



Meeting Point International

CHILD SAFEGUARDING POLICY

Meeting Point International (MPI)

2026

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1. INTRODUCTION

Founded by Rose Busingye in 1992, Meeting Point International (MPI) is a Ugandan non-governmental organization working with women, men, youth and children from the slums of Kampala, who are mainly affected and infected by HIV/AIDS.

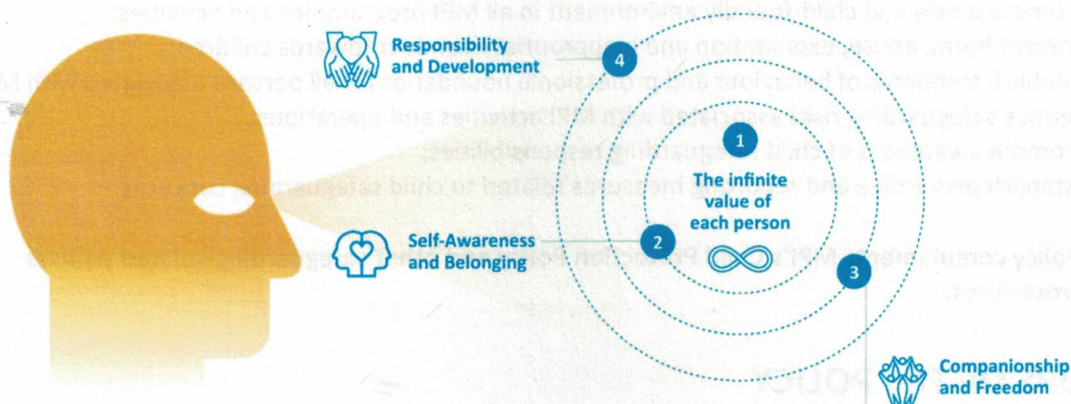
1.1 MPI's Vision

For every person to discover their infinite value and dignity, through a journey towards their own human development and that of their communities.

1.2 Our Mission

MPI aims at continuously accompanying every person and community, prioritizing victims of HIV/AIDS, promoting education at all levels and committing to poverty alleviation.

1.3 MPI's Method



- 1** Everything begins with the infinite value of each person.
- Every individual is unique and irreplaceable, not defined by their limitations, current or past circumstances, illness, poverty, wealth, or even death.

- 2** Our goal is to help each person discover their infinite value, foster relationships where they realize they are important and create simple communities where they can belong.

- 3** Through companionship, each person can become free and able to be themselves and express who they are.

- 4** When someone discovers their infinite value and gains freedom through this companionship, they take responsibility for their value and become the main character in their own development and that of their communities.

1.4 Relevance of Child Protection Policy

Meeting Point International (MPI) is committed to creating and maintaining a safe environment for all children involved in its programmes, activities and operations.

MPI recognizes that children may be exposed to risks of abuse, exploitation, neglect, violence or harm during interactions connected to organizational activities if appropriate safeguarding measures are not in place.

This Child Safeguarding Policy establishes the preventive measures, standards of conduct and organizational responsibilities required to reduce risks to children and promote safe programming and interactions. This Policy should be read together with MPI's Child Protection Policy, Safeguarding Policy, Code of Conduct and other related organizational policies and procedures.

2. PURPOSE OF THE POLICY

The purpose of this Policy is to:

- Promote a safe and child-friendly environment in all MPI programmes and activities;
- Prevent harm, abuse, exploitation and inappropriate conduct towards children;
- Establish standards of behaviour and professional boundaries for all persons associated with MPI;
- Reduce safeguarding risks associated with MPI activities and operations;
- Promote awareness of child safeguarding responsibilities;
- Establish preventive and reporting measures related to child safeguarding concerns.

This Policy complements MPI's Child Protection Policy and other safeguarding-related policies and procedures.

3. SCOPE OF THE POLICY

This Policy applies to:

- All MPI staff;
- Board members;
- Volunteers and interns;
- Suppliers
- Consultants and contractors;
- Visitors engaged in MPI activities;
- Partners and Donors;
- Any other person acting on behalf of MPI.

