

CHILD PROTECTION IN CAFOD: POLICY AND PROCEDURES

▪ BACKGROUND TO CAFOD'S POLICY

What do we mean by Child Protection?

Child protection is about protecting children from intentional and unintentional harm within organisations intended for their benefit.

Who is this Policy for?

This document sets out CAFOD's Child Protection Policy and Procedures. It is for all staff and all volunteers. The Policy and Procedures are also available to others outside CAFOD who want to know how CAFOD works in relation to child protection.

Who does the policy apply to?

The Policy applies to all staff as part of their contractual obligations to CAFOD. It also applies to all volunteers who work with CAFOD or in CAFOD's name.

Why does CAFOD need a Child Protection Policy?

To protect children

- CAFOD's Vision, Mission and Values statement sets out our commitment to the rights and dignity of each person; this includes children and young people. We are aware of the need to make explicit and visible our determination that CAFOD's work and activities must promote the safety and security of children and young people.
- Overseas, CAFOD works in partnership with a wide range of local and national organisations, agencies and networks. Some of these partner organisations have programmes of work with children or young people, usually working in very difficult situations, for example in post conflict countries or in regions with high levels of HIV/AIDS prevalence and large numbers of AIDS orphans. CAFOD recognises the need to ensure that child protection awareness and strategies are developed and active in international programmes.
- In England and Wales we work in schools and with young people who need to be reassured about their safety and to know what they can expect from CAFOD.
- Although no policy or guidelines can offer complete protection for children, following this policy minimises the risk to children of abuse and exploitation.

To protect staff & volunteers

- All staff working for CAFOD potentially have contact with children, particularly overseas, often indirectly. In addition, as a staff member of a respected international faith-based agency, CAFOD staff have access to children by virtue of their occupation.
- By implementing this policy all staff and representatives will have clear guidance on their own behaviour around children and what to do if they are told of or notice inappropriate behaviour on the part of others.

To protect the organisation

- As a Catholic agency, CAFOD is aware of the particular need for the Church and all its agencies to demonstrate good practice in this area, including having a Child Protection Policy and ensuring it is implemented.
- By implementing the policy CAFOD is making clear its commitment to safeguard children. The policy is a tool to enable us to move towards best practice in this area and to deter those who would wish to abuse from joining the organisation.
- Organisations without protection policies, guidelines and systems are more vulnerable to false or malicious accusations of abuse.
- Without proper policies, guidelines and procedures in place, allegations of abuse, whether founded or unfounded, can destroy an organisation's reputation. This will have serious implications for fundraising (thus undermining an organisation's entire portfolio of work, even beyond the scope of the particular project concerned).

CAFOD and Caritas Internationalis

CAFOD is a member of the Caritas International Confederation of official Catholic aid agencies, a global network of 154 Catholic relief, development and social service organisations in 198 countries and territories. The Caritas International Confederation also has a Child Protection Policy and Code of Conduct, which CAFOD supports.

Other relevant codes and policies

CAFOD is a signatory to the Red Cross Code of Conduct, the IASC statement on the prevention of sexual exploitation in humanitarian emergencies, the SPHERE humanitarian charter and the HAP-I.

CAFOD'S CHILD PROTECTION POLICY: CORE STATEMENTS

Modelled on the policy statement recommended by the Independent Review on Child Protection in the Catholic Church in England and Wales (The Nolan Report: September 2001).

CAFOD recognises the personal dignity and rights of children towards whom it has a special responsibility and a duty of care and respect. CAFOD, and all its staff and volunteers, undertake to do all in our power to create a safe environment for children and young people and to prevent their physical, sexual or emotional abuse. CAFOD is committed to acting at all times in the best interests of children, seeing these interests as paramount.

We will do this by:

- Setting in place, implementing and regularly monitoring and reviewing procedures to protect children and young people. These procedures cover CAFOD's recruitment practice, staff induction and training, and management responsibilities.
- Adopting a code of behaviour for all staff and volunteers.
- Ensuring that any allegations of abuse are promptly and properly dealt with, victims supported and perpetrators held to account.
- Ensuring that CAFOD works in close liaison with Catholic Church child protection structures at all levels and with statutory agencies when necessary.

