foundation volunteers are offered the chance to directly support the aid and development work for children and offer a useful and dynamic contribution to it. The actions of volunteers and their behavior may however involve risks for the children. The foundation considers that it is morally responsible for the volunteers who associate themselves with its actions.

Like the members, employees and service providers of the Foundation, the volunteers will be made aware of child protection and must adhere without reservation to the Wallah We Can Codes and its Child Protection Policy. They will sign a commitment form (Appendix II) and will be informed of the consequences of their violation, should it occur. It would fall under the legal obligation of the foundation to report any form of violence against children to the competent authorities.

The visitors

Visitors (donors, journalists, friends, etc.) can visit a project for monitoring, communication on its progress, testimonial and discovery and are welcome to do so. However, their actions and conduct can also pose risks to children. Therefore, they will be allowed to visit the places where Wallah We Can operates and intervenes, only after an express consent is given by one of the Foundation managers. Like the members, employees and service providers of the Foundation, the visitors will be made aware of child protection and must adhere without reservation to the Wallah We Can Foundation Codes and its Child Protection Policy. They will sign the commitment form (Appendix II) and will be informed of the consequences of their violation, should it occur. It would fall under the legal obligation to report any form of violence against children to the competent authorities.

II. Recruitment

Recruitment procedures emphasizing the importance of child protection may help reduce the risk of associating with individuals who may or may not be prone to violence against children.

The Wallah We Can Foundation therefore undertakes to respect the following procedures:

- When distributing the job profile and description: mention will be made that Wallah We Can abides by a child protection policy.
- During interviews: candidates will provide the contacts of two professional references who have known them for at least two years. They will be contacted

by telephone and any request for information to verify either their existence or the veracity of the documents provided may be made.

- The selected candidate will:

- sign a sworn statement that he has not been criminally convicted (Appendix III).
- sign and commit to respect the child protection policy (Annex II).
- Undergo a background-check with the police services to confirm the absence of previous convictions or indictment on issues relating to child protection. A criminal record extract may be requested.

Once employed, people in direct contact with children or with responsibilities with pertaining to children will regularly address, during their meetings, practical questions regarding child protection to facilitate the emergence of an open and conscious culture and the early approach to problems which might arise within the Foundation.

III. Commitment to children

The Code of Conduct and the Child Protection Policy provide clear information in terms of behaviour. They will be signed by everyone before starting to work.

All persons associated with the activities of Wallah We Can undertake to:

- Respect Tunisian laws,
- Respect children without any discrimination (based in particular on gender, nationality, ethnicity, language, real or supposed origin, culture, religion, sexuality, age, disability or any other condition),
- Respect the prohibition of any act of physical, verbal or psychological violence (blows, prejudice, abuse of power, humiliation...),
- Respect the prohibition of any involvement of children in any form of sexual activity or act,
- Preferably, avoid for an adult to be alone with a child, favor the presence of another adult or remain visible to others,
- Refrain from using inappropriate words or behaviour (example: physical contact which can raise doubt as to its nature as a hug),
- Never invite children into a personal space such as your own car or your own house,
- Refrain from any preference signs among children,
- Work with children in a spirit of cooperation based on respect for human dignity and mutual trust,
- Work with children in such a way as to highlight their faculties and abilities and to develop their potential,
- Do not put forward one's religious or political convictions to children,
- Encourage children to express themselves freely about all their concerns and to discuss their relationships with the staff of the association or other external persons,
- Raise children's awareness of the issue of respect for their rights, present to them what is acceptable and unacceptable and the procedures to follow in the event of a problem,

- Guarantee the right of children to participate in decisions that concern them (or their parents) and,
- Detect any problem affecting the safety or well-being of children and undertake to report immediately according to established procedures any suspicions, revelations and testimonies relating to violence against children within the Foundation.

IV. Procedures

Reporting:

In reporting cases, Wallah We Can has an information processing system of which the staff, volunteers, visitors, consultants and the children themselves are fully aware. The reporting process is clear and the form is available for everyone (Annex IV).