The Policy applies during office hours, field activities, movements, travel, events, online communication, home visits, community outreach activities and any other interaction connected to MPI activities involving children.

4. GUIDING PRINCIPLES

This Policy is guided by:

Best Interests of the Child: All decisions and actions concerning children shall prioritize the best interests, safety and wellbeing of the child.

Non-Discrimination: All children shall be treated equally and fairly without discrimination of any kind.

Do No Harm: MPI shall take all reasonable measures to minimize risks and prevent harm to children.

Confidentiality: Information concerning children and child protection concerns shall be handled with sensitivity and shared only on a need-to-know basis.

Participation and Respect: Children should be treated with dignity and, where appropriate, informed about their rights and encouraged to raise concerns regarding their safety and wellbeing.

Accountability: All individuals associated with MPI are responsible for upholding this Policy and reporting concerns or suspected violations.

This Policy is guided by:

- The United Nations Convention on the Rights of the Child (UNCRC, 1989);
- The African Charter on the Rights and Welfare of the Child (ACRWC);
- The Constitution of the Republic of Uganda (1995);
- The Children Act Cap. 59 and other applicable laws.

5. DEFINITIONS

Abuse: Any form of physical, emotional, sexual abuse, neglect, or exploitation that results in, or has the potential to result in, harm to a child.

Associated Personnel: All individuals engaged by or acting on behalf of MPI, including staff, volunteers, interns, consultants, contractors, visitors, donors, and partner organizations.

Child: Any person under the age of 18 years, in accordance with the United Nations Convention on the Rights of the Child (UNCRC).

Confidentiality: The obligation to ensure that safeguarding-related information is shared only with authorized persons on a need-to-know basis for the purpose of protection and response.

Duty of Care: MPI's responsibility to take all reasonable steps to ensure the safety, dignity, and well-being of children involved in its activities and to prevent foreseeable harm.

Harm: Any physical, emotional, psychological, or social damage experienced by a child as a result of actions, inactions, or negligence linked to MPI activities or personnel.

Non-Discrimination: The principle that all children must be treated equally and fairly without discrimination of any kind.

Risk: The possibility that harm, abuse, neglect, or exploitation may occur due to organizational activities, decisions, environments, or interactions involving children.



Safeguarding: The proactive measures, systems, and responsibilities taken by MPI to prevent harm, abuse, exploitation, and neglect and to ensure the safety, dignity, and well-being of children in all organizational activities.

Safeguarding Concern: Any suspicion, allegation, disclosure, or observation that a child may be at risk of harm, abuse, exploitation, or inappropriate conduct in connection with MPI.

Safeguarding Incident: An event or occurrence involving actual or potential harm, abuse, exploitation, or breach of safeguarding standards affecting a child in connection with MPI activities.

Safeguarding Risk Assessment: The process of identifying, assessing, and mitigating risks of harm to children arising from MPI programmes, activities, personnel, or partnerships.

Sexual Exploitation: Any actual or attempted abuse of a position of vulnerability, power, or trust for sexual purposes, including exchange of money, goods, services, or benefits.

Sexual Harassment: Unwanted conduct of a sexual nature, whether verbal, non-verbal, or physical, that may reasonably be perceived as intimidating, humiliating, or offensive.

Stigma: Negative attitudes or beliefs that lead to discrimination, exclusion, or harm against individuals or groups based on identity, status, or characteristics.

Vulnerability: Increased susceptibility to harm, abuse, neglect, or exploitation due to age, disability, social or economic status, health condition, or other contextual factors.

Zero Tolerance for Abuse: A policy stance that any form of abuse, exploitation, or safeguarding violation is unacceptable and will result in appropriate action, including prevention, response, and disciplinary measures.

6. CODE OF CONDUCT AND BEHAVIOUR STANDARDS

MPI expects all persons associated with the organization to uphold the highest standards of professional and personal conduct towards children.

