

Global Child and Youth Protection and Safeguarding

Management Policy Number P.02.01

Governing Policy Name

Board Policy P.02 – Global Protection of Participants from Abuse

Policy Approver

Santiago “Jimmy” Mellado, President & CEO

Policy Owner

Sidney Muisyo, Chief Program Officer

Type of Policy

Management

Policy Category

Program Implementation

Background or Risk Focus

Compassion International believes that all children are created in the image of God and that each child has immeasurable dignity and value as a gift from Him. Children are born dependent upon others for survival and development. Children experience an elevated vulnerability to the risk of abuse, exploitation, and violence throughout childhood. There is a risk that any young person participating in programmatic activities may experience some form of abuse or maltreatment by another participant, leader, volunteer, staff member, or contractor of a church partner. Likewise, this same risk exists from a Compassion staff member, board member, contractor, supporter, volunteer, or any person associated with Compassion who has access to a participant and/or his/her data. Such risk could result in harm to the participant.

There is also the risk that participants may experience maltreatment from community or family members unrelated to the activities of the church partner or Compassion International. Maltreatment of this kind is just as harmful to the child. If Compassion, Global Partner, or church partner staff members, volunteers, contractors, or leaders become aware of allegations of, or incidents of, maltreatment, they should respond promptly and appropriately according to the relevant safeguarding procedures, otherwise there is a risk of continued abuse to the victim.

Policy Scope

The scope of this policy is Compassion International and all Compassion field operations and national offices. This global policy also applies to Global Partner Alliance (GPA) members.

Related Policies

Not Applicable

Policy Statement

The principle that every child should be known, loved, and protected is the foundation of Compassion's program. Compassion International neither tolerates nor condones the abuse or maltreatment of children, youth, or program participants of any age. Compassion International is opposed to all forms of child and youth maltreatment and shall develop safeguarding standards that help prevent the maltreatment of participants. Compassion International shall also develop standards to direct the organization's response to allegations of and incidents of participant maltreatment. Compassion International will work with church partners to mutually understand, accept, and implement participant safeguarding standards as a part of the ongoing partnership relationship and will work to support the church partner in her work with participants. The standards must include expected organizational and church partner responses dependent upon the nature of the maltreatment experienced and the identity of the perpetrator of the abuse, which will include appropriate disciplinary measures (including but not limited to suspension, termination, and referral to legal authorities), as relevant.

The well-being and restoration of the victim following an incident of maltreatment is Compassion's primary concern.

Actions Required

Board members, staff members, volunteers, contractors, supporters, and any individuals engaging with participants as a representative of Compassion International, Global Partners, and Frontline Church Partners are responsible to thoroughly understand this policy and must commit to abide by the participant protection and safeguarding policies of Compassion International. A breach of this policy constitutes an act of misconduct and is grounds for disciplinary action and/or termination of employment or relationship, in addition to any possible legal consequences.

Global Program is responsible to develop and implement (directly, and in partnership with the local church or Global Partner) protection and safeguarding standards, including:

1. Expectations for partnership engagement and preparation to ensure potential church partners share the same understanding of and commitment to the safeguarding of children and youth and prevention of maltreatment.
2. A commitment to abide by the code of conduct, which includes behavioral expectations related to the protection and safeguarding of children and youth.
3. Annual reporting to the Global Executive Team on compliance status of Compassion International staff member commitment to abide by the code of conduct and complete annual training on child and youth safeguarding.
4. High-quality training materials and tools to help educate Global Partner, Compassion International, and church partner staff, volunteers, supporters, participants, and caregivers on child and youth maltreatment awareness, prevention, and response.
5. Expectations for participants, staff members, volunteers, and contractors at all levels regarding the appropriate response when participant maltreatment incidents are suspected or become known.
6. Appropriate recruiting, hiring, disciplinary and other personnel practices for Compassion staff/volunteers, Global Partner staff/volunteers, and Frontline Church Partner program staff/volunteers to ensure participants are

adequately protected, to promptly respond to allegations of maltreatment, and to protect whistleblowers as necessary.

