



ALTUS SPORT CHILD PROTECTION POLICY

ARTICLE 1-24

Article 1: Altus Sport

Altus Sport shall recognize the rights and welfare of the child contained in the Constitution of South Africa

Article 2: Children

A child means every human being below the age of 18 years.

Article 3: Non-Discrimination – Cultural / Religious Beliefs

1. Every child shall be entitled to the enjoyment of the rights despite the child's or his/her parents' or legal guardians' race, ethnic group, colour, gender, language, religion, political or other opinion, national and social origin, fortune, birth or other status.
2. Altus Sport is NOT a political, cultural and religious organization but believes in social inclusion through sport.

Article 4: Best Interests of the Child

1. The best interests of the child shall be carried upfront.
2. The opportunity shall be provided for the views of the child to be heard either directly or through an impartial representative in the discussion of appropriate and inappropriate ways to interact with participants and ensure that all participants know about and have read or been explained the Child Protection Policy and Code of Conduct, so they themselves understand when their own rights are being violated.
3. Listen to children and what they consider safe and not safe.
4. All coaches, facilitators, staff, visitors and volunteers must abide by the signed Policy and Code of Conduct.
5. Put the welfare of each child first, before winning or achievement goals.
6. Maintain a safe and appropriate distance with players (e.g., it is not appropriate for coaches or volunteers to have an intimate relationship with a child or to share a room with them during trips.
7. Ensure that if any form of manual/physical support is required, it should be provided openly and according to guidelines provided by Altus Sport.
8. Be an excellent role model – this includes not smoking or drinking of alcohol in the company of children.
9. Give enthusiastic and constructive feedback rather than negative criticism.
10. Be aware of bullying. Demand individual respect from and for all girls.

11. Set a box for girls to give feedback and suggest conversation topics.
12. Allow girls to speak about sensitive topics in the language that is most comfortable.
13. Teach girls communication skills to help them peacefully resolve conflicts among one another.
14. Discourage rumours and gossips.

Article 5: Practices never to be sanctioned

- I. Engaging in rough, physical or sexually provocative games.
- II. Sharing a room with a child.
- III. Allowing or engaging in any form of inappropriate touching, one to one photos, or hugging a child.
- IV. Allowing children to use inappropriate language unchallenged.
- V. Making sexually suggestive comments to a child, even in fun.
- VI. Reducing a child to tears as a form of control.
- VII. Failing to act upon and record any allegations made by a child.
- VIII. Inviting or allowing children to stay with you at your home unsupervised.
- IX. Having an intimate relationship with a child.

Article 6: Freedom of Expression

1. Every child who is capable of communicating his or her own views shall be assured the right to express his/her opinion freely.

Article 7: Freedom of Association

1. Every child shall have the right to free association/ participation to any sporting organisation / club / code

Article 8: Protection of Privacy

1. No child shall be subject to arbitrary or unlawful interference with his privacy, family home or correspondence, or to the attacks upon his/her honour or reputation, provided that parents, legal guardians or coach shall have the right to exercise reasonable supervision over the conduct of their children in the respective environment.
2. The child has the right to the protection against such interference or attacks.

Article 9: Physical Education and Literacy

1. Every child shall have the right to an education as well as physical education
2. The education of the child shall be directed to:
 - i. the promotion and development of the child's personality, talents and mental and physical abilities to their fullest potential;
 - ii. fostering respect for human rights;
 - iii. the preservation and strengthening of positive morals, traditional values and cultures;
 - iv. the preparation of the child for responsible life in a free society, in the spirit of understanding tolerance, dialogue, mutual respect and friendship among all peoples ethnic, tribal and religious groups;
 - v. the development of respect for the environment and natural resources;
 - vi. the promotion of the child's understanding of primary health care;
 - vii. encouraging regular attendance at school and sporting activities to reduce drop-out rates;

- viii. take special measures in respect of female, gifted, handicapped and disadvantaged children and to ensure equal access to education and sport for all sections of the community.

Article 10: Handicapped Children

1. Every child who is mentally or physically disabled shall have the right to special measures of protection in keeping with his physical and moral needs and under conditions which ensure his dignity, promote his self-reliance and active participation in the community. Treat them equally, respectfully and with dignity.

Article 11: Child Labour

1. Every child shall be protected from all forms of economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's physical, mental, spiritual, moral, or social development.

Article 12: Parent / Coaches Care and Protection

1. Parents / Coaches / Youth Leaders responsible for the child shall have the primary responsibility of the upbringing and development the child and shall have the duty:

- i. to ensure that the best interests of children are their basic concern at all times
- ii. to secure, within their abilities for safe playing conditions

2. Environment

- i. The playing space should be free of dangerous hazards such as holes, glass, wood that splinters, rusty nails and metal, needles, toxic trash, or anything else that could cause harm while playing.
- ii. Coaches must ensure that the space itself is free from or blocks out the entrance of strangers.
- iii. Always work in an open environment, avoiding private situations alone with participants – a coach must never be alone in a room with a participant.
- iv. All programme sites must at least have one first aid kit and trained persons to deal with it.
- v. Ensure that girls have adequate protective gear for sports that require it.
- vi. Schedule sessions ensuring girls not to walk in the dark
- vii. Adopt a no-fighting policy within the programme.
- viii. Be aware of the neighbours in the area.

Article 13: Protection against Harmful Social and Cultural Practices

1. Appropriate measures to eliminate harmful social and cultural practices affecting the welfare, dignity, normal growth and development of the child and in particular:

- i. those customs and practices prejudicial to the health or life of the child; and
- ii. those customs and practices discriminatory to the child on the grounds of sex or other status.
- iii. to ensure that discipline is administered with humanity and in a manner consistent with the inherent dignity of the child.