6.1 Acceptable Standards of Behavior

All staff and associated personnel shall:

- Treat all children with dignity, respect and fairness.
- Promote a safe, inclusive and positive environment for children.
- Listen to children respectfully and take their concerns seriously.
- Ensure interactions with children are appropriate, transparent and accountable.
- Obtain informed consent from parents, guardians or authorized caregivers before involving children in activities, interviews, photographs or media content, where appropriate.
- Respect children's privacy and confidentiality.
- Ensure that children are supervised and protected during activities, travel and events.
- Report any child protection concerns immediately in accordance with this Policy.
- Promote awareness among children, families and communities about children's rights and protection.
- Conduct themselves in a manner that upholds MPI's values and reputation at all times.

6.2 Unacceptable Behaviour

All staff and associated personnel must never:

- Engage in any sexual activity or relationship with a child.
- Physically assault, hit, humiliate or emotionally abuse a child.
- Use language or behavior that is inappropriate, discriminatory, degrading, abusive or sexually suggestive.
- Spend excessive time alone with a child away from others without justification or appropriate supervision.
- Take a child to their home or stay overnight alone with a child.
- Engage children in exploitative labor, domestic work or any activity that places them at risk.
- Develop relationships with children that may be considered exploitative, manipulative or abusive.
- Exchange money, gifts, favors or assistance for sexual acts or inappropriate behavior.
- Take, publish or share photographs, videos or stories of children in ways that are exploitative, humiliating, sensationalized or that compromise their dignity or safety.
- Use corporal punishment or any form of violent discipline.
- Ignore, conceal or fail to report child protection concerns.
- Discriminate against or favor particular children.
- Engage in online communication with children in ways that are inappropriate, secretive or harmful.

This list is not exhaustive. All staff and associated personnel are expected to avoid conduct that may place children at risk or create the appearance of inappropriate behaviour.

7. GOOD PRACTICE GUIDELINES

All staff and associated personnel should:

- Ensure that activities involving children are appropriately planned and supervised;
- Avoid situations that may expose children or staff to unnecessary risk;
- Encourage a culture of openness, accountability and respectful conduct;
- Promote children's awareness of their rights and available reporting mechanisms in age-appropriate ways;
- Ensure concerns regarding child safety are addressed appropriately and without delay.

8. PREVENTION MEASURES

8.1 Recruitment and Vetting

MPI is committed to safer recruitment practices for positions involving contact with children.

Recruitment procedures may include:

- Verification of identity and qualifications;
- Reference checks regarding suitability to work with children;
- Criminal record checks where applicable and legally permissible;
- Acknowledgement of this Policy and related Codes of Conduct;



- Orientation on child protection responsibilities before engagement.

MPI expects partner organizations and individuals working directly with children in collaboration with MPI to uphold appropriate child protection standards.

8.2 Induction and Training

MPI shall ensure that all staff and associated personnel receive appropriate child protection induction and training.

Training may include:

- Child protection principles;
- Recognizing signs of abuse;
- Reporting procedures;
- Appropriate conduct and professional boundaries;
- Confidentiality and child-sensitive communication.

Refresher trainings and awareness activities shall be conducted periodically.

8.3 Communication and Use of Images

MPI is committed to promoting the dignity and privacy of children in communication materials.

All staff and associated personnel shall:

- Use respectful and non-discriminatory language when referring to children.
- Avoid sensationalized, exploitative or degrading portrayals of children.
- Obtain informed consent before collecting or using images, videos or stories involving children, where appropriate.
- Avoid publishing information that may expose children to risk, stigma or identification.

8.4 Online Safety and Digital Communication

MPI recognizes that online interaction may expose children to additional safeguarding risks.

Staff and associated personnel shall:

- Use appropriate and professional communication when interacting with children online;
- Avoid secretive, private or inappropriate online communication with children;
- Ensure that online activities involving children are appropriately supervised where possible;
- Promote safe and respectful digital engagement.

8.5 Partner Responsibilities

MPI expects partner organizations and collaborators involved in activities with children to uphold appropriate child safeguarding standards.

