



GOAL Child Protection Policy (CPP)

June 2022

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1. Introduction

As an organisation working with children, both directly or indirectly, GOAL has a moral and legal responsibility and a duty of care to protect children from both accidental harm as well as deliberate abuse by the way we operate, either through our Members (as set out above on page two), operations, or within our programmes. GOAL will ensure that all possible and necessary steps are taken to protect the rights of children and to ensure their well-being.

Whilst recognising the inherent power differential between humanitarian agencies and impacted communities which heighten the risk of abuse and exploitation of children, we take seriously our responsibility to ensure GOAL is a safe organisation.

Positive action will be taken to prevent those who abuse children from becoming involved with GOAL and stringent measures against any GOAL Member who abuses a child.

GOAL bases its Child Protection Policy on 6 principles:

- a. **Best interests of the child** means to evaluate and balance all the elements necessary to make a decision in a specific situation for a specific individual child or group of children.
- b. **Child rights**, GOAL's Child Protection Policy is firmly based on the principles of the UN Convention on the Rights of the Child. A child rights-based approach puts children at the centre of work intended for their benefit and involves them as actors in their own protection and development.
- c. **Child participation**, Children have a right to be heard, listened to, and taken seriously. Taking account of their age and understanding, they should be consulted and involved in all matters- and decisions which may affect their lives. Children have much to contribute through a clear understanding of their own situations and ways in which they can be supported to protect themselves. Creating spaces where children feel able and willing to speak out about abuse, free from abusers, empowers them to become involved in their own protection without further discrimination or shame. Children will only benefit from this policy if they are aware of their rights and are provided the appropriate environment in which to exercise them.
- d. **Accountability**, GOAL has identified the importance of leadership with clear lines of accountability, without ambiguity about who is responsible at every level, especially for the health, well-being and safety of vulnerable children. Children have an active right to comment, feedback, and complain about GOAL's work and GOAL has an obligation to listen to and act upon such feedback.
- e. **Transparency**, Transparency breaks down cultures of silence, taboo, secrecy, and fear in which child abuse thrives. Transparency and the space and opportunity to talk freely create a preventive and protective environment for children. Silence breeds abuse and exploitation of children. Transparency in dealing with incidents is required, whilst maintaining the confidentiality
- f. **Commitment**, This policy sets out guidelines and standards that must be put into practice. Protecting children engaged in GOAL's work is the duty of all GOAL members. These standards are an expression of our core concern to protect all children and to promote their health, safety and wellbeing.

2. Purpose

GOAL is committed to protecting children from harm and ensuring children's right to protection under Article 19 of the UNCRC is fully realised. GOAL will protect and treat all children with respect regardless of gender, age, disability, race, colour, sex, language, religion, political or other opinion, national, ethnic, or social origin or other status.

We recognise the need to ensure that our GOAL Members, operations, programmes, campaigns and activities "do no harm" to children. GOAL works to ensure the rights, safety and wellbeing of all children are protected and that any concerns the organisation has about children's safety within the communities in which we work are reported to the appropriate local authorities.

Guiding Principles

As local laws and customs differ widely across the world, the GOAL Child Protection Policy is informed by the UN Convention on the Rights of the Child and best practice from the humanitarian sector (including GOAL's own policies and experience). It applies regardless of location and local law¹.

GOAL's Child Protection Policy is also in line with a number of key international principles and standards as set out in:

- IASC Minimum Operating Standards; Protection from Sexual Exploitation and Abuse by own Personnel (2019)².
- Keeping Children Safe, Standards and Practices (2015)³
- The Statement of Commitment on Eliminating Sexual Exploitation and Abuse by UN and Non-UN Personnel, August 2008⁴
- The Core Humanitarian Standard (CHS) on Quality and Accountability⁵.
- The Inter-Agency Standing Committee (IASC) Task Force on Accountability to Affected Populations (AAP)'s Commitments on Accountability to Affected People/Populations (CAAPs).⁶

3. Scope

The GOAL Child Protection Policy is applicable to all GOAL Members.

Any violation of the GOAL Child Protection Policy will be treated with the utmost seriousness and will be dealt with in accordance with GOAL's Disciplinary Procedures as detailed in GOAL HR Manuals and within applicable laws. This may result in a disciplinary sanction up to and including termination of employment, as well as legal action.

Those in positions of authority in GOAL have a particular duty to ensure adherence by both themselves and others to the GOAL Child Protection Policy and to support and develop appropriate systems to facilitate compliance, disclosures and follow up.

All Partners and contractors/suppliers are expected to be committed to either GOAL's Child Protection Policy or their own Child Protection Policy, provided their standards are equivalent to GOAL's Child Protection Policy. Contractors/suppliers will also be required to sign GOAL's Supplier Code of Conduct.

GOAL Members are bound to the commitment not only to abide by, but also to understand and promote the policies, guidelines, principles, and practice of child protection in a child rights context. It is crucial that GOAL members uphold the highest standards of professional and ethical behaviour while working with GOAL, because the actions of GOAL Members reflect the principles of the organisation.

4. Definitions & Acronyms

- **A Child:** In line with the UNCRC, for the purposes of this policy, **a Child** is defined as any person under the age of 18 years (UNCRC Article 1), regardless of local custom, or the age of majority or consent locally.