7. Expectations for appropriate communications across all platforms and media to do all that is reasonably possible to promote the protection of children and youth.
8. Expectations for addressing participant-to-participant abuse, keeping the safety and well-being of participants at the center of response. Guidelines for engagement with other organizations, strategic alliance partners, strategic program partners, and systems at all levels (local, national, international) to promote the safeguarding of children and youth, prevention of maltreatment, and provision of services in response to allegations or incidences of maltreatment.

Update Frequency

This policy must be reviewed and approved every three years.

Last Approval Date

September 2024

Valid Until

September 2027

Addendum

The addendum to this global policy provides contextual information applicable to Compassion UK and Compassion Ireland. In the event of any conflict or inconsistencies between the addendum and the global policy, the global policy will always take precedence.

Scope

Compassion UK and Compassion Ireland do not work directly with programme participants or Frontline Church Partners and are independent but within the partnership-based structure of Compassion International.

Compassion UK and Compassion Ireland have separate policies which cover:

- Safeguarding commitments and an effective framework for promoting the highest standards in safeguarding and child protection ('Safeguarding Policy')
- Behaviour or conduct of an employee or associated personnel including occasions where unacceptable behaviours which take place outside the course of employment or engagement with Compassion ('Code of Conduct')
- Safer recruitment, selection and vetting procedures ('Recruitment and Selection Policy', and 'Background Screening Policy').
- Clear procedures for reporting concerns to statutory agencies ('Serious Incidents Reporting Policy and Procedure').
- Effective reporting channels and procedures which encourage and enable individuals to raise concerns ('Whistleblowing-Protected Disclosures Policy and Procedure')

How to report child and youth protection concerns in the UK and Ireland

UK	<ul style="list-style-type: none">• Contact the Head of Safeguarding and designated Child Protection Officer at childprotection@compassionuk.org• Raise a concern via Compassion UK's online form available at 'UK-Feedback or Raise a Concern'
Ireland	<ul style="list-style-type: none">• Contact the Head of Safeguarding and designated Child Protection Officer at childprotection@compassion.ie• Raise a concern via Compassion Ireland's online form available at 'IE-Feedback or Raise a Concern'

Designated Responsibilities

Designated Child Protection Officer	<p>A person appointed by the Compassion UK and Compassion Ireland Board to ensure that child and adult safeguarding policies and procedures are implemented consistently with best practice. This person is also responsible for receiving and reporting child protection concerns.</p> <p>Current Appointee: Head of Safeguarding</p>
Designated Safeguarding Trustee Lead	<p>A trustee appointed by the Compassion UK and Compassion Ireland Board respectively, to lead and oversee the development and implementation of guiding principles, child protection, and safeguarding procedures.</p>

Definitions

Church partner or Frontline Church Partner	<p>The local churches in developing nations with which Compassion works to deliver child development and ministry in the field, including churches that have a child survival program.</p>
Compassion	<p>Where “Compassion” is referred to, this means Compassion International, Inc., all consolidated affiliates, and all the Global Partners.</p>
Field Operations	<p>Operations in a country in which Compassion provides its holistic child development program.</p>
Global Executive Team	<p>The Compassion International team that directs the work of Compassion’s global staff and oversees the development and effectiveness of the worldwide ministry of Compassion.</p>
Global Partner Alliance	<p>A collaborative group of Compassion’s global partners made up of the marketing and fundraising teams around the world. Compassion UK and Ireland are part of this alliance.</p>
Global Program	<p>The Compassion International team whose purpose is to equip local churches for holistic child and youth development in poverty, promote a holistic development vision globally, and guide program implementation and evaluation.</p>
Maltreatment	<p>Any behaviour by a person - either an adult or a child - which causes harm to a child. This could be physical, sexual, emotional, financial, harmful cultural practices, exploitation or neglect. This definition is informed by international standards set for defining abuse including by organisations like the United Nations (UN) and the World Health Organisation (WHO).</p>
National Office	<p>Oversees Compassion’s ministry in a specific country or area of a country. Also referred to as “Field Office”.</p>
Participant	<p>Any child, Mother Child Unit, individual or group that receives the benefit of any Compassion assistance of program.</p>

Policy Adoption

This global policy and its addendum was approved and adopted by the board of trustees of Compassion UK and Compassion Ireland on 30 June 2025.