



Document Name	Approver / Date	Review date	Review Comments
Child Safeguarding Policy	Board of Directors – 3 January 2025	January 2027 – every two years	Assigning of accountable parties and expanding scope

Purpose

The purpose of this policy is:

- To ensure the protection and safeguarding of children participating in various forms, in our programs.
- To guarantee their safety and wellbeing so they can reach their greatest potential
- To ensure that all persons interacting with children on behalf of the LMLF are made aware of their responsibilities and, take measures to prevent child abuse;
- To ensure clear process are in place to uphold and enforce the rights of children where safety is concerned;
- To align the policies of the LMLF with the South African legal frameworks, policies and international best practices; and
- To ensure a transparent and effective system is in place to respond to reported cases of child abuse.

within the parameters of the mission and objectives of the LMLF.

Mission

The mission and values of the LMLF are:

- to unearth the hidden talent and create exposure opportunities for rugby and cricket players from impoverished background; and
- providing a feeder channel to the clubs and provincial rugby system.

And in the process, develop the next generation of young leaders to become midwives for Africa's rebirth.

Our aim is to achieve this through rugby and cricket sports development and, leadership and youth development in the townships and rural areas of the Eastern Cape.

Definitions

LMLF: Lincoln Mali Leadership Foundation, a registered non-profit company in terms of the Companies Act, 2008 and a non-profit organization in terms of the Non-profit Act, 1997.

Child/Children/young people: means a person under the age of 18 years old as defined in the Children's Act, 2005.

Abuse: in relation to a child or vulnerable persons means any form of harm or ill-treatment deliberately inflicted on a child, and includes-

- (a) assaulting a child or inflicting any other form of deliberate injury to a child;
- (b) sexually abusing a child or allowing a child to be sexually abused;
- (c) bullying by another child;
- (d) a labour practice that exploits a child; or
- (e) exposing or subjecting a child to behaviour that may harm the child psychologically or emotionally;

Vulnerable persons: means children with physical and/or mental health related disability.

Complainant/reporter: any person (child or adult) who lodges a complaint with the LMLF relating to the abuse of children.

Activities: the programs of the LMLF relating to the promotion of township and rural sports.

Authorities: includes members of the South African Police Services, School Principals, Sports bodies/associations, and any other person deemed to hold position of authority relating to matters of children's care and safety.

Allegiance

The participation of children in our programs is at the heart of the existence of the LMLF. It is for this reason that we boldly pledge to safeguard children and vulnerable people from harm and, to nature their development in an open and safe environment.

The recruitment of personnel who directly engages with children and vulnerable persons will be done after a vetting process of such personnel against the national child protection register and the national register for sex offenders. If such personnel's particulars are found to be on the Register, then the convicted person(s) shall not be offered employment with the LMLF

Applicability

This policy shall apply to all persons in the employe of the LMLF, its directors, volunteers, associated partners, vendors/service providers within the purview of the LMLF. Whilst all their support is critical to the success of the Foundation, we are mindful of our obligation to ensure that the standards and principles of this policy filters down to all personnel who conduct activities on our behalf. As such, compliance by all parties is non-negotiable.

The onboarding of volunteers, vendors and associates, into our organization shall entails an induction that seeks to create awareness of all our policies and procedures that must be complied with.

Reporting

Any incident of child abuse that may fall foul of this policy must immediately be reported to our offices. Complaints will be dealt with in accordance with our internal complaints' handlings and escalation procedure. Where necessary, complaints of abuse that are severe and sensitive in nature will be escalated to the relevant authorities.

Reporting and implementation of this policy undertaken in line with applicable legal requirements more specifically those related to the protection of personal information.

Implementation of the Policy

In the execution of our programs, the LMLF personnel and volunteers are supported by health and safety officers who not only monitor compliance with the physical safety and health standards, but also the emotional and psychological wellbeing.

In addition, and as a demonstration of our utmost commitment to the child safeguarding principles, the LMLF has retained professional counselling psychologist in partnership with the Nelson Mandela University. These professionals provide training and guidance to the LMLF's administrative staff and coaches, in child safety best practices for engaging with children. The services also extend to the children who are direct beneficiaries of the LMLF, and includes ongoing psychological wellness as it relates to, amongst other things, awareness of issues related to child safety, children's rights to be safe and duty of care, building confidence to voice their concerns, reporting suspicious and unwelcomed physical, verbal and emotional interactions or abuse.

The environments where children participating in the LMLF activities are regularly monitored and risks identified are managed and reported on. Where applicable, reported child abuse incidents are also utilised in improving our policy, processes and procedures.

Regulatory and Policy Development

The implementation of this policy and keeping abreast of child safety regulatory and national policy developments shall be the ultimate responsibility of the board of directors.

The policy is informed by national and international principles of the rights of children.

Revision

This and all policies of the LMLF will be revised every two (2) years from date of signature, to ensure alignment with latest national legislative frameworks and best practices.

Associated documents

This policy must be read in conjunction with the codes of conduct termed Rules for Participation in the Activities of the LMLF, The Constitution of the Republic of South Africa, 1996, The Children's Act, 2005, the Protection of Personal Information Act, 2013.

Enquiries / Reporting Office:

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Approved by:



Founder and Director: Lincoln Mali Leadership Foundation
3 January 2025