Article 14: Refugee Children – Non discrimination

1. All appropriate measures to ensure that a child who is seeking refugee status or who is considered a refugee in accordance with applicable international or domestic law shall, whether unaccompanied or accompanied by parents, legal guardians or close relatives, receive appropriate protection and humanitarian assistance in the enjoyment of international human rights and humanitarian
2. Refugee children shall share the sporting rights and responsibilities of the South African children

Article 15: Sexual Exploitation

1. To protect the child from all forms of sexual exploitation and sexual abuse and shall in particular take measures to prevent:
 - i. the inducement, coercion or encouragement of a child to engage in any sexual activity;
 - ii. the use of children in prostitution or other sexual practices;
 - iii. the use of children in pornographic activities, performances and materials.
 - iv. Sexual intercourse through penile penetration, i.e., rape, or use of objects
 - v. Directly or indirectly touching any part of the body of a child or with a part of body for sexual gratification a child with an object
 - vi. Exposing or flashing genital organs or other parts of the body with sexual intent
 - vii. Deriving voyeuristic pleasure by showing sexual activity or forcing two or more children to have sex with each other
 - viii. Passing sexually coloured remarks or verbally abusing a child using vulgar and obscene language or actions

Article 16: Drug Abuse

1. All appropriate measures will be taken to protect the child from the use of illegal substances and to prevent the use of children in the production and trafficking of such substances

Article 17: Psychological abuse

1. When children are not provided with the necessary environment to develop mentally and/or emotionally

Article 18: Neglect

1. Depriving children of their basic needs. These include food, clothing, warmth and shelter, emotional and physical security and protection, medical and dental care, cleanliness, education and supervision

Article 19: Corporal punishment

1. Physical punishment that involves deliberate infliction of pain to punish an offence, to discipline someone, or deter attitudes or behaviour deemed unacceptable

Article 20: Sale, Trafficking and Abduction

1. Appropriate measures to be taken to prevent:
 - (a) the abduction, the sale of, or trafficking of children for any purpose or in any form, by any person including parents or legal guardians of the child;
 - (b) the use of children in all forms of begging

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Article 21: Responsibility of persons working with children

1. Every person / coach / volunteer / youth leader working with children shall have responsibility to:

- i. behave calmly, respectful and in a positive manner
- ii. not use physical or verbal abuse
- iii. ensure a safe and appropriate playing area

Article 22: Responsibility of the Child

1. Every child shall have responsibilities towards his family, society, school, cultural / sporting organisation, country and other legally recognized communities and the international community. The child, subject to his age and ability, shall have the duty:

- i. to work for the cohesion of the family, to respect his parents, superiors and elders always and to assist them in case of need;
- ii. to serve his school / sporting club / organisation and community by placing his/her physical and intellectual abilities at its service;
- iii. to preserve and strengthen social and national solidarity.

Article 23: Steps to take when a child reports about abuse or neglect

- i. Listen carefully to the child
- ii. Give the child time and attention
- iii. Allow the child to account all the details – write down the feedback
- iv. Use the child's own words when possible
- v. When finished, read to the child what you have written down and whether any changes should be made
- vi. Reassure the child that you are glad he/she told you and that they have not done anything wrong by reporting the incident
- vii. Explain that you could be trusted to take the right decision
- viii. Explain what your next steps are going to be

Steps

- 1 Youth Sport Leaders report it to the school principal
- 2 The school principal reports it to the district director at the Education Department
- 3 The Education Department opens a police case
- 4 The Social Workers then take over

Confidentially

Every effort should be made to ensure that confidentiality is maintained.

Article 24: Safe and Inclusive playing field

- i. Gender harassment:
 - Inappropriate display of material that degrades a particular gender
 - Comments, insults or remarks that are gender-degrading
 - Remarks that continue after the person has requested them to stop, or has indicated that they are offensive
 - Actual physical contact, assault, or interference with the person due to gender issues

- ii. Sexual abuse:
- Physical acts of sexual assault.
 - Requests for sexual favours.
 - Verbal harassment of a sexual nature
 - Unwanted touching or physical contact.
 - Unwelcome sexual advances.
 - Discussing sexual relations/stories/fantasies at sessions, school, or in other inappropriate places.
 - Feeling pressured to engage with someone sexually.
 - Exposing oneself or performing sexual acts on oneself.
 - Unwanted sexually explicit photos, emails, or text messages.
- iii. Homophobia:
- Verbal abuse such as name calling, teasing, offensive jokes.
 - Non-verbal abuse such as insulting gestures or mimicry.
 - Ignoring or excluding someone because they are lesbian, gay or bisexual (or thought to be lesbian, gay or bisexual)..
 - Threatened or actual physical abuse or attack, including pushing or cornering.
 - Cyber bullying, which includes malicious phone calls, text messages, emails, chat rooms, or posting of material relating to a participants actual or perceived sexual orientation on internet sites.
- iv. Hazing: *Hazing is any activity expected of participants joining a session that humiliates or abuses them. These activities are considered hazing whether the participant wants to participate or not.*
- Being thrown in water or mud
 - Eating disgusting things
 - Wearing embarrassing clothing
 - Drinking alcohol or smoking
 - Destroying property
 - Being beaten
 - Bullying – Physical & Emotional
- v. Bystanding:
- A Bystander is a person who observes a conflict or unacceptable behaviour. It might be something serious or minor, one-time or repeated, but the Bystander knows that the behaviour is destructive or likely to make a bad situation worse. An active bystander takes steps that can make a difference.

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