→ When a child confides in someone about an abuse he/she has undergone, that person has the responsibility to collect the complaint. Similarly, when someone witnesses an abuse of a child, that person has the responsibility to report it.

You should not:

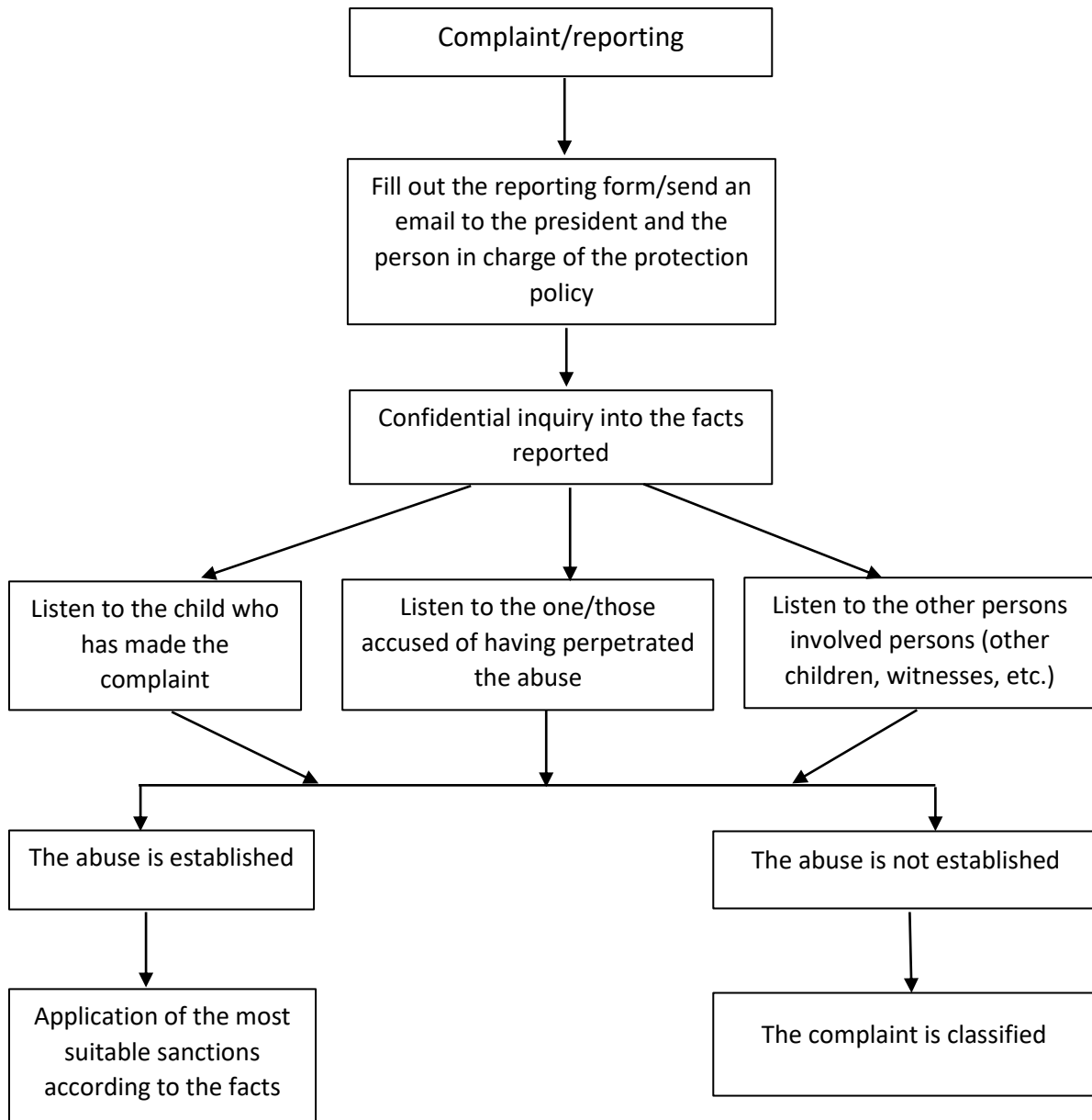
- Carry out an investigation or an assessment of the situation yourself,
- Inform a third party of the report (colleagues, teachers, parents, etc.), if this entails risks for the child.

