

POLICY **Child Safeguarding**

POLICY NAME: Child Safeguarding

APPROVED BY: Co-Directors

POLICY OWNER: Operations

CATEGORY: Safeguarding &
Accountability

REVISION APPROVED: Pending

NEW/APPROVED: March 2026

NEXT REVIEW: February 2029

1. Introduction

World Renew’s tagline is based on Micah 6:8 and captures the overriding values and motivations for our work: “Doing justice, loving mercy and serving Christ” in all we do. Our value of “People Flourishing” means that “We treat each person equally as an image-bearer of God.” In World Renew, we know that our world, and we ourselves, are fallen and broken; and that God works to redeem and renew us and our world.

World Renew, has updated this Child Safeguarding Policy of May 2026, to protect and further minimize the risk of harm to children who come into contact with World Renew activities. This policy complements, but does not replace, the World Renew Code of Conduct, and Child Safeguarding Code of Conduct. It also complements World Renew’s Code of Good Practice and the principles of the Code of Conduct for the International Red Cross and Red Crescent Movement and NGO’s in Disaster relief. This policy draws on Core Humanitarian Standard (CHS), SPHERE Standards, including the accompaniment Child Protection Minimum Standards, and Inter Agency Standing Committee (IASC) gender handbook in humanitarian action.

Due to the nature of its work, World Renew and its partners work with some of the most vulnerable children in the world. We recognize that children face unique risks of abuse, neglect, exploitation, and violence, particularly in humanitarian, development, and faith-based contexts where power imbalances can be misused. These risks are not only physical but increasingly include digital or online exploitation such as cyber grooming, and misuse of children’s images and personal information.

World Renew believes that all forms of violence, abuse and exploitation are an affront to children’s dignity as human beings. We believe that all children have a right to be safe at all times, and that all children have equal rights to protection from all forms of abuse, neglect,

and exploitation, regardless of their gender, gender identity, sexual orientation, nationality, age, religious or political beliefs, family background, economic status, legal status, ability, physical or mental health or criminal background, and that any form of child abuse or exploitation is unacceptable.

World Renew recognizes the United Nations Convention on the Rights of the Child (UNCRC), which has been ratified by 194 countries. The UNCRC is the main international human rights convention for children. A majority of the 52 articles within the UNCRC are concerned with children's rights to protection from all forms of abuse, neglect and exploitation. Two foundational principles of the UNCRC are the best interests of the child and participation. This means that any decision or action taken will always be done in the best interests of the child, and that children will be consulted and their views considered on all matters involving them.

Furthermore, World Renew commits to strengthening child safeguarding by linking with national child protection systems (where and referral mechanisms, ensuring timely, confidential, and survival-centered responses to safeguarding concerns. We uphold the principles of Do No Harm, accountability and non-retaliation for those who raise concerns, ensuring that staff, volunteers, communities, and children themselves can safely report violations, and that every concern is addressed promptly and transparently

Safeguarding Governance and Accountability

Safeguarding governance within the organization is supported through clear leadership oversight, guided by the Safeguarding Framework through defined roles and responsibilities, and strong accountability mechanisms. The Board provides strategic oversight, senior management ensures implementation, and designated safeguarding staff support reporting and response across the organization. All staff, partners, and representatives share responsibility for safeguarding and must adhere to the organization's safeguarding standards

2. Scope

This policy is intended to apply to any work implemented or funded by World Renew, all World Renew staff and volunteers¹ and World Renew partners.

¹ World Renew staff and volunteers includes anyone who signs onto the World Renew Code of Conduct, including but not limited to partners and partner staff, board members, board delegates, volunteers with Domestic Response Services (DRS), Refugee Resettlement Programme sponsors, interns, consultants, contractors, suppliers, donors and any external/internal visitor to World Renew offices or project sites internationally.

