



WHAT DANCE CAN DO SAFEGUARDING POLICY

POLICY

I. INTRODUCTION

The What Dance Can Do Project (WDCD) is a non-profit organization created in Switzerland in 2018. It is currently also registered in France and in New Zealand. WDCD has been built around the fundamental belief that dance changes lives and that all children should have access to music and dance. It seeks to bring dance to children and young adults who have become vulnerable (including through illness, poverty, or exile) or who have no easy access to the arts. It also seeks to advocate dance as an agent for change, social inclusion, and youth development, through the storytelling of its own experience and that of dancers whose lives have been impacted by the arts. Its programs and activities have an international reach.

II. WDCD STATEMENT OF COMMITMENT

Children and youth are at the core of WDCD's activities. A culture of safety and accountability is essential for WDCD to achieve its mission. WDCD is committed to ensuring that all children are safe from harm and abuse. To that end, it has put in place robust policies and procedures to protect all children that come into contact with WDCD.

Children and youth are particularly vulnerable to abuse and exploitation. The inherent power differential between development organizations and vulnerable communities heightens the risk of abuse and exploitation. Further, special care must be paid to the fact that touch is an essential component of teaching dance and directing movement. In acknowledgment of these vulnerabilities, WDCD is committed to, and accountable for, creating and proactively maintaining operational and programming environments that aim to prevent and deter any actions by WDCD's representatives, whether deliberate or inadvertent, that place children at risk of any kind of harm or abuse. WDCD has a zero-tolerance policy to child abuse by any of its representatives or the officials of its partner organizations. Any violation of this policy will be seriously addressed.

WDCD is cognisant of the importance of creating and maintaining a safe culture that is child-focused and community-driven. When special trust is exploited and safeguarding standards fail, immense damage is caused with long-term effects on the lives of children, their families, and communities. This also undermines the credibility and reputation of the organization.

WDCD's safeguarding policy complies with international child welfare legislation and standards, including the Child Safeguarding Standards as defined by Keeping Children Safe. In particular, WDCD refers to Article 19 of the United Nations Convention on the Rights of the Child, which calls for the protection of children against "all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual violence". The requirements of this Child Safeguarding Policy are in addition to any other applicable legal requirements, including but not limited to, donor requirements or other additional requirements imposed by partner organizations. Furthermore, this Child Safeguarding Policy is revisited regularly to assess whether it requires updating.

III. SCOPE OF APPLICATION OF POLICY

This Child Safeguarding Policy applies equally to anyone associated with WDCD, including but not limited to:

- All staff
- All volunteers and interns
- Consultants
- Ambassadors
- Invited visitors
- Members of the Management and Advisory Board
- Partner organizations and individuals, such as drivers and caretakers.

IV. RISK MITIGATION

This Child Safeguarding Policy sets forth standards for all WDCD's activities and programs, through the four pillars of child safeguarding, namely awareness, prevention, reporting, and responding. The following constitutes WDCD's non-exhaustive commitment in relation thereto.

A. Awareness and Training

- All representatives are made aware of WDCD's Child Safeguarding Policy and the requirement to comply therewith.
- All children and/or their families are made aware of the standards of conduct they can expect from WDCD's representatives and the avenues through which they can raise a concern.

This will be achieved through the dissemination of this Child Safeguarding Policy, along with its annexes, which will be made public on WDCD's website in a language that WDCD's beneficiaries (and families/caretakers) understand.