¹ GOAL Code of Conduct 2021

² <https://interagencystandingcommittee.org/inter-agency-standing-committee/iasc-six-core-principles-relating-sexual-exploitation-and-abuse>

³ KCS-CS-Standards-ENG-200218.pdf (keepingchildrensafe.global)

⁴ https://interagencystandingcommittee.org/system/files/legacy_files/LATEST%20Statement%20of%20Commitment_%20Final%20Corrected%20Text%20%20updated%20with%20signatories%202011.pdf

⁵ GOAL is a full member of the CHS Alliance

⁶ Namely: 1) leadership, 2) transparency, 3) feedback and complaints, 4) participation, and 5) design, monitoring and evaluation.

- **Child Protection (CP):** All measures taken to prevent and respond to abuse, neglect, exploitation, and all forms of violence against children.
- **Abuser:** A person who abuses a child by inflicting harm or failing to prevent harm. Children can be abused in a family, community, or institutional setting. More often than not, the abuser is known to and trusted by the child. Those who wish to abuse come from all sectors of society. Children can also abuse other children.
- **Child Abuse:** Anything which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of safe and healthy development into adulthood. The main categories of Child Abuse are Physical Abuse, Emotional Abuse, Neglect/Negligent Treatment and Sexual Abuse/Sexual Exploitation.
- **Physical abuse:** The use of physical force that causes actual or likely physical injury or suffering (e.g., hitting, shaking, burning, female genital mutilation, torture).
- **Emotional abuse:** Harm to a child’s emotional, intellectual, mental, or psychological development. This may occur as an isolated event or on an ongoing basis. Emotional abuse includes but is not limited to any humiliating or degrading treatment (e.g., bullying, bad name-calling; threats; yelling, screaming, or cursing at; teasing; constant criticism; belittling; persistent shaming; etc.), failure to meet a child’s emotional needs, and rejecting, ignoring, terrorising, isolating, or confining a child.
- **Neglect:** *Intentional neglect* is the persistent failure to meet a child’s basic physical and physiological needs, including mental health needs. Neglect can be defined in terms of an omission, where a child’s health safety, development or welfare is being avoidably impaired by being deprived of food, clothing, warmth, hygiene, intellectual stimulation, supervision and safety, attachment to and affection from adults or medical care. Circumstantial neglect should also be considered which often occurs in scenarios of weak social protection and poverty.
- **Child sexual abuse:** All forms of sexual violence and coercion, sexual solicitation, manipulation, or trickery including incest, early and forced marriage, rape, involvement in or exposure to indecent images/video (pornography) and sexual slavery/trafficking. Sexual abuse may include but is not limited to indecent touching or exposure, explicit sexual language towards or about a child and grooming. Sexual abuse does not always involve touching.
- **Sexual exploitation** means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially, or politically from the sexual exploitation of a child. This definition includes human trafficking and modern slavery.
- **Commercial exploitation** means exploiting a child in work or other activities for the benefit of others and to the detriment of the child’s physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, forced labour, child labour⁷.
- **Child Safeguarding:** Preventing, reporting, and responding to harm, abuse or exploitation of any child by a GOAL Member. The GOAL Child Protection Policy also requires reporting/referring child abuse cases affecting any child in GOAL programmes, even if not committed by GOAL Members.

⁷ Hire children in any form of child labour (including as house help) unless it is within the best interest of the child and in alignment with local law and international standards. (‘Child Labour’ is work that is mentally, physically, socially or morally dangerous and harmful to children, or that interferes with their schooling. ‘Child work’ in contrast may be beneficial if permitted by International Labour Organisation (ILO) Conventions and puts the child’s best interests ahead of any benefits gained by adults.)

GOAL recognises the diversity amongst children. Where this Policy refers to children throughout, it does so with the understanding that it refers to:

- Girls and boys of different ages, recognising that gender roles and responsibilities vary across the life cycle.
- Girls and boys of diverse backgrounds, understanding that sexuality, ethnicity, nationality, disability, belief, civil or economic status, norms, and cultural and traditional practices, etc, can be barriers or enablers, depending on context.
- Girls and boys with different experiences, understanding that experiences of marginalisation are heterogenous, with marginalisation deriving from multiple and intersecting factors.

5. Measures to Implement the Policy

a. Staffing and Training

At country level, each Country Director has the responsibility for implementing the policy in full. The Child Protection Policy will be translated in the main languages used in GOAL. This Policy is also applicable to GOAL's work (directly or indirectly) with children in Ireland (e.g. development education work with school pupils, fundraising events directly organised by GOAL, etc.) All GOAL Members must sign an acknowledgement that they know, understand and will follow this Child Protection Policy. Signed agreements should be kept on file by the relevant office.

Each Country Director appoints a designated Safeguarding Manager or Focal Person. It is the responsibility of the Safeguarding Manager or Focal Point to ensure that Child Protection is included in all safeguarding trainings which staff members and implementing Partners receive. Trainings should be tracked on the Training Management System. Training requirements include:

- A Child Protection Induction within thirty (30) days of their employment.
- A Child Protection training within the first three (3) months of their employment.
- Periodic refresher training every two (2) years or specific trainings to meet the needs of staff roles within the local context and its accompanying risks.

