



**救世軍** 港澳軍區  
**The Salvation Army**  
Hong Kong and Macau Command

## POLICY 12

# CHILD & YOUTH PROTECTION

On the recommendation of the Command Finance Council, this Policy is issued at the instruction of the Officer Commanding.

**Policy # Description**

12.1	Child & Youth Protection
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## **Child & Youth Protection**

1. In accordance with The Salvation Army's International Policy and Regulations we will establish the highest possible standards in the care and protection of children and youth by an ongoing process of awareness building, training, promotion, program monitoring, and audits.
2. The Salvation Army will not knowingly expose children and youth to any individual or program where there is any suspicion of the possibility of abuse including but not limited to verbal abuse, intimidation, physical abuse, sexual abuse or neglect.
3. The Salvation Army administration will take seriously all disclosures, allegations and complaints of the abuse of children and youth. All incidents and suspected incidents will be reported to the Secretary for Personnel who will immediately report to the Command Leadership and to appropriate external legal bodies for investigation and review within 24 hours.
4. The Salvation Army will cooperate fully with government agencies and fulfill its statutory requirements in all matters of suspected or proven abuse.
5. The Salvation Army will make every effort to extend to the victims and their families its compassion and its commitment to their spiritual and emotional well-being.
6. The Salvation Army will ensure that all commissioned officers, local officers, staff, and volunteers accused of wrongdoing are treated with respect in accordance with our Respectful Work Environment policy.
7. The Salvation Army will implement systems for prevention including:
  - 7.1 Adhering to all government service standards for the protection and well-being of children and youth;
  - 7.2 Requiring all commissioned officers, local officers, and corps staff in a position involving direct exposure to children and youth services to provide a police background check;
  - 7.3 Emphasizing and adhering to all relevant professional codes of conduct and best practice;
  - 7.4 Establishing a Child Protection Team which will review all incidents of suspected and reported child and youth abuse with regard to professional code of conduct and best practice
  - 7.5 Keeping an internal registry in the Personnel Office containing the names of individuals who have been convicted of, or had legal complaints of abuse of children and youth made against them; and checking against this register every applicant for a position involving direct exposure to children and youth in any Salvation Army programme;
  - 7.6 Conducting regular comprehensive training for all personnel in contact with children and youth;
  - 7.7 Providing age relevant and appropriate education for children in our care;
  - 7.8 Ensuring proper supervision of all volunteers at all times;

- 7.9 Conducting a registration process for all volunteers and corps members working with children;
  - 7.10 Maintaining employment records that will reduce the risk of employing offenders;
  - 7.11 Where there is any indication or suspicion of abuse, acting immediately to ensure the safety of children and youth in our care.
8. The Salvation Army will conduct regular **safe & sound audits** on all its programmes and facilities.

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