- Aiming to be an example of best practice in the prevention of child abuse and in responding to it.
- Ensuring that child protection awareness and strategies are developed and implemented in overseas programmes.
- Recognising the need to be both proactive and sensitive in dialogue with partners about child protection policy and practice, CAFOD will accompany and support partners in the development of appropriate policies and procedures.

For the purposes of this policy, CAFOD regards children and young people as those who are under the age of 18. CAFOD's policy applies to all children with whom CAFOD has contact regardless of gender, religion or ethnicity.

CAFOD recognises that vulnerable adults may also be in need of particular protection, and recognises that the needs and concerns of this group may be different from those of children. CAFOD will extend this policy to include specific commitments relevant to this group when further research has been undertaken; until this happens, CAFOD intends that its child protection procedures will ensure a safe and protected environment for vulnerable adults in regard to CAFOD's work and activities.

CAFOD intends that our commitment to the safety and protection of children in our international work should reflect the same values and principles that underpin our organisational policy and commitments.

CAFOD has in place other employment and organisational policies that complement the Child Protection Policy and help ensure the safety of children. These include the Equal Opportunities Policy and the Health and Safety Policy.

▪ **CAFOD'S CONTEXT AND WORK: PRINCIPLES OF CHILD PROTECTION**

CAFOD has an organisational office base in London, a national office in south Wales, an office in north Wales, and a diocesan office in each of the 19 dioceses of the Catholic Church in England. CAFOD also has regional and country offices in Africa, Latin America, and Asia.

CAFOD works extensively through parishes and local communities. It organises and participates in events and activities for fundraising and campaign purposes in which children are frequently involved alongside CAFOD staff and volunteers.

CAFOD believes that all staff and volunteers need to be aware of, and adhere to, our policy and commitments in relation to child protection regardless of the level of contact they have with children in their work.

The Schools Programme and Youth Programme

CAFOD has a Schools programme and a Youth Programme which directly involve contact with children and young people. The target group for the Youth Programme is aged 14-18, though many young adults over 18 are also involved.

- In any CAFOD activity organised directly by CAFOD staff involving young people, a member of the youth programme team will normally be present.

- CAFOD's expectation is that contact with children and young people through these programmes should generally be supervised or accompanied, but we recognise that situations may arise where this is not the case for urgent or practical reasons.
- CAFOD expects staff and volunteers working within these programmes to minimise the likelihood of situations occurring in which they are lone adults working with one or more children. If such situations are unavoidable, they should be anticipated and a related or responsible adult should be informed.
- CAFOD also undertakes to ensure that all staff and volunteers whose work might involve such contact have completed additional recruitment procedures and have obtained a satisfactory Enhanced Disclosure from the Criminal Records Bureau (CRB).
- CAFOD also welcomes many overseas partners to work with CAFOD supporters in the UK. Any CAFOD partners or other international visitors to CAFOD's UK based work will be briefed on CAFOD's policies and procedures in this area if their programmes whilst in the UK involve contact with children or young people. A member of CAFOD staff or a volunteer will be present in any work involving children or young people.

Young people working as volunteers

Young people under 18 may also become involved in CAFOD's work as volunteers, either assisting in administration or in events or activities.

CAFOD has additional procedures that must be followed when young people are working directly with CAFOD staff or volunteers, either as a personal initiative or in groups, or accompanied by youth leaders or other responsible adults. These procedures include a Parental and Medical Consent Form and a disclosure form to be completed by any adult volunteers or staff members working with young people in these situations. These additional procedures, and a set of guidelines for CAFOD staff working with young people in informal setting, are contained in the Child Protection Toolkit for Staff.

Working overseas

CAFOD recognises that, while all children need protection, increased concern arises in relation to a number of issues specific to overseas work. These include: the existence of child soldiers, child labour, street children, children affected by HIV/AIDS, all vulnerable children and differences in cultural practices.

The vulnerability of children increases significantly in humanitarian situations where children are often one of the weaker, less visible and less heard groups of beneficiaries. For example, they may be vulnerable to exploitation or abuse by those in positions of authority at distribution sites or by members of the community wishing to gain access to resources.

In all its overseas work, CAFOD takes seriously the United Nations Convention on the Rights of the Child (UN CRC) and makes visible its belief that all children have the right to protection. This is reflected in CAFOD's intention to work for the safety of children in

programmes which CAFOD funds and to preserve and encourage the welfare of children in all its work and practices.