Furthermore, Safeguarding Managers/Focal Points will update the Protection stakeholder mapping on an annual basis and train field level staff on how to support children who disclose any form of abuse, specifically sexual exploitation and/or abuse⁸ and how to deal with suspected or actual cases of abuse (even if not disclosed directly by a child) through linking or referring cases to relevant protection services and/or appropriate local authority, such as in the case of an unsafe programme design, or child protection issue in the community (unrelated to a GOAL member).

Human Resources will incorporate appropriate job responsibilities (such as staff training, complaints, and response mechanisms, coordinating high-level oversight and progress reports) in specific staff positions to support and ensure effective implementation of organisational strategies to prevent and respond to child abuse.

Human Resources will also ensure recruitment processes use thorough background checks⁹ and also vet potential employees' attitudes towards child protection in line with applicable laws.

Emergency responses which are declared a global response will appoint their own Safeguarding Manager/Focal Point.

⁸ Using GOAL's Guide for Supporting a Survivor of Sexual Exploitation and Abuse.

⁹ Pre-employment background Check SoP

b. Prevention Measures

As stated above, preventing, reporting, and responding to harm, abuse or exploitation of any child by a GOAL Member is referred to as child safeguarding. The GOAL Child Protection Policy also requires reporting/referring child abuse cases affecting any child in GOAL programmes, even if not committed by GOAL Members.

GOAL responsibilities

GOAL will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy.
- Design and undertake all its programmes and activities in a way that protects children from any risk of harm that may arise from their coming into contact with GOAL. Safeguarding risk assessments¹⁰ must be completed for projects, activities and programmes that carry risk to children.
- Ensure that information about children in our programmes is gathered and communicated through appropriate consent procedures.
- Refrain from interviewing children who are not accompanied by their parents/guardian.
- Adhere to ethical communications on child safeguarding and has adopted the Dóchas Code of Conduct on Images and Messages (Refer to GOAL's Social Media and Online Messaging Policy).
- Implement stringent child safeguarding procedures when recruiting, managing, and deploying GOAL Members, including in an emergency response.
- Train staff on child protection at a level commensurate with their role in the organisation.
- Follow up on reports of child abuse promptly and according to due process.
- Ensure that all agreements for Suppliers and GOAL's Partners include child safeguarding requirements.
- Advise against children residing in GOAL compounds or visiting compounds unchaperoned.

GOAL Board and Senior Management Responsibilities

- The GOAL Board is ultimately responsible for the application and implementation of the GOAL Child Protection Policy through Senior Management Teams in Head Office and in country programmes.
- The Senior Management Team shall hold Regional Directors to account for ensuring implementation of the GOAL Child Protection Policy including risk management processes.
- The Senior Management Team will ensure that adequate technical support is provided to country programmes to adapt and implement the GOAL Child Protection Policy. One member of the board is identified as the Safeguarding focal point.
- The CEO will be informed of all Category 6¹¹ Child Safeguarding cases. A yearly report, based on an internal audit is also sent by each GOAL country programme to the Head Office Senior Management Team. CP Policy implementation is regularly monitored by the Audit and Risk Committee.

Staff responsibilities

GOAL has zero-tolerance towards incidents of violence or abuse against children and adults, including sexual exploitation and abuse, committed by GOAL Members, therefore all GOAL Members should adhere to the commitments set out in this Child Protection Policy and GOAL's Protection from Exploitation, Sexual Abuse and Harassment Policy (PSEAH).

Therefore, GOAL Members must not:

¹⁰ Safeguarding risk assessments can be integrated as part of the broader Safe, Accountable and Inclusive Programming project level risk assessment approach.

¹¹ Refer to Annex 2 - Safeguarding Incident and Response Protocols.

- Engage in sexual activity with anyone under the age of 18, regardless of the age of consent locally (mistaken belief of age being no defence)¹².
- Sexually abuse or exploit children.
- Subject a child to physical, emotional or psychological abuse, or neglect.
- Exchange money, employment, goods or services for sexual activity with a child. This includes any exchange of assistance that is due to those participating in GOAL activities.
- Engage in any commercially exploitative activities with children including child labour or trafficking.
- Spend time alone with children away from others.

GOAL recognises the devastating effects of online abuse, including online sexual exploitation and abuse, and has taken necessary steps to prevent harm through communications, social media and digital technology. All GOAL staff should adhere to the commitments set out in this Child Protection Policy as well as GOAL's Social Media and Online Policy.

c. Reporting

What to do if you witness or suspect a wrong-doing

It is the obligation of all GOAL Members to raise any concerns or suspicions they have, actual or perceived, of any breach of the GOAL Child Protection Policy by any GOAL Member. GOAL Members may avail of GOAL's Whistleblowing Procedure for doing so (see GOAL Whistleblowing Policy) or they may discuss the incident with their Line Manager if they feel comfortable doing so.

All GOAL country programmes have a Safeguarding Manager and/or Focal Point trained in handling sensitive issues arising from an actual or perceived breach of the GOAL Child Protection Policy. Tools related to reporting concerns or incidents of child abuse are found in Annexes 3 and 4.

