



Third Wave Volunteers/CTEC

Child Protection Policy

Jan 1st, 2005 – Implementation reviewed yearly on same date.

Next Review Due: Jan 1st, 2026

1. Purpose

The purpose of this Child Protection Policy is to ensure that Third Wave Volunteers, and CTEC provides a safe environment for all children we engage with, and that our staff, volunteers, and partners understand and commit to safeguarding children from harm, abuse, exploitation, and neglect.

2. Scope

This policy applies to all staff, volunteers, interns, contractors, board members, and partners associated with Third wave Volunteers, and CTEC, in any setting or activity involving contact with children under the age of 18.

3. Policy Statement

Third Wave Volunteers believes that:

- The welfare of the child is paramount.
- All children, regardless of age, disability, gender, race, religion, or sexual orientation, have equal rights to protection and participation.
- We have a duty to protect children from all forms of abuse (physical, emotional, sexual, neglect, and exploitation).
- Child protection is a shared responsibility that requires awareness, training, and action.

4. Definitions

- **Child:** Any person under the age of 18.
- **Abuse:** Any action that intentionally harms a child, including physical, emotional, sexual abuse, and neglect.
- **Safeguarding:** Actions to promote the welfare of children and protect them from harm.

5. Code of Conduct for Staff & Volunteers

All staff and volunteers must:

- Treat all children with dignity and respect.
- Always work in pairs or visible settings when interacting with children.
- Use appropriate language, behavior, and physical boundaries.
- Report any concerns or allegations of abuse immediately to the designated safeguarding officer.

Staff and volunteers must **never**:

- Hit or physically harm a child.
- Develop relationships with children that could be considered exploitative or abusive.
- Condone or participate in behavior that is illegal, abusive, or exploitive.
- Be alone with a child in a private space.
- Take or share photographs/videos of children without written consent from guardians.

6. Reporting Concerns

Any child protection concerns, suspicions, or disclosures must be reported **immediately** to the **Designated Safeguarding Officer (DSO)**:

Name: Priyanthi, and Roshan Waduthantri +942273232- Email- wtroshan@gmail.com

In emergencies, concerns should also be reported to local authorities or child protection services.

7. Recruitment & Training

- All staff and volunteers will undergo background checks and provide references.
- All individuals working directly with children must complete child protection training.
- All new hires must read, understand, and sign this policy before beginning their work.

8. Communications & Media

- Any use of children's images or stories must be respectful, dignified, and approved by their guardians.
- No images or identifying details of children should be shared publicly without informed written consent.

9. Partnerships

Partners, donors, and contractors working with Third wave Volunteers/CTEC are required to agree to and comply with this policy or demonstrate they have an equivalent safeguarding policy in place.

10. Monitoring & Review

This policy will be reviewed annually and revised as necessary based on legal updates, organizational needs, or emerging risks.



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