B. Prevention

- WDCD will only select representatives who are suited to work with children. Strict child-safe recruitment practices apply to all candidates, which include but are not limited to:

- A comprehensive criminal background screening in the jurisdiction where the representative is residing and/or has primarily resided in the last five years.
- An assessment of the representative's ability to work with children (through prior experience, vocational training, and/or professional references).
- A prior professional experience/expertise check.
- An interview process.
- WDCD will only select partner organizations that have demonstrated their commitment to child safeguarding and have a record of compliance thereon.
- WDCD ensures that a child safeguarding risk assessment has been carried out before undertaking its programs and activities.
- WDCD will ensure that its activities are conducted in the presence of at least two adults, namely a WDCD representative and an official from the partner organization. This means that the partner organization will ensure to inform WDCD before the start of a scheduled activity in case its scheduled official is absent and to provide a replacement.
- Representatives are alert to potential indicators of child abuse, neglect, exploitation, or violence and recognize whether a child needs help and protection.
- Representatives are alert to the potential risks caused to children.
- WDCD ensures that its representatives create a safe and healthy environment where children's rights are respected and child abuse is prevented.
- WDCD ensures the respect of the children's right to image including, by:
 - Not photographing or filming children without the prior permission of their teacher, parent, or guardian.
 - Retaining and storing photographs and videos of children in a secure and appropriate manner and only used for legitimate WDCD's purposes.
 - Not using the children's first and last names in photographs, videos, captions, or file names.
 - Photographing or filming children only when wearing suitable attire.
 - WDCD representatives not using their personal social networking accounts or personal mobile phones to communicate with children one on one.
 - WDCD representatives not using their personal devices for photographing or filming children taking part in WDCD's activities, for any purpose other than for promoting WDCD's activities.

C. Reporting

- All WDCD's representatives and WDCD's beneficiaries know how to report and who to contact when any concern arises, no matter how seemingly small or trivial.
 - In practice, this mean that beneficiaries should report their concern either to WDCD representative or to the official from the partner organization, as the case requires. WDCD's representative nominated as safeguarding officer should then be contacted as soon as practicable after such concern arises. A dedicated email address has been set up at safeguarding@thewhatdanceandoproject.com
 - If any WDCD's representative has reasons to believe that a child is in imminent danger, they should first refer the matter to the relevant domestic emergency services (police, social services, child protection services) and, as soon as practicable thereafter, contact WDCD's representative nominated as safeguarding officer on the aforementioned dedicated email address.

- All WDCD's representatives will respond to concerns raised by WDCD's beneficiaries using the Four Rs:
 - Receive (Listen to the child seriously and with an open mind)
 - React (Stay calm, ask open questions without criticizing, explain the next steps and report)
 - Reassure (Reassure the child that they have done the right thing in raising the matter)
 - Record (Make a brief but accurate and impartial written record and secure it securely).

D. Responding

- All WDCD's representatives support and protect children, with a child-driven approach, to address concerns and ensure children's well-being.

- All WDCD's representatives are required to cooperate with any subsequent investigation.

- Corrective measures, including any personnel action, will be taken to prevent the recurrence of such activity.

Annex 1 Definitions

Child/Children	Anyone under 18 years of age, regardless of the age of majority or age of consent locally.
Child Abuse	Any act or omission, which directly or indirectly, harms a child. Child abuse can be physical, including sexual, or emotional. Neglect or negligent treatment can constitute child abuse.
Child Data	Information, whether in paper or electronic form, containing Personally Identifiable Information (PII) collected for programmatic or operational purposes.
Child Safeguarding	The set of policies, procedures, and practices that are employed to ensure that WDCD is a child safe organization.
Emotional Abuse	Harm to a child’s emotional, intellectual, mental, or psychological development. This may occur as an isolated event or on an ongoing basis. It includes but is not limited to any humiliating or degrading treatment that aims to undermine a person’s sense of self-worth (e.g: teasing, calling names, threats, constant criticism, isolating, terrorizing).
Exploitation	The actual or attempted abuse of a position of vulnerability, power differential, or trust for the benefit of the individuals leveraging their power, position, or privilege.
Grooming	Process in which an adult builds a relationship with a child or a child’s caretaker to gain their trust for the purpose of sexually abusing and/or exploiting the child.
Guest	Any non-employee, non-representative, non-volunteer of WDCD or its partner organizations who is invited to partake in programs or activities sponsored by WDCD.
Neglect/negligent treatment	The failure to meet a child’s basic physical and/or psychological needs either deliberately or through negligence. Such failure can include, but is not limited to failing to provide adequate food, to prevent harm or to ensure appropriate supervision and a safe physical environment.
Partner Organization	Any organization with which WDCD collaborates in the planning and execution of WDCD’s activities.
Personally Identifiable Information	Any representation of information that permits the identity of an individual to whom the information applies to be reasonably inferred by either direct or indirect means.
Physical Abuse	Non-accidental use or physical force that inadvertently or deliberately causes a risk of or actual injury or suffering to a child. This