CAFOD recognises the need to be both proactive and sensitive in dialogue with partners about child protection policy and practice and to accompany and support partners in the development of appropriate policies and procedures. We will also seek to learn from the good practice of partners who are implementing child protection policies in their work. Therefore, we will strive to ensure our work reflects both of the following:

- CAFOD recognises the need to ensure that child protection awareness and strategies are progressively developed and implemented in overseas programmes.
- CAFOD recognises that our partners must make their own judgements about the development of their own child protection policy in direct relation to their context.

▪ **PROMOTING GOOD PRACTICE**

CAFOD aims to promote good CP practice, in order to create a positive culture and practice in relation to the safety of children in development and humanitarian programmes. We will do this in the following ways:

With CAFOD staff:

- CAFOD will use Good Practice Procedures to support CAFOD Staff in dialogue with partners
- CAFOD will ensure procedures/guidelines are in place for its staff who observe or are alerted to potential CP concerns overseas. These will cover actions to be taken and will identify appropriate CAFOD staff to contact.

With partners:

- CAFOD will work to ensure there is a process of engagement with partners on child protection issues to ensure mutual learning and development of good practice.
- CAFOD will strive to assist partners in the development of their policy and in strengthening their response to child protection concerns.
- CAFOD will consider capacity building work for the purpose of developing child protection policies and procedures in partner organisations. This could include supporting CAFOD staff to work as facilitators in the development of this process.
- CAFOD will explore and develop shared understanding with partners in relation to the UN CRC and customary law and practices.
- CAFOD will share tools and standards with partners.

CAFOD encourages partners to:

- Share their views and experiences with CAFOD staff and understand CAFOD's standpoint on child protection.
- Express a commitment to child protection issues by ensuring child protection policies are based on the UN CRC, as a minimum standard.
- Commit themselves to examine child protection issues within their context, particularly those directly linked to their work.

- Implement a child protection policy through their employment practices, programme/project planning and general awareness raising of staff and beneficiaries.

Whilst committed to dialogue with partners and shared learning, CAFOD will respond actively and appropriately if an allegation or disclosure of child abuse takes place in CAFOD funded overseas programmes. As far as possible, any such action will be discussed and agreed with partners.

The principle is that the safety of the child is paramount.

▪ CAFOD COMMUNICATIONS ABOUT CHILDREN

Staff should try and make sure that those who may wish to use images/stories of children cannot misuse or exploit them. Producing communications *about* children would count as *indirect* contact.

Wherever possible and appropriate we should acquire consent from the child's parent/guardian, the child's school or the NGO/Partner responsible for the child, to use the images and stories for CAFOD publications. However, it is not necessary to gain specific individual consent for those in crowd shots.

In addition, our communications about children should respect their dignity and identity and not degrade them. Therefore, when communicating about children we should also:

- Portray children as realistically as possible and communications about children should not be sensational, or overtly sentimental.
- Take care to represent the ethnic diversity of the children in areas where we work.
- Try to represent children as individual human beings, with their own opinions and history.
- Not normally use images of nude or partially clothed children. If staff want to use this type of imagery, they should consult programme staff (for the country concerned) and picture desk to discuss whether it is appropriate.
- Be aware that certain children may need extra protection. For example, former child soldiers or those suffering from HIV/AIDS.
- In many cases it might be appropriate to withhold or change names.

▪ DEFINITION OF ABUSE

Adapted from Child Protection Policies of other Catholic and BOAG agencies and NSPCC guidance in 'First Check'.

Abuse occurs when adults or other children hurt children or young people under the age of 18, either physically or in some other way. In the majority of cases, the abuser is someone the child or young person knows well, such as a parent, friend or relative.

There are 4 main kinds of abuse:

Physical abuse is actual or likely physical injury to a child, such as hitting, kicking or shaking, where there is definite knowledge, or reasonable suspicion, that the injury was inflicted or knowingly not prevented.

Emotional abuse is harm done by persistent or severe emotional ill-treatment or rejection, such as degrading punishments, threats, bullying or not giving care and affection, resulting in adverse affects on the behaviour and emotional development of a child or young person.

Neglect occurs when basic needs such as food, warmth and medical care are not met, or when there is failure to protect a child from exposure to any kind of danger, resulting in serious impairment of a child's or young person's health or development.