If a GOAL Member is made aware of any actual or perceived breach of the GOAL Child Protection Policy they should report it **immediately** to their:

- Safeguarding Focal Point¹³ or line manager. If the GOAL member does not feel comfortable reporting to their Safeguarding Manager and/or Focal Point or line manager (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to
- Any other appropriate staff member. For example, this could be a senior manager or a member of the HR Team or
- GOAL's internal mechanism Speakup@goal.ie and to the Global Safeguarding Advisor.
- And/or to GOAL's external mechanism goal@safecall.co.uk as laid out in the Whistleblowing Policy.

d. Response

When made aware of an alleged breach of the GOAL Child Protection Policy, GOAL will:

- Depending on the seriousness of an allegation, urgent action may be required before an investigation is launched, to protect a child from further harm, such as, providing urgent medical attention; removing a health and safety hazard; suspending a person from duty; reducing a person's access to programmes to prevent a serious incident.
- Investigate allegations of child exploitation and abuse involving GOAL Members in a timely and professional

¹² The sole exception to this may be where a staff member is legally married to a person under the age of 18 before they are employed by GOAL.

¹³ All GOAL country programmes will also have a Safeguarding Manager and/or focal point trained in handling sensitive issues arising from an actual or perceived breach of the GOAL Child Protection Policy.

- manner, and to the best of its capacity encourage all designated stakeholders to do the same.
- **Report to Authorities.** Any action taken will be in accordance with GOAL’s policies and procedures and informed by national legislation. Depending on the nature and circumstances of the case, as well as the best interest of the child survivor(s), GOAL will involve the appropriate local authorities, including Donors, the Charity Commissioners, to ensure the protection of all programme participants and the transparency of our child safeguarding processes.
 - Use appropriate interviewing practices with complainants and witnesses, particularly with children. This may include engaging professional investigators or securing investigative expertise as appropriate.
 - Take appropriate action to the best of its capacity to protect persons from retaliation when allegations of child exploitation and abuse are made in good faith.
 - Take swift and appropriate action, including legal action when required, against employees and related personnel who commit child abuse.
 - Take swift and appropriate action against those who were aware of such child abuse/exploitation but did not report it.
 - Adopt a survivor-centred approach in preventing and responding to child exploitation and abuse caused by GOAL Members, regardless of whether a formal internal response is carried out (such as an internal investigation). GOAL will ensure child survivors are offered support and assistance to safe health/medical, psychosocial, and legal/justice response where appropriate. Decisions regarding support will be based on the best interest of the child and engage with the family/caregivers as appropriate.

Apply appropriate disciplinary measures to GOAL Members found in breach of the policy. All GOAL Members should be made aware of the reporting mechanisms for child abuse. Country Directors should ensure that reporting lines on how to raise concerns are displayed in an accessible location in all GOAL offices. This display must contain the contacts of all focal points, the internal SpeakUp@goal.ie, the external goal@safecall.co.uk whistleblowing contacts and the complaints response mechanism.

e. Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with child protection concerns. Information relating to the concern and subsequent case management should be shared on a need-to-know basis only and should always be kept secure.

f. Risk Management

GOAL will audit its operations annually to ensure that the GOAL Child Protection Policy is being addressed correctly in 4 components:

- Policy:** the GOAL Child Protection Policy is applied in all GOAL country programmes, it is easily accessible to all staff and fully understood by all GOAL Members.
- Procedures:** systems are in place to reduce risks of abuse, rumors and the possibility of harm.
- People:** staff are recruited, managed and work in an environment that addresses child protection through support, training, information, and response.
- Accountability:** systems are in place to receive and respond to concerns, and to recognise and limit risks.

g. Community Feedback and Response Mechanisms

Children and their parents and/or guardians are aware of established complaint mechanisms in GOAL projects and their right to be safe from abuse and exploitation in GOAL’s programmes.

GOAL will:

- Work with both children and adults in the community to help them recognise inappropriate conduct by GOAL Members, and to develop safe and context-based community response mechanisms by which children and adults can report general suggestions and any serious incidents of misconduct by GOAL Members.
- Ensure that a functioning Community Feedback Mechanism (CFM) is operational in all programme areas, with multiple means of communication channels (including digital and paper-based, in-person and remote, collective and individual) and that such CFMs are publicly advertised in all programme locations (see the Global CFM manual for more information). Staffing for CFMs should be made up of at least 50% females.
- Child friendly information/messaging materials will be developed and disseminated widely with children in the community.
- Provide information on how to report child abuse, sexual exploitation, abuse and harassment, or other breaches of our Code of Conduct by GOAL Members.

6. Non-Compliance

Any concern or suspicion regarding child abuse or a breach of the GOAL Child Protection Policy, at any level is treated with the utmost seriousness by GOAL. GOAL will take immediate action appropriate to the circumstances and will address the support needs of those involved. In the event of an allegation that involves a criminal offence, the subject of complaint should be informed that, in addition to disciplinary action, the investigation may be reported to the appropriate legal authorities for further investigation.

Disciplinary action may include up to and including termination of employment or other affiliation with GOAL.

With regards to a breach by a Partner organisation, appropriate action will be taken up to and including immediate termination of a partnership or service agreement. In this case, the short or long-term impact on beneficiaries of the termination of a partnership will be considered.