3. Purpose

This policy applies to all people who work in and through World Renew and its partners as they have unique access to children. Rather than adding to risks that children already face, the intention of this policy is to assist World Renew as it seeks to be part of a global effort to value, support and protect children and childhood. This policy seeks to reduce risks to children because of World Renew's work and to ensure that any acts of abuse are identified and dealt with if they occur. It also seeks to reduce the risk to World Renew and World Renew staff, consultants, vendors and volunteers of suspicion and allegation.

4. Principles

While compliance with applicable law is required, the philosophical basis of World Renew's policy to safeguard children is informed by three main sources: a reading of Christian scriptures, World Renew values, and an understanding of international development and humanitarian aid best practice:

- Christian scriptures teach that children are to be cared for and protected; children can participate in the community; children are to be taught; children can serve as an example to adults.
- World Renew's Values include a commitment to the whole person, which encompasses not just physical, social, spiritual and emotional needs, but also understands needs and opportunities of a range of life stages.
- As an organization involved in community and international development and humanitarian aid we understand that good development for a community must work for the most vulnerable groups in a community. In other words, what is good for children is good for communities.

The expression of this philosophy is found in international law. The UN Convention on the Rights of the Child (UNCRC) is an agreement of which 193 countries are a party. It commits signatory countries to ensure that children's rights are upheld in the domains of safety, survival, development and participation.

5. POLICY

World Renew takes a zero-tolerance approach to child abuse, respects children's right to participate, and ensures priority is always given to the best interests of the child. World Renew staff and volunteers are expected to take the same approach when developing and

implementing programmes and projects. World Renew also respects children's right to participate in any decision affecting them, and to have their views heard and acted upon.

Whenever there are conflicting interests, World Renew will ensure that the rights, needs and welfare of the child will always come first – meeting the principle of the 'best interests of the child'. World Renew staff and volunteers will adhere to all child protection laws. This includes travel and work, as well as international laws and conventions in relation to all forms of child abuse, child neglect and child exploitation, including but not limited to: child sex tourism, child sex trafficking, child labour, and child pornography.

6. World Renew Standards for Safeguarding Children

a) Safe Ideas

World Renew's Child Safeguarding Policy outlines the essential ideas, principles and standards that World Renew staff and volunteers and World Renew's partner organizations are expected to work within. Guidelines that develop the ideas in this policy document and describe its implementation will be developed and regularly updated to ensure that they meet the needs of the organization and keep up with good practice. This policy will be reviewed every 3 years.

b) Safe Behavior

World Renew has developed and will maintain a Child Safeguarding Code of Conduct that details acceptable and appropriate behavior for World Renew staff and volunteers. All World Renew staff and volunteers will be expected to sign and abide by the Child Safeguarding code of conduct. All World Renew activities must ensure that children are not put at additional risk of harm, abuse, exploitation or neglect because of our work.

c) Safe People

This policy will be a feature of recruitment processes for all World Renew staff and volunteers. Interviews will include questions relating to the safeguarding of children. All World Renew staff, and volunteers, prior to commencing work, will be subject to referee and National Criminal History Record Checks. Staff or volunteers who pose an unacceptable risk to children will not be offered paid or voluntary positions at World Renew.

Where applicable, World Renew will also participate in recognized inter-agency safeguarding disclosure mechanisms or NGO misconduct disclosure schemes and may request safeguarding-related information from previous employers to ensure that individuals with a history of safeguarding misconduct are not employed or engaged by the organization.

d) Safe Partners and Partnerships

All partner organizations implementing World Renew-supported and resourced programs must maintain World Renew’s minimum child safeguarding standards, including this safeguarding policy, code of conduct, safe recruitment procedures, completing required safeguarding training, risk assessments, and adopt accessible reporting mechanisms. Partners must ensure that all safeguarding concerns are reported and addressed promptly in accordance with survivor-centered principles and applicable laws. Reports must be made immediately to ensure timely action within the established timeline of 48 hours to allow World Renew to meet its reporting obligations to funding partners.”

e) Safe Plans

All programmes that are run by World Renew staff or volunteers, or funded by World Renew, will include an assessment of activity-related risks to children in their planning. As part of assessing and managing risks to children within our work, World Renew will identify aspects of local law relating to the protection of children and ascertain the resources available in various locations and jurisdictions for notification and assistance in the event that abuse is reported or suspected.