Partners shall:

- Be informed of MPI's Child Safeguarding Policy;
- Commit to safe practices involving children;
- Report safeguarding concerns connected to MPI-supported activities;
- Cooperate with safeguarding processes where required.

MPI reserves the right to suspend or terminate collaboration where serious safeguarding concerns arise.



9. CHILD SAFEGUARDING RISK MANAGEMENT

MPI recognizes that safeguarding risks may arise in programmes, activities and services involving children. Child safeguarding risks shall therefore be considered during the planning, implementation and review of activities involving children.

9.1 Risk assessments

Risk assessments may consider risks related to:

- Travel and transportation;
- Events and community activities;
- Field visits and outreach activities;
- Online interaction and communication;
- Accommodation and overnight stays;
- Visibility and supervision of children during activities.

Where risks are identified, appropriate preventive and mitigation measures shall be implemented.

9.2 Mitigation measures

Mitigation measures may include:

- Appropriate supervision of children;
- Safe transportation and accommodation arrangements;
- Child-safe activity planning;
- Awareness raising among staff, children and caregivers;
- Referral pathways and emergency response measures;
- Coordination with families, schools and relevant child protection actors.

Any activity that may expose children to unacceptable or serious risk shall be reviewed, modified, suspended or cancelled.

10. SAFEGUARDING CASE MANAGEMENT AND REPORTING

MPI is committed to ensuring that all safeguarding concerns involving children are handled promptly, confidentially, fairly, and in the best interests of the child.

All safeguarding concerns, allegations, suspicions, disclosures, or incidents involving children shall be managed through child-sensitive and survivor-centered procedures that prioritize the safety, dignity, wellbeing, and rights of the child.

10.1 Principles of Child Safeguarding Case Management

All child safeguarding concerns shall be managed in accordance with the following principles:

Best Interests of the Child: The safety, wellbeing, dignity, and rights of the child shall be the primary consideration in all decisions and actions.



Confidentiality: Information related to safeguarding concerns shall only be shared on a strict need-to-know basis and handled securely to protect the child and all persons involved.

Child-Sensitive Approach: Children shall be listened to respectfully and supported in ways appropriate to their age, maturity, understanding, and situation.

Survivor-Centered Approach: Children affected by abuse or harm shall be treated with dignity, compassion, and respect throughout the reporting and response process.

Non-Retaliation: No child, staff member, volunteer, or other person shall suffer retaliation, intimidation, discrimination, or victimization for reporting concerns in good faith.

Timeliness: Safeguarding concerns shall be addressed promptly in order to minimize risks and ensure appropriate protection measures.

Accountability: All safeguarding concerns shall be documented appropriately and managed in line with MPI policies and applicable legal obligations.

10.2 Reporting Child Safeguarding Concerns

Any person associated with MPI who witnesses, suspects, receives information about, or becomes aware of possible abuse, neglect, exploitation, violence, misconduct, or safeguarding risks involving a child must report the concern immediately.

Reports may be made to:

- The Child Safeguarding Focal Person;
- A supervisor or manager;
- Senior management;
- Relevant child protection authorities or law enforcement agencies, where appropriate.

MPI recognizes that children may feel afraid or unable to report concerns. MPI shall therefore promote child-friendly and accessible reporting mechanisms that encourage children to safely raise concerns and seek support.

No individual is required to prove that abuse has occurred before reporting a concern. Staff and associated personnel must not conduct their own investigations or question children in ways that may cause additional harm or distress.

10.3 Responding to Child Safeguarding Concerns

All child safeguarding concerns shall be taken seriously by the Safe Guarding Focal Person and responded to appropriately with the support of the Safe Guarding Committee if necessary. Responses may include:

- Immediate measures to ensure the child's safety and protection;
- Referral to appropriate child protection or support services;
- Internal review or investigation;
- Disciplinary measures where appropriate;



- Referral to relevant authorities in cases involving potential criminal conduct.

Investigations