GOAL also recognises the significant damage that can be caused by malicious or unfounded accusations and will endeavor to provide protection for staff who may be wrongly accused.

7. Related policies and procedures

The GOAL Child Protection Policy is linked to and must be read in conjunction with:

- GOAL Code of Conduct
- GOAL Child and Adult Safeguarding Policy
- GOAL Gender Equality Policy
- GOAL Protection from Sexual Exploitation, Abuse and Harassment (PSEAH) Policy
- GOAL Risk Management Policy
- GOAL Employee Handbook
- GOAL Whistleblowing Policy
- GOAL Social Media and Online Messaging Policy

A list of all GOAL's active policies can be found on the Global page on GOAL's intranet.

Support Toolkit Associated with implementation of this policy:

Annex 1: Flow Chart of Reporting Sensitive Cases

Annex 2: Names and Contact Details for Reporting and Responding to Child Abuse and Neglect

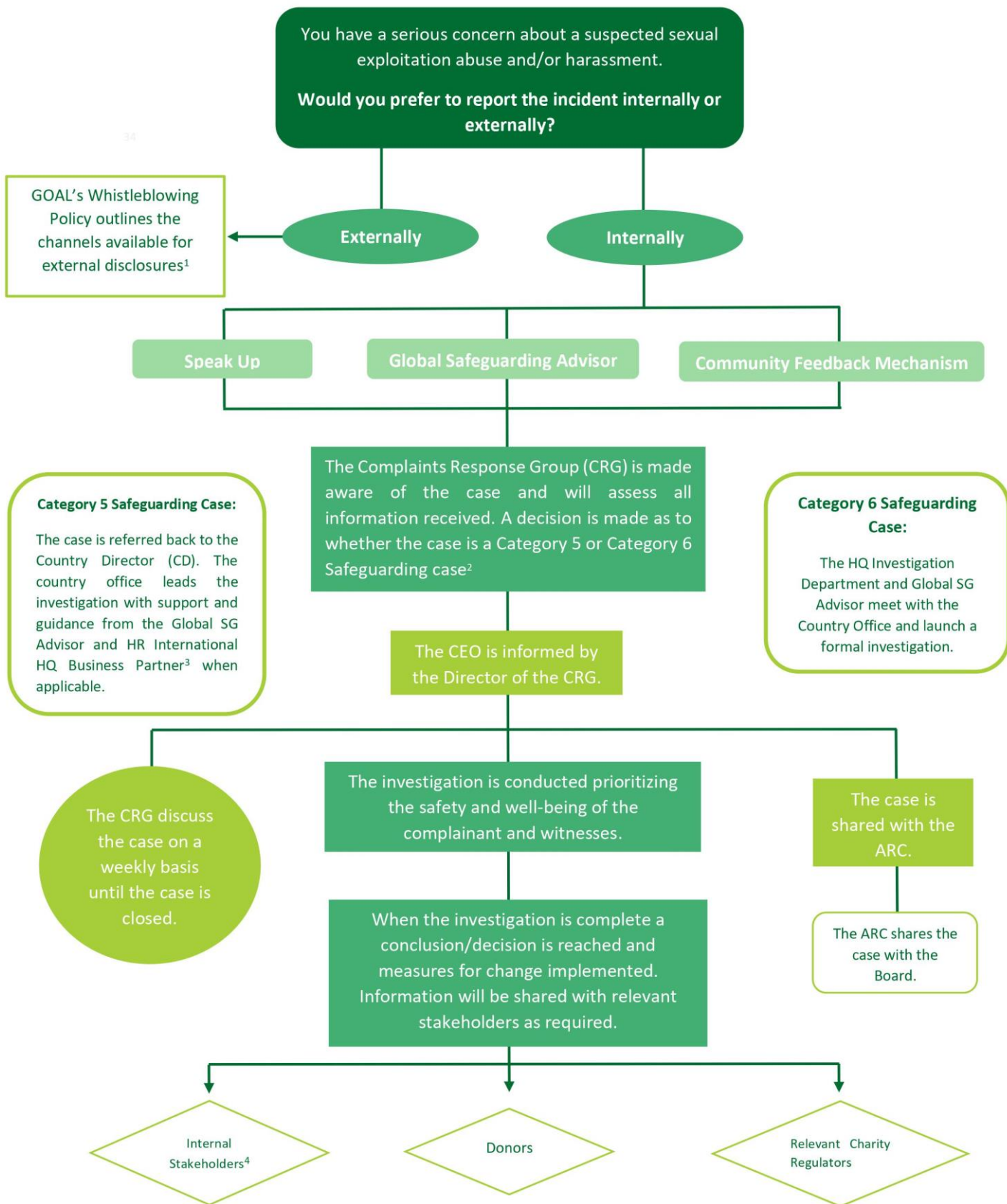
Annex 3: Reporting and Responding to Suspicions or Disclosure of Sensitive Case

Annex 4: Serious Wrongdoing Report Form

Annex 5: Child Protection Code of Behaviour for Visitors

Annex 6: Sign Form

Annex 1: Flowchart of reporting Sensitive Cases



¹ GOAL's Whistleblowing Policy, Annex 1: Progressing concerns about a suspected wrongdoing

² In accordance with our Safeguarding Incidents and Response Protocols outlined in the SoP Head Office Complaints Procedure.