	includes but is not limited to hitting, shaking, kicking, pinching, pushing, and grabbing.
Representative	Any employee, volunteer, Board member, or anyone taking part of WDCD's programs and activities on behalf of WDCD
Sexual Violence, Exploitation, and Abuse	All forms of sexual violence and coercion. Sexual violence includes acts of a sexual nature or that cause a person to engage in an act of a sexual nature by force, or by threat of force or coercion, such as, <i>inter alia</i> , rape, child prostitution, child pornography, and sexual abuse. Sexual abuse includes but is not limited to indecent touching or exposure, and the use of explicit sexual language. Sexual exploitation is any actual or attempted abuse of a position of vulnerability.
Social Media	Forms of electronic communication/content used to share information, comments, messages, images, videos, and other content via a social network.

Annex 2 Code of Conduct

Appropriate conduct

- Adhere with WDCD's Child Safeguarding Policy at all times.
- Always put the children's welfare first.
- Treat all children with respect.
- Treat all children without discrimination including on account of their age, gender, status, class, nationality, ethnic or social origin, faith, visual appearance, language ability, physical or mental disability, or sexual orientation.
- Report any incident or concern that a child is, or is likely to be, at risk of harm.
- Develop and preserve clear personal boundaries and rules when conducting activities that involve children to keep both the children, and yourself, safe.
- Ensure that child data is not shared inappropriately on social media, or with others.
- Ensure that all activities are age appropriate.
- Ensure that any form of physical support and assistance is provided openly.
- Be aware of the power balance between an adult and a child and behave in an appropriate, child friendly, accountable, and transparent manner at all times.
- Provide a safe and conducive environment for all activities.
- Record any injury sustained during a WDCD program or activity.

Inappropriate conduct

- Engaging in any kind of discrimination, including racism, homophobia, sexism, and/or religious discrimination.
- Exhibiting preferential treatment of some children to the detriment of others.
- Shouting at or bullying children, which includes offensive, abusive, or threatening language.
- Using any sort of physical punishment.
- Beating, hitting, or any form of physical restraint on a child.
- Reduce a child to tears as a form of control.
- Engaging in physical or sexually provocative games.
- Allowing or engaging in any form of inappropriate touching.
- Using inappropriate language in the presence of children.
- Allowing children to use inappropriate language unchallenged.
- Allowing adults to use inappropriate language in the presence of children unchallenged.
- Spending time alone and unsupervised with a child, including by sharing a changing room or inviting a child to your house.
- Neglecting a child or leaving a child unsupervised.
- Engaging, or attempting to engage in physical, sexual, or inappropriate relationships with children. This includes the use of suggestive conversations, comments, texting, messaging, or through social media sites.
- Providing email addresses or phone numbers to children.
- Requesting or accepting "friend requests" by children on social media.
- Carrying out WDCD's programs and activities while under the influence of drugs or alcohol.
- Photographing children without the prior permission of their teacher, parent, or guardian.

Annex 3 Declaration Form-Statement of Commitment

I, , entrusted with the position of (at WDCD, have read and understood my obligations as outlined in this Child Safeguarding Policy, and attached Code of Conduct.

I agree with the terms contained therein and accept the requirement to comply with the provisions therein while working with, or representing, WDCD in any away.

I understand and accept that the consequences for non-compliance could have serious repercussions.

Date and Location:

Signature:

As certified by (first name, last name, signature)