Sexual abuse occurs if a child or young person is pressurised or forced to take part in any kind of sexual activity, whether or not the child is aware of or consents to what is happening. Sexual abuse includes incest, rape and fondling. It may also include non contact activities such as showing a child pornography or internet based activity and viewing pornographic images of children. Sexual abuse may involve siblings or other family members, or persons outside the family.

Abuse may be current or recent or, in some cases, historical i.e. an adult may disclose sexual abuse that took place when he/she was a child. Abuse may be carried out by adult men or women or by siblings or other young people.

There are some groups of children and young people who are particularly vulnerable. These include:

- Children with disabilities;
- Children from ethnic minority communities who suffer from discrimination;
- Children who are refugees or asylum seeking;
- Children living in residential care;
- Children in families in which there is alcohol or drug abuse, domestic violence or mental health problems.
- A significant group in some overseas countries is children who have been orphaned by HIV/AIDS.

Although the statutory protection defines children and young people as those under the age of 18, care should also be taken of adults who are vulnerable through disability or other factors.

▪ **CAFOD'S CHILD PROTECTION PROCEDURES**

1 Recruitment of Staff and Volunteers

CAFOD's normal recruitment and employment policies and procedures already provide the framework for good practice set out in 'Safe from Harm', the Home Office Code for voluntary organisations. CAFOD has reviewed and strengthened its policies in the light of 'Safe from Harm' and the 2002 NSPCC Guide 'First Check' CAFOD will ensure that our employment and recruitment procedures and practices for overseas posts refer to both the Caritas Internationalis Code of Conduct and the international agencies' Keeping Children Safe.

CAFOD will identify posts in which direct or unsupervised contact with children or young people is possible or likely and ensure that extra care is taken in dealing with applications for such posts: candidates will be asked to describe their previous experience of working with children or young people, to provide 2 referees who can comment on their work with children or young people, and to complete a CRB disclosure form. CAFOD will also undertake detailed identity checks on candidates appointed to identified posts. This will happen with both internal and external candidates.

- Adverts and job descriptions for identified posts will include a reference to CAFOD's commitment to child protection and our Child Protection Policy.
- Job offers made in relation to identified posts will be subject to a self disclosure, satisfactory clearance from checking of statutory records, including an Enhanced Disclosure from the CRB where relevant, and satisfactory verification of qualifications and work history.
- A parallel practice will operate with regard to volunteers. Any volunteers who are recruited or designated for work with schools, with young people or with children, will be asked to complete a disclosure form, an Enhanced Disclosure from the CRB and to provide 2 referees.
- CAFOD has an arrangement with COPCA and with diocesan Child Protection Coordinators to act on CAFOD's behalf in obtaining Disclosures from the CRB.

2 Ensuring Awareness and Prevention

- CAFOD's commitment to child protection will be stated in appropriate corporate documents and on our website. CAFOD will make its policy and procedures available to anyone who requests them.
- CAFOD will ensure that all staff attend a detailed briefing session on the Child Protection Policy and have access to a copy. This is also included in the induction programme for all new staff and for volunteers who may have contact with children or young people.
- CAFOD expects all staff and volunteers to follow the code of behaviour. CAFOD staff and volunteers should make every effort to avoid situations in which they are lone adults working with one or more children. If urgent or practical circumstances result in such a situation occurring, staff and volunteers should resolve it as soon as possible and note it to their managers. In any CAFOD activity involving children, their parents, teachers or relevant responsible adults should be present.
- All managers have the responsibility for ensuring that the staff they manage are aware of the Policy, and for reminding them of its provisions when the need arises. Managers of identified posts will be expected to take part in child protection training.

- The training needs of staff in identified posts will be assessed and relevant training provided.
- Staff in sections or teams whose work involves frequent face to face contact with supporters, or presence at local or national events, should ensure they are familiar with the detail of this policy. They should also know the identity and contact details of the relevant diocesan Child Protection Co-ordinator (CPC) and CAFOD Child Protection Officer (CPO) and have contact details for statutory authorities including Social Services and the Police.
- The Head of Organisational Development and Personnel is designated as CAFOD's Senior Child Protection Officer, and will maintain contact with the Southwark diocesan CPC.
- Any CAFOD staff planning events should ensure that child protection issues are considered as part of the risk analysis and/or health and safety arrangements.
- In planning or co-ordinating multi-agency or coalition or network organised events and activities, CAFOD will ensure that child protection considerations have been taken into account if relevant.