³ Refer to the Dignity at Work Policy, which outlines the required investigation process

⁴ Information shared as outlined in our Safeguarding Incident and Response Protocols.

Annex 2: Safeguarding Incident and Response Protocols

Effective Date:	April 2022
Review Date:	April 2025

GOAL Safeguarding Incident and Response Protocols

1: Responding to Safeguarding Incidents

GOAL Members are required to investigate and respond to reports of child or adult abuse of participants of GOAL programmes in ways which are consistent with local law. GOAL uses two levels of Safeguarding Incidents to determine GOAL's response, which is based on the seriousness of the incident and GOAL's role. The categorisation of incidents aligns to GOAL's Complaints Feedback Mechanism.

Safeguarding Category Definitions

Category 5 - Safeguarding	An issue, complaint, or disclosure relating to any incident of verbal abuse or one-off/first time harassment (including online abuse) of a sexual nature relating to GOAL staff, programme, or its partners. Any form of abuse or exploitation within GOAL's area of operation but unrelated to GOAL, GOAL staff, or GOAL partners, that GOAL becomes aware of.
Category 6 - Safeguarding	An issue, complaint, or disclosure relating to any incident of physical abuse, sexual abuse, child abuse, sexual exploitation, child exploitation, or repeated harassment concerning GOAL, GOAL staff, or GOAL partners.

2: Response Protocols

All safeguarding reports must be sent to the Global Safeguarding Advisor as a member of the CRG. On receipt, concerns are categorised as either Category 5 Safeguarding or Category 6 Safeguarding cases.

Depending on the seriousness of an allegation, urgent action may be required before an investigation is launched, such as:

- providing urgent medical attention.
- removing a health and safety hazard.
- suspending a person from duty.
- reducing a person's access to programmes to prevent a serious incident.

All such incidents are tracked in the Safeguarding Case Management System.

Category 5 - Safeguarding case

For Category 5 Safeguarding cases, the case will be referred back to, and managed by, the Country Director (CD) for local investigation. The country office will lead this investigation with support and guidance from the Global Safeguarding Advisor. When required the HR International or HQ Business Partner will be informed of the case and may refer to the Dignity at Work Policy, section 3.2 "Steps in resolving complaints under the Dignity at Work Policy," if applicable.

Category 5 Safeguarding cases are not shared with the donor.

Category 6 - Safeguarding case

For Category 6 safeguarding cases, the Global Safeguarding Advisor will work with the Director of Investigations in supporting the country offices in the course of the investigation, including review of the Investigation plan.

On occasion it may be necessary for HQ Investigation Department to investigate the case directly. All other Category 6 Safeguarding cases will be immediately referred back to the Country Director, who should commence an investigation with oversight, and assistance, from the HQ Investigation Department and the Global Safeguarding Advisor.

The Director of Investigations and the Global Safeguarding Advisor will oversee the reporting of issues to the appropriate authorities such as law enforcement, relevant donors and charity regulators.

Category 6 Safeguarding cases will be shared with the relevant donor.

The Investigation Department/CRG may share a case with the Legal Counsel, Head of HR, Director of Programmes, Regional Director, or any other senior staff member, at their discretion, as required and on a case-by-case basis.

3: Reporting and Responding

Table 1: Responsibilities of Reporting and Responding

	WHO	WHEN	TO WHOM	INFORMATION REQUIRED	WHO INFORMS THEM	HOW ARE THEY INFORMED
WHO IS RESPONSIBLE FOR REPORTING?	Any GOAL Member	Within 24 hours	SpeakUp Safecall Global Safeguarding Advisor Community Feedback Mechanism (CFM) Country Director	All details	Complainant / Whistleblower	GOAL's Internal/External reporting channels
WHO IS RESPONSIBLE FOR RESPONDING?	Director of Investigations Or County Director	Within 36 hours	Complainant / Whistleblower	Acknowledgement of receipt of report		Email Phone call
WHO NEEDS TO BE CONSULTED?	Global Safeguarding Advisor	Within 24 hours		All details	Investigation Department or local Investigation team	Email Phone call
	Global Security Advisor (If needed following a risk assessment)	As needed		Relevant details	Investigation Department or local Investigation team	Email Phone call
	Legal Counsel	As needed		Relevant details	Investigation Department or Country Director	Email Phone call
WHO NEEDS TO BE INFORMED?	Regional Director (RD)	Within 24 hours		High level information only, this includes: - Country office -Brief description of allegation. -Anonymised information	Country Director	Email Phone Call
<i>*Applies to Category 6</i>						

Safeguarding cases only	HR Director	As needed		<p>High level information only, this includes:</p> <ul style="list-style-type: none"> - Country office -Brief description of allegation. -Anonymised information <p><i>*however, if the allegation includes an International staff member or SMT in country then all details to be shared with HR Director.</i></p>	Investigations Director	Email Phone Call
	Director of International Programs (DoIP)	As needed		<p>High level information only, this includes:</p> <ul style="list-style-type: none"> - Country office -Brief description of allegation. -Anonymised information 	Investigations Director	Email Phone Call
	CEO	Within 24 hours		<p>High level information only, this includes:</p> <ul style="list-style-type: none"> - Country office -Brief description of allegation. -Anonymised information 	Director of CRG	Email Phone Call

