



SCEHS
Spiritlan Centre for Empowerment and Humanitarian Support, Makurdi

SPIRITAN CENTRE FOR EMPOWERMENT AND
HUMANITARIAN SUPPORT (SCEHS), MAKURDI



CHILD PROTECTION POLICY



CHILD PROTECTION POLICY

CONTENT

Purpose.....	3
Scope.....	3
Definitions.....	3
Guiding Principles.....	3
Code of Conduct.....	4
Recruitment and Screening.....	5
Reporting and Response.....	5
Investigation and Action.....	5
Training and Awareness.....	6
Monitoring and Review.....	6
Contact Information.....	6

Date of Approval: November 2025

Effective Date: December 2025

Review Date: December 2026

Responsible Unit: Head of Human Resource

Chairperson Board of Director

Name: Rev. Fr. Dr. Samuel Terwase **UDOGBO**, C.S.Sp. Date:
01.12.2025

Sign and Seal:



1. Purpose

SCEHS is committed to creating and maintaining a safe and nurturing environment for all children involved in its programs and activities. This Child Protection Policy outlines the principles, guidelines, and procedures for protection and safeguarding of children from abuse, exploitation, and neglect.

2. Scope

This policy applies to:

1. All staff, volunteers, board members, contractors, and partners of SCEHS.
2. Any activity or program organized, sponsored, or conducted by SCEHS.

3. Definitions

Child: An individual under the age of 18 years.

Child Abuse: Any action that results in physical, emotional, sexual harm, neglect, or exploitation of a child.

Child Protection: Preventing and responding to abuse, neglect, and exploitation of children.

4. Guiding Principles

1. **Best Interest of the Child:** Decisions and actions will prioritize the safety, well-being, and development of children

2. **Zero Tolerance:** SCEHS has zero tolerance for child abuse or exploitation.
3. **Confidentiality:** Any information related to child protection concerns will be handled with strict confidentiality.
4. **Accountability:** All staff and associates must adhere to this policy and report any violations.
5. **Non-discrimination:** SCEHS support procedures and programmes that are not discriminatory and that children are protected regardless of their age, gender, ethnicity, religion, nationality, or disability.
6. **Code of conduct:** All staff working with children will read, understand and sign the Code of Conduct, and will take part in periodic Code of Conduct refresher trainings.

5. Code of Conduct

All SCEHS personnel and affiliates must:

1. Treat children with respect and dignity at all times.
2. Avoid inappropriate electronic, physical or verbal interactions with children.
3. Refrain from spending time alone with a child unless in an open and observable setting.
4. Obtain informed consent from parents or guardians before taking photos, videos, or collecting personal data about children.
5. Report any suspicions or allegations of abuse immediately.

6. Recruitment and Screening

1. All prospective employees, volunteers, and contractors must undergo background checks.
2. References will be verified to assess candidates' suitability for working with children.
3. Interviews will include questions about prior experience with child safety.

7. Reporting and Response

Reporting Procedure:

1. Any suspicion or allegation of child abuse must be reported immediately to the designated Child Protection Officer (CPO).
2. The CPO will document the concern and escalate it to the appropriate authorities as required.
3. Confidentiality will be maintained, but necessary disclosures will be made to protect the child.

8. Investigation and Action

- SCEHS will cooperate fully with law enforcement and child protection agencies.
- Disciplinary action, including termination, will be taken against those found in violation of this policy.

9. Training and Awareness

1. All staff and associates will receive training on child protection policies and practices
2. Regular refresher courses will be conducted to ensure compliance and awareness.

10. Monitoring and Review

- a. This policy will be reviewed annually to ensure effectiveness and compliance with local laws and international standards.
- b. Feedback from stakeholders, including children, will inform updates and improvements.

11. Contact Information

Child Protection Officer (CPO):

Mr. Dominic Abuluku

+234 703 813 4439

Emergency Contact Numbers:

+234 (0)806 536 39 83