All Communications, including the use of images and children’s information, will be undertaken in accordance with World Renew’s Child Safeguarding Code of Conduct.

f) Skills for Safeguarding

All World Renew Staff and Volunteers will be made aware of World Renew’s Child Safeguarding Policy, including how to report a concern about abuse of children in World Renew run or funded programmes.

World Renew will communicate its Child Safeguarding Policy to relevant stakeholders, including children, in a way that is accessible for them and appropriate to their context and level of contact with World Renew.

In addition, training will be made available to staff, tailored to the frequency and intensity of their contact with children in their work with World Renew.

g) Reporting and Investigating Child Protection Concerns

All World Renew staff and volunteers are obligated to report to their designated Safeguarding and Complaints Focal Point, promptly and following the process outlined in this Policy or in the World Renew Complaints Policy, when they know of or have reasonable suspicion of the abuse a child or children.

The Safeguarding and Complaints Focal Point will determine whether the concern being reported is handled as a complaint against a member of World Renew Staff or Volunteer or whether it is dealt with in the context of a broader child protection programme. This policy details the procedure for confidential reporting of concerns about child safety, or allegations of abuse or non-compliance with this policy, the Child Safeguarding Code of Conduct or World Renew's Code of Conduct.

Child Safeguarding reporting procedures include the following minimum standards and should be read in conjunction with the World Renew Complaints Policy:

- Appoint one person as a Child Safeguarding focal point (this can be the same as the Complaints focal point - i.e. a designated Safeguarding and Complaints Focal Point) in each World Renew office or programme location.
- Ensure that clear reporting procedures and guidelines are in place, which are accessible, child-friendly and appropriate to the local context, for how community members and children themselves can report a breach of the Code of Conduct by a staff member or other person associated with World Renew.
- Ensure that during any investigation, the safety, dignity, and well-being of the child remains paramount, and that all actions will be guided by the best interests of the child at all times. Investigations and responses must follow a **survivor-centered approach**, which respects the child's rights, prioritizes their safety and confidentiality and ensures that the child is treated with respect, compassion, and sensitivity.
- World Renew and its partners will facilitate timely and safe referrals to relevant professional services, including child protection authorities, medical care, psychosocial support, legal assistance, and other specialized services available within the local context. All referrals will be handled in a survivor-centered manner, ensuring that the safety, dignity, confidentiality, and best interests of the child or survivor are always prioritized.
- Report any allegations or complaints to the Safeguarding and Complaints Focal Point (mandatory) and to management/donors/authorities as appropriate, depending on the nature and severity of the case and requirements of donor. All individuals who report concerns in good faith will be protected from retaliation, intimidation, or adverse consequences. Reports will be handled confidentially, and the identity of the person raising concern will be protected to the fullest extent possible, in line with the organization's whistleblower protection and safeguarding policies.
- Review all reported cases, and determine whether a full investigation is necessary, ensuring that the safety of the child is the primary concern.

- If a staff member or other person associated with World Renew is alleged to have abused or exploited a child, they will be suspended from their post, or be assigned modified duties, until the investigation is concluded.
- If a staff member or other person associated with World Renew is found to have abused or exploited a child, they will be dismissed from their post.
- Take any disciplinary measures necessary against staff or others if they are found to have breached the Child Safeguarding Code of Conduct.
- Depending on the nature of the breach, provide support such as training and counselling, increased supervision or transfer to other duties, for staff whose behavior is in breach of the Code of Conduct but does not pose a significant risk to the safety of children, for example shouting at a child.
- Subject to all applicable legal requirements, the need to respond to any legal proceedings and as may be necessary for the proper investigation of an allegation, all information about child protection concerns and reports is to be kept confidential, discussed only with the Safeguarding and Complaints Focal Point, and any other parties designated by them according to reporting requirements.