Annex 3: Names and Contact Details for Reporting and Responding to Child Abuse and Neglect

GOAL Ireland Contacts		
Person	Contact	Area & Programme
<p>Name: Mandy Yamanis</p> <p>Designation: Global Safeguarding Advisor</p>	<p>+357-99-465246</p> <p>Carnegie House, Library Road, Dun Laoghaire, Co. Dublin, Ireland</p> <p>myamanis@goal.ie</p>	Global
<p>Name: Mary Van Lieshout</p> <p>Designation: Head of Complaint Response Group</p>	<p>+353 1 280 9779</p> <p>Carnegie House, Library Road, Dun Laoghaire, Co. Dublin, Ireland</p> <p>mvanlieshout@goal.ie</p>	Global
<p>Name: Alphonsus Martyn</p> <p>Designation: Director of Investigations</p>	<p>+353 1 280 9779</p> <p>Carnegie House, Library Road, Dun Laoghaire, Co. Dublin, Ireland</p> <p>amartyn@goal.ie</p>	Global

Annex 4: Serious Wrongdoing Report Form

When dealing with any complaint of a Category 6 -Safeguarding* nature; always treat the case with the utmost confidentiality. To be submitted to the Complaints Response Group (SpeakUp@goal.ie), and the Global Safeguarding Advisor (myamanis@goal.ie) within 24 hours of becoming aware of an incident or suspicion of safeguarding wrongdoing. Acknowledgement will come from the Complaints Response Director, after which the Director of Investigations and the Global Safeguarding Advisor will consult and communicate regarding further actions.

a. Name, title and job location of person submitting this report:

b. Date this report was submitted:

* **Category 6 - Safeguarding** – An issue, complaint, or disclosure relating to any incident of physical abuse, sexual abuse, child abuse, sexual exploitation, child exploitation, or repeated harassment concerning GOAL, GOAL staff, or GOAL partners.



DETAILS OF THE SAFEGUARDING WRONGDOING

1. Name of person who first received the safeguarding wrongdoing report.

2. Is this being reported within 24 hours of being informed? If not, explain why.

3. On what date has the alleged wrongdoing occurred?

4. Where has this alleged wrongdoing occurred?

5. Preliminary details of the safeguarding wrongdoing/s:

6. Please provide the following details

Complainant/Survivor Details

Name(s):	
Gender(s):	
Age(s):	
GOAL Employee('s) (Yes/No):	
Role(s) and/or Occupation(s):	
Current Location(s):	
Has emergency medical intervention been provided? (Please give details – Who, What, When)	
Relationship to the Alleged Subject of Complaint?	

Alleged Subject of Complaint(s) (SOC) Details

Name(s):	
Gender(s):	
Age(s):	
GOAL Employee('s) (Yes/No):	
Role(s) and/or Occupation(s):	
Current Location(s):	

7. Details of all parties who are aware of the safeguarding wrongdoing/s, suspected or otherwise to date.

8. Copies of supporting documentation available at initial reporting stage.

9. Confirm whether any actions have been taken.

10. Detail any security implications.

11. Proposed actions to be taken, for approval by the Director of Investigations and the Global Safeguarding Advisor.

12. In cases involving laptops, mobile phones or other data storage devices please consider any data protection implications?

13. Do circumstances exist where this complaint should be reported to Law Enforcement?

14. What is the name of the relevant Donor?

15. Has this incident been reported to the relevant Donor?

16. What GOAL programme does this alleged wrongdoing relate? (e.g. WASH, CVA, Food Security etc.)

17. Please include any other information you deem relevant to the case.

Note: If you do not receive direction from the Director of Investigations and /or the Global Safeguarding Advisor within 36 hours you should proceed with the measures you deem necessary to prevent further harm.

Timeline for anticipated acknowledgment / response:

After you have submitted this report to SpeakUp@goal.ie you may anticipate an acknowledgement e-mail from the Complaints Response Group within 24 hours. This is to recognise receipt of your submission and will inform you that discussions will take place at Head Office regarding this case. Within 36 hours of your submitting this report, the Director of Investigations will make contact with you with more considerable and instructive feedback. If the Director of Investigations feels that an investigation is necessary by your country team; they will indicate so and ask you to complete an Investigation Plan. The Director of Investigations and the Global Safeguarding Advisor will also be available to offer advice on all aspects of the investigation.

Annex 5: Child Protection Code of Behaviour for Visitors.

As an organisation working with children, both directly or indirectly, GOAL has a moral and legal responsibility and a duty of care to protect children from both accidental harm as well as deliberate abuse by the way we operate, either through our Members¹⁴, operations, campaigns or within our programmes. GOAL's Child Protection Policy aims to ensure that all possible and necessary steps are taken to protect the rights of children and to ensure their well-being.

GOAL considers child abuse unacceptable in all circumstances. It is the responsibility of all GOAL Members to protect children "from all forms of physical and mental violence, injury or abuse" (UN Convention on the Rights of the Child – Article 19). GOAL will protect and treat all children with respect regardless of gender, age, disability, race, colour, sex, language, religion, political or other opinion, national, ethnic, or social origin or other status.

