



# SAT

Southern African AIDS Trust

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Supporting Community Responses to HIV and AIDS in Southern Africa

1 November 2007

## SAT Child Protection Policy<sup>1</sup>

<b>Definitions</b>	<p>For the purposes of SAT's Child Protection Policy:</p> <ul style="list-style-type: none"><li>• A child means every human being below the age of eighteen years.</li><li>• Child abuse means sexual abuse or other physical or mental harm deliberately caused to a child.</li></ul>
<b>Who is this policy for</b>	<ul style="list-style-type: none"><li>• The policy applies to the whole of SAT as an organisation including its employees and volunteers.</li><li>• It also applies to organisations, consultants and contractors that are working with SAT.</li></ul>
<b>Purpose</b>	<ul style="list-style-type: none"><li>• As a regional organisation working with several child-centred development partner organisations, committed to the wellbeing of children and to supporting the Convention of the Rights of the Child, SAT does not tolerate child abuse.</li><li>• SAT acknowledges its expectation that its employees and others who work with SAT have children's best interests at the heart of their involvement with SAT.</li><li>• The purpose of this policy is to ensure that SAT has procedures in place to prevent and deal with child abuse by any SAT employee or partner.</li></ul>
<b>Policy</b>	<ul style="list-style-type: none"><li>• SAT is committed to actively preventing child abuse.</li><li>• SAT takes positive action to prevent child abusers becoming involved with SAT in any way and takes stringent measures against any SAT employees or partner who commits child abuse.</li></ul>
<b>Procedures</b>	<ul style="list-style-type: none"><li>• Each SAT country should have its local procedures, consistent with this global policy, to deal with child abuse.</li><li>• Local procedures should be developed with assistance of local advisers in accordance with the local law.</li><li>• Any deviation from the regional policy must have prior formal approval from the SAT Regional Board</li><li>• It is the responsibility of the management team at country and regional (Field, Country Offices, and Regional) to ensure that all SAT Associates in their area of responsibility are aware of and abide by this policy and applicable local procedures while working for/with SAT.</li></ul>

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<sup>1</sup>Adopted From Plan International Policy Document on Child Protection

**SAT employees and partners should**

- familiarise themselves with situations which may present risks and learn how to deal with those situations;
- contribute to an environment where children are able to recognise unacceptable behaviour and feel able to discuss their rights and concerns;
- wherever practical, ensure that they and others meet children openly;
- raise concerns about any case of suspected abuse in accordance with applicable local procedures.

**Dealing with child abuse**

- Alleged cases of child abuse should be reported to the relevant Managers depending on the location of the alleged abuse. They will refer the matter to the local authorities and decide on other appropriate steps, including informing relevant SAT offices and/or supporting criminal prosecution.
- If an employee raises a legitimate concern about suspected child abuse, which proves to be unfounded on investigation, no action will be taken against the employee.
- Any employee who makes false and malicious accusations, however, will face disciplinary action. SAT will take appropriate legal or other action against other SAT partners or associates who make false and malicious accusations of child abuse.
- An alleged perpetrator of child abuse will normally be suspended from their normal relationship with SAT during investigation of allegations. SAT will sever all relations with any SAT partner or Associate who is proven to have committed child abuse.

**Confidentiality**

- An allegation of child abuse is a serious issue. In following this policy and local procedures, it is essential that all parties maintain confidentiality.
- Sharing of information, which could identify a child or an alleged perpetrator, should be purely on a 'need to know' basis.
- Unless abuse has actually been proved to have occurred, one must always refer to "alleged abuse".

**Additional references:**

United Nations Convention on the Rights of the Child  
SAT's Mission and Vision (SAT Strategic Plan 2008-13)  
SAT's Staff Handbook  
SAT's Anticorruption strategy