You should:

- Complete a reporting form (Annex IV) and submit it to the President of the Foundation Wallah We Can or write an email to the following address: transparency@wallahwecan.org so that the incident is recorded and an appropriate response is provided.
- Inform the child, explain the procedure and in the event that the child is injured and/or in danger, ensure that care is provided and that he/she is safe. Call the toll free number 80100010 for reporting and referral to an appropriate structure if necessary. In case of medical treatment, a medical certificate will be obtained.
→ The President, responsible for the Child Protection Policy, informed of the situation will take all necessary measures for the proper conduct of the investigation and will see to the confidentiality of the information collected.

What he will do:

After listening to the child, he will inform the accused person of what he is accused of and will listen to him in turn as well as the witnesses. The accused person shall discontinue all forms of communication with the child pending the outcome of the investigation. Once the investigation has been carried out, if the accusation is proven and in case a violation of the law or the principles of the Wallah We Can Foundation is established, the President will take the necessary measures.



Reporting Process Outline

Appendices:

Annex I. Definitions

Appendix II. Commitment form

Annex III. Sworn statement of no criminal conviction

Annex VI. Reporting form

Annex I. Definitions

1 - Child

According to article 1 of the International Convention on the Rights of Child (1989): “a child is any human being under the age of eighteen, unless majority is attained earlier, under the applicable law”.

The Child Protection Code, which came into force in 1996, states in its article 3: “Is a child, for the purposes of this code, any human person under the age of eighteen and who has not yet reached the age of majority by special provisions”.

2 – Child Protection Policy

A child protection policy is a system that aims to ensure for children, in all circumstances, a protection of all their rights and well-being.

Among these rights, it seeks, in particular, to prevent any abuse and harm that would be caused to them, intentionally or not, without being limited to this. Such a policy includes rules of conduct which aim to uphold the rights of children as a whole.

3 – Forms of violence

- Sexual abuse – real or probable sexual exploitation of a child, including all forms Of sexual activity, such as rape, incest and pornography.
- Physical harm – actual or probable physical harm to a child or the failure to prevent physical harm or suffering.
- Neglect – persistent or severe neglect of a child or failure to protect a child from danger of any kind, including cold or hunger, failure to provide significant care resulting in the deterioration of the child's health or development.
- Psychic violence – Serious adverse effects, real or probable, on the psychic development and behavior of a child, caused by persistent or severe psychological abuse or rejection. All violence presupposes psychological mistreatment.

Appendix II. Commitment form

Commitment declaration form

I, the undersigned,,
declare to have taken knowledge of the Child Protection Policy of the Wallah We Can Foundation and adhere to it without reservation.

By signing this document, I acknowledge having understood its content and undertake to respect it.

Any clarification that may be necessary must be requested before signing.

If clarifications or details need to be provided to you, thank you for formulating them to the President of the Wallah We Can Foundation.

Signed in Tunis in two copies on

Signature preceded by the mention: "read and approved"

Annex III. Sworn statement of no criminal conviction

Sworn statement

I, the undersigned,, swear to have never been the subject of any criminal conviction and to have been never indicted on matters relating to child protection

Made to assert what is right.

Signed in Tunis, on

Signature

Annex VI. Reporting Form

Reporting Form

Date :

ID of the person who reports:

Last name:

First name:

Capacity:

E-mail:

Telephone :

Identity of the concerned minor:

Last name:

First Name:

Class:

Who has made the revelation?

In which context ?

Where did the facts happen?

Have the facts been observed by the person reporting?

Are they still ongoing?

Signature