As a visitor, you have an opportunity to see relief and development work first-hand. However, GOAL also considers the potential risk towards children that come with visitors. We would like you to enjoy your visit and help us to keep children safe by introducing you to the key elements of our policy. The aim of this document is to enable you to follow its principles in protecting children during your visit and start advocating for Child Protection.

GOAL visitor: all visitors to any of GOAL's programming operations, namely those acting as representatives of donors and funding partner organisations (e.g. universities, INGOs, corporates), guest visitors, journalists, and/or all people associated with GOAL programming).

What is a Child?

In line with the UNCRC, for the purpose of this policy, **a child** is defined as any person under the age of 18 years (UNCRC Article 1), regardless of local custom, or the age of majority or consent locally.

What is Child Abuse?

Anything which individuals, institutions or processes do or fail to do which directly or indirectly harms children or damages their prospect of safe and healthy development into adulthood. The main categories of Child Abuse are Physical Abuse, Emotional Abuse, Neglect/Negligent Treatment and Sexual Abuse/Sexual Exploitation.

What is Child Protection?

All measures taken to prevent and respond to abuse, neglect, exploitation, and all forms of violence against children.

How does GOAL work to protect children?

The UN Convention on the Rights of the Child is universally identified as the basis for child protection. GOAL's Child Protection Policy states that all children have equal rights to protection when in contact with adults. Children are protected only when safe environments are created and exist in projects, partner organisations and activities where children are not isolated or left alone with adults, and adults are conscious of potential risks.

¹⁴ GOAL Members constitutes - all board members/trustees, board committee/advisory board members and company members of each of GOAL, GOAL (International) and GOAL USA, Inc, together with GOAL's branches/liaison offices in programme countries.

- all GOAL employees (Head Office and Field), secondees, interns and volunteers.
- all consultants* (including internal consultants with a GOAL email address).
- all contractors/suppliers**
- all GOAL partners* (those entering into partnership agreements with GOAL, GOAL (International) and GOAL USA, Inc); and
- all GOAL visitors (defined as all visitors to any of GOAL's programming operations, namely those acting as representatives of donors and funding partner organisations (e.g. universities, INGOs, corporates), guest visitors, and/or all people associated with GOAL programming).

Communications and Child Protection

To ensure we minimise the risk that harmful relationships develop, direct correspondence between visitors and children is discouraged. Visitors should not exchange contact details when meeting children and young people. Visitors shall not, under any circumstance, befriend any direct and/or known beneficiary of GOAL on any social media, or communicate with them via any online messaging sites.

To ensure visitors adhere to GOAL's Online and Social Media Policy, the following rules apply when taking photographs, videos and other images of children:

- Always obtain consent of the child and his/her parents or carers before taking photographs and images.
- Do not use their images on the internet without explicit consent or use them in any way which reveals their identity or location. Disable the geo-tagging function on any photos to avoid revealing their specific location.
- Take and use photographs and images of children that are dignified and respectful which do not present them as victims, vulnerable or submissive.
- Ensure children are adequately dressed and not in poses that could be interpreted as sexually suggestive.
- Do not use photographs and images of children to benefit financially.

As a GOAL Visitor, I Will:

- Always arrange my visit through the GOAL Global Headquarters in Ireland or the national Representation office in the country I am visiting.
- Immediately report any actual or perceived breach of the GOAL Child Protection Policy to the Country Director of the country I am visiting and/or to GOAL's internal mechanism Speakup@goal.ie and to the Global Safeguarding Advisor and/or to GOAL's external mechanism goal@safecall.co.uk as laid out in the Whistleblowing Policy.

As a GOAL Visitor, I Will Never:

- Leave a child unattended without an adult (preferably ensure a child is with one male and one female – if this is not possible or I am unsure, I will check with another GOAL Member)
- Use language, make suggestions, or offer advice that is inappropriate, offensive or abusive.
- Behave physically in a manner which is inappropriate or sexually provocative.
- Do things for children of a personal nature that they can do for themselves.
- Condone or participate in behaviour with children which is illegal, unsafe, or abusive.
- Discriminate against, show preferential treatment to, or favour particular children.
- Develop physical and/or sexual relations with children.
- Develop relationships with children which could in any way be deemed exploitative or abusive.
- Spend time alone with children away from others.
- Fondle, hold, hug, kiss, or touch children in a culturally insensitive way.
- Assist a child to leave their community, even with the parents/carers consent.
- Exchange personal contact details with children.
- Offer children the chance to visit my country of residence.
- Arrange to stay overnight with a child or their family.
- Introduce other visitors to the community without prior clearance from GOAL.
- Return to the community without going through the standard visit process with GOAL.

Child Protection Statement for Visitors

(This section will be returned to GOAL staff)

I have read and understood the information in this leaflet on GOAL Child Protection Policy.

Signed:	Name:	Country:	Date:
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Signed by GOAL Staff:

Signed:	Name:	Country:	Date:
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Annex 6: Sign Form

GOAL

I acknowledge the receipt of Child Protection Policy 2022.

I have read the policy, I understand it and I accept the contents therein as part of my conditions of employment with GOAL.

Name: _____

Signature: _____

Date: _____