



2024

CHILD PROTECTION MANUAL

ZEBRA GENERATION

Preamble

At Zebra, we recognize that children are vulnerable and deserving of protection from harm, abuse, and exploitation. We acknowledge that our work with children requires a commitment to their safety, well-being, and development. This Child Protection Policy reflects our dedication to creating a safe and nurturing environment for all children with whom we work.

We believe that every child has the right to:

- Be protected from harm, abuse, and exploitation
- Participate in decisions that affect them
- Receive support and care that promotes their well-being
- Be treated with dignity and respect

This policy outlines our approach to protecting children and promoting their well-being. It is guided by international and national laws, policies, and best practices related to child protection. We are committed to implementing this policy in a way that is sensitive to the needs and contexts of the children and communities we serve.

By adopting this policy, we demonstrate our commitment to prioritizing the safety and well-being of children and to creating a culture of child protection within our organization.

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1.0 Introduction

At Zebra, we recognize the inherent vulnerability of children and the critical importance of protecting them from harm, abuse, and exploitation. As an organization working with children, we have a responsibility to ensure their safety, well-being, and development. This Child Protection Policy is a cornerstone of our commitment to creating a safe and nurturing environment for all children with whom we work.

Children are vulnerable to various forms of harm, abuse, and exploitation, including physical, emotional, and sexual abuse, neglect, and exploitation. The consequences of such harm can be severe and long-lasting, affecting not only the individual child but also their families and communities. It is essential that we, as an organization, take proactive steps to prevent harm and protect children from abuse and exploitation.

1.2 Purpose

The purpose of this Child Protection Policy is to outline our approach to protecting children and promoting their well-being. This policy provides a framework for our work with children, ensuring that we prioritize their safety, well-being, and development in all our activities. It also outlines the procedures and guidelines that our staff, volunteers, and partners must follow to prevent harm and respond to concerns or allegations of child abuse.

1.3 Scope

This policy applies to all Zebra Generation members, staff, volunteers, partners, and anyone representing Zebra. It covers all aspects of our work with children, including program design, implementation, monitoring, and evaluation. We are committed to implementing this policy in a way that is sensitive to the needs and contexts of the children and communities we serve.

1.4 Guiding Principles

Our Child Protection Policy is guided by the following principles;

- The best interests of the child are paramount
- Children have the right to participate in decisions that affect them
- Children have the right to be protected from harm, abuse, and exploitation
- Prevention of harm, abuse, and exploitation is a priority
- Partnership and collaboration are essential to protecting children

1.5 Definitions

- a) Child: Anyone under the age of 18.
- b) Child Abuse: Physical, emotional, or sexual abuse, neglect, or exploitation.
- c) Child Protection: Measures taken to prevent and respond to child abuse.

2.0 Commitment of Zebra Generation

Zebra is committed to protecting children and promoting their well-being. We will work tirelessly to prevent harm and respond to concerns or allegations of child abuse in a prompt, sensitive, and effective manner. We will also ensure that our staff, volunteers, and partners are trained and equipped to protect children and promote their well-being.

What we will do	How we will do it
<ul style="list-style-type: none">▪ We will raise awareness about child protection issues, including the risks of harm, abuse, and exploitation, and the importance of protecting children.▪ We will take proactive steps to prevent harm and abuse, including implementing safety measures, providing training and support, and promoting a culture of child protection.▪ We will respond promptly to concerns or allegations of child abuse, and take all necessary	<ul style="list-style-type: none">✓ Educate on child protection issues and risks.✓ Implement safety measures, training, and promote a culture of child protection.✓ Take swift action to protect children from harm and abuse.✓ Notify authorities of child abuse incidents as required.✓ Provide resources, counseling, and care to survivors.✓ Regularly assess and update child protection

<p>steps to protect the child and prevent further harm.</p> <ul style="list-style-type: none"> ▪ We will report incidents of child abuse to the relevant authorities, including law enforcement and child protection agencies, as required by law or policy. ▪ We will provide support and resources to survivors of child abuse, including counseling, medical care, and other forms of assistance. ▪ We will regularly monitor and review our child protection policies and procedures to ensure they are effective and up-to-date. 	<p>policies and procedures.</p> <ul style="list-style-type: none"> ✓ Respond promptly and appropriately to reports of child abuse, ensuring the safety and well-being of the child ✓ Conduct thorough background checks and screening for staff and volunteers working with children. ✓ Establish procedures for reporting and responding to child abuse allegations. ✓ Regularly monitor and review the policy and procedures.
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3.0 Code of contact

Expected Behavior	Prohibited Behavior
<ul style="list-style-type: none"> ▪ Avoid physical, emotional, or verbal abuse. ▪ Refrain from inappropriate physical contact, gifts, or communication. ▪ Recognize the power imbalance between adults and children, and avoid exploiting or manipulating children. ▪ Report any concerns or allegations of child abuse or exploitation to the designated child protection officer. ▪ Adhere to our organization's child protection policies and procedures. 	<ul style="list-style-type: none"> ○ Physical contact that is intended to harm or intimidate a child. ○ Verbal communication that is intended to harm, intimidate, or belittle a child. ○ Behavior that is intended to harm or exploit a child's emotional well-being. ○ Any form of sexual contact or behavior with a child. ○ Using children for personal gain, benefit, or gratification.
<p align="center">Consequences of Misconduct</p> <p>Failure to follow this code of conduct may result in disciplinary action, including termination of employment or partnership.</p>	

4.0 Responsibilities

Actors	Actions
Staff and Volunteer Responsibilities	<ul style="list-style-type: none"> • Adhere to child protection policies and procedures. • Report any concerns or allegations of child abuse. • Maintain professional boundaries with children. • Prioritize children's safety and well-being.
Management Responsibilities	<ul style="list-style-type: none"> • Develop and implement comprehensive child protection policies. • Provide training and support for staff and volunteers. • Ensure accountability for child protection. • Regularly review and update child protection policies and procedures.
Partner Responsibilities	<ul style="list-style-type: none"> • Adhere to our organization's child protection policies. • Report any concerns or allegations of child abuse. • Prioritize children's safety and well-being.

5.0 Confidentiality

Maintain confidentiality when dealing with child protection issues, while ensuring that reports are made to relevant authorities.

6.0 Implementation and Review

- Policy Review: Review the policy annually or as needed.
- Provide ongoing training and capacity building for staff and volunteers.
- Monitor and evaluate the effectiveness of the policy.

7.0 Key Contacts

P.O. Box 380033 Moyo (U), Multipurpose Training Center

Tel: 0766532867 Email: zebragen256@gmail.com

POLICY SIGN OFF

The ZEBRAG Child Protection Policy was signed on 24th March 2024 at Moyo Multipurpose Training Center by

Executive Secretary

Signature
Maliamungu James

Executive Directors

Signature
Unzimai Julius

Chair Board of Directors

Signature
Viola Brenda