The reporting process will be accessible for World Renew staff and volunteers and for children or families of children that may experience abuse during a World Renew programme. Child appropriate reporting channels will be established to enable accessibility for all children. All concerns and allegations must be reported and followed according to this policy; the World Renew Complaints Policy and requirements of relevant local laws. The Safeguarding and Complaints Focal Point, in consultation with the Director of Safeguarding and Accountability and other senior staff as appropriate, including but not limited to the Country Director and relevant Department Heads, will determine the best response to concerns or allegations. This may include a report to an external authority or an internal investigation. The investigation may also recommend internal disciplinary measures, including dismissal. All information from reports and investigations will be carefully documented and stored confidentially.

h) Safe for All Children

World Renew staff and volunteers and World Renew's partners work across a range of jurisdictions, and are subject to state, regional, national and international laws. All children have equal and significant value and should be safe within World Renew programmes or World Renew funded programmes, wherever they come from. World Renew's partners will develop their own policies and processes, adapted to their own local contexts that have as their minimum basis the standards included in this policy. Children have the right to be

heard, to express their views freely, and to participate in decisions that affect them, in ways appropriate to their age, maturity, and evolving capacities. All children have equal rights to protection, regardless of gender, gender identity, disability, age, nationality, social or economic background, legal status, sexual orientation, religion, political belief, or any other characteristic.

Information on children's rights and the Code of Conduct will be communicated in ways that are accessible, age-appropriate, and culturally relevant, so that children and communities understand their right to safety and know how to raise concerns if safeguarding standards are not upheld.

i) Monitoring and Review

World Renew is committed to ensuring that this Child Safeguarding Policy is actively implemented and not just a written document. All staff, volunteers, and partners will receive training and orientation to understand their safeguarding responsibilities, and awareness materials will be shared with communities and children in age-appropriate and accessible ways.

Compliance with this policy will be monitored through regular partner assessments, safeguarding audits, complaints and feedback mechanisms, and reporting against safeguarding indicators. Lessons learned will be used to strengthen practice and close gaps. The policy will be formally reviewed every three years, or sooner if significant risks, legal requirements, or programmatic changes occur, to ensure it remains relevant, effective, and aligned with national and international safeguarding standards.

Child Safeguarding policy requirements are included in partnership agreements with partner agencies, contractors, vendors, and consultants.

7. Key Terms and Definitions

Abuse: Where the term “abuse” is used in this policy it should be understood to include sexual, physical and emotional abuse, neglect, and exploitation.

Child or Minor: A person under the age of 18 (a child according to the definition in the Convention for the Rights of the Child).

Child Protection: In its widest sense, child protection is a term used to describe the actions that individuals, organisations, countries, and communities take to protect children from acts of “harm”, maltreatment (abuse) and exploitation e.g., domestic violence, exploitative child labour, commercial and sexual exploitation and abuse, deliberate

exposure to HIV infection, physical violence to name but a few. It can also be used as a broad term to describe the work that organizations undertake in particular communities, environments or programmes that protect children from the risk of harm due to the situation in which they are living.

Child Safeguarding: safeguarding is the set of internal facing, operational policies, procedures

and practice that we employ to ensure that our organization itself is a child safe organisation. This means we ensure that:

1. Anyone who represents our organization behaves appropriately towards children and never abuses the position of trust that comes with being a member of our organisation family.
2. Everyone associated with the organization is aware of and responds appropriately to issues of child abuse and the sexual exploitation of children
3. We create a child-safe environment in all of our activities by always assessing and reducing potential risks to children.
4. We are driven by the duty of care that we have to children.

Contact with children: Any interaction with or proximity to children. This includes both intentional and incidental contact. Most roles can be considered to involve contact with children at some point.

Cyber grooming: the process where an adult builds an emotional connection with a child online, often posing as a peer, to manipulate or exploit them, often for sexual purposes.

World Renew Staff: Refers to partners and partner staff, board members, board delegates, volunteers with Domestic Response Services (DRS), Refugee Resettlement Programme sponsors, interns, consultants, contractors, suppliers, donors and any external/internal visitor to World Renew offices or project sites internationally.

Working with children: Implementing activities directly with children.