3 Dealing with Disclosures and Suspicion

CAFOD recognises that **disclosures** (i.e. when a specific allegation of abuse is made against a named individual) and **suspicion** (i.e. when concern is expressed about abuse that may have taken place or be in prospect) should always be investigated and acted upon swiftly, making the welfare of children the paramount consideration. Any information offered in confidence should be received on the basis that it will be shared with relevant people in authority: this might include a CAFOD Child Protection Officer, diocesan Child Protection Coordinator and/or, if appropriate, child protection personnel in statutory agencies. Parents or carers will also be informed if appropriate. Apart from this, careful confidentiality will be observed.

If a child or young person tells you they are being, or have been, abused:

- Listen to and accept what the child or young person says.
- Do not investigate and do not inform, question or confront the alleged abuser.
- Take the alleged abuse seriously.
- Reassure the child or young person that they have done the right thing by telling you.
- Let them know you need to tell someone else. Do not promise total confidentiality.
- Let the child or young person speak freely but do not press for information.
- Let the child or young person know what you are going to do next and that you will let them know what happens.
- Record carefully what you have heard whilst it is still fresh in your mind. Include the date and time of your conversation and any incident disclosed.

If any member of staff or volunteer suspects abuse, or if a child or young person makes a disclosure, or if a person external to CAFOD reports a suspicion or allegation relating to CAFOD staff, volunteers or activities, the following steps should be taken:

- Avoid any delay.
- Report this to the Senior Child Protection Officer for CAFOD (the Head of Organisational Development and Personnel) in the UK or the relevant Child Protection Officer if overseas.

- If the suspicion or allegation relates to activities or persons working in a school, parish or diocesan setting, ensure that the relevant diocesan Child Protection Coordinator is also informed.
- The designated CPO will ensure an assessment is made and a report given to the appropriate Social Services Department or Police Station if necessary. However, if urgent action is required to protect children this should be done immediately.

No staff member or volunteer will prejudice their own standing or position within CAFOD by responsibly reporting potential or suspected child abuse.

4 CAFOD's Management Responsibilities and How We Will Act

If a member of staff is the subject of an allegation of child abuse, that staff member will be asked to take leave from their duties on full pay until an investigation has been completed. If a CAFOD volunteer is the subject of an allegation of child abuse, that volunteer will be asked to withdraw from their work until an investigation has been completed. In both cases, it should be made clear that suspension does not imply guilt but rather protects all parties whilst an investigation is undertaken.

If a disclosure of abuse takes place in which the alleged abuser is a member of CAFOD staff or a volunteer, or the incident has taken place on CAFOD premises or in connection with CAFOD activities, CAFOD will inform the statutory authorities. If a suspicion is expressed, CAFOD will undertake a risk assessment and then take appropriate action, which may involve contacting statutory authorities.

If an allegation of child abuse is made involving a member of CAFOD staff, this allegation, together with a record of the investigation undertaken and the outcome, will be recorded in a separate personal file. Confidentiality regarding these records will be scrupulously maintained and information will only be released to the line management of the staff member concerned or to those in positions of authority externally who have reason to need it for the protection of children. Records will be kept for 50 years.

If an incident of child abuse takes place in connection with CAFOD as an organisation or any CAFOD activities, CAFOD undertakes to provide support for the alleged victims and the alleged abuser whilst an investigation is carried out. CAFOD will also seek to ensure that any continuing support needed after a situation has been resolved is made available.

If a member of CAFOD staff or anyone closely associated with CAFOD work in some recognisable capacity is found to have committed acts in relation to children which are criminal or which contravene in a serious way the principles and standards set out in this policy, CAFOD will take disciplinary action and/or any other action which may be appropriate to the circumstances. If volunteers are found to have committed such acts, the volunteering relationship will be ended.

▪ REVIEWING THIS POLICY AND REPORTING TO CAFOD'S TRUSTEES

CAFOD will ensure that this policy is reviewed every 2 years and that an annual report on any incidents relating to child protection is made to CAFOD's trustees.

▪ **REPORTING PRO-FORMA (ALSO AVAILABLE IN THE TOOLKIT)**

<p>Part One: About You</p> <p>Name Your role in or relationship with CAFOD Details of any other organisation involved Your relationship to the child or young persons concerned</p>
<p>Part Two: About the Child/Young Person(s)</p> <p>Name(s) Male/female? Age Address Who does the child or young person live with?</p>
<p>Part Three: About Your Concern</p> <p>How did you come to have a concern: was abuse observed or suspected? Was an allegation made? Did a child disclose abuse?</p> <p>Date, time and place of any incident(s)</p> <p>Nature of concern/allegation</p> <p>Observations made by you (e.g. child's emotional state, any physical evidence)</p> <p>Write down exactly what the child said and what you said: continue on a separate sheet if necessary.</p> <p>Any other relevant information? (e.g. disability? Language?)</p> <p>Were other children involved or aware?</p> <p>Have you reported to parents or carers or any other Child Protection Personnel or Agencies? Time and date of reporting Person(s) to whom report was made Advice given</p> <p>Action taken</p>

▪ CODE OF BEHAVIOUR

There are some simple rules and procedures that will ensure we do as much as we can to keep children safe and will minimise the risk of an incident being alleged. It is important that staff and volunteers specifically check that they are being implemented in any event which involves children or young people.

- Treat everyone with respect, recognising their right to personal privacy.
- Be aware of situations which may present risks and manage these.
- Plan and organise the event so that risks are minimised.
- Recognise that caution is required in all one-to-one situations.
- If it is a residential event, ensure that adults and children have separate sleeping accommodation.
- Provide access for children and young people to talk to others about any concerns they have.
- Encourage young people and adults to feel comfortable enough to point out attitudes and behaviour they do not like.
- Remember that someone else may misinterpret your actions, no matter how well intentioned.
- Do not spend time alone with children – plan activities so that more than one person is present or, at least, other people are within sight and hearing.
- Do not take children alone in a car, even for short journeys, unless this is unavoidable for safety reasons. If this is unavoidable, make sure an adult carer or another member of staff is aware it is happening.
- Avoid inappropriate physical or verbal contact with others.
- Avoid being drawn in to inappropriate attention-seeking behaviour, such as tantrums or crushes
- Avoid showing favouritism to any individual.
- Never make suggestive remarks or gestures, even in fun.
- Do not trivialise or exaggerate child abuse issues.
- Do not rely on just your good name to protect you.
- **Do not believe “It could never happen to me”.**

▪ FURTHER RESOURCES

The CAFOD Child Protection Toolkit contains

1. Review of CAFOD's Procedures in relation to 'Safe from Harm', Home Office 1993 Code of Practice for Safeguarding the Welfare of Children in Voluntary Organisations in England and Wales
2. CRB
3. Parental and medical consent form for use in any CAFOD activity involving young people
4. CAFOD Guidelines for working with young people in informal settings
5. Guidelines for safeguarding health and safety of young participants in CAFOD events
6. Disclosure form to be completed by CAFOD staff or volunteers working with young people on CAFOD's behalf
7. Volunteer resources 1: Draft guidelines on recruitment and training of CAFOD Volunteers working with young people in the light of child protection policy
8. Volunteer resources 2: Application for Volunteer Work with CAFOD in Schools and Youth Groups
9. Volunteer Resource 3. Reference letter and pro-forma
10. Volunteer resources 4: Good practice Guidelines for CAFOD Schools Volunteers
11. Dealing with sensitive issues overseas
12. UN CRC Quick Reference Guide
13. How do we talk to partners flow chart
14. Reporting concerns when overseas flowchart

Resources in CAFOD's Personnel Office

Final Report of the Independent Review on Child Protection in the Catholic Church in England and Wales

First Check: A Step by Step Guide for Organisations to Protect Children NSPCC 2002

SCF Child Protection Policy

Tearfund Child Protection Policy

From Guidelines to Good Practice: Working with Children and Young People Catholic Youth Services, 1998

The Protection of Children Act 1999: A practical Guide to the Act for all Organisations Working with Children Department of Health

Diocese of Westminster Child Protection Procedures December 2000

Criminal Justice and Court Services Act 2000: Protection of Children Guidance Home Office

Safe & Secure: ensuring the well-being of children and young people within the church community Churches' Child Protection Advisory Service & Metropolitan Police

Keeping Children Safe: a toolkit for child protection coalition of INGOs

Child protection Policy Framework Caritas Internationalis 2004

Additionally CAFOD has an electronic library of useful resources on sensitive issues, including child labour, child soldiers, female genital mutilation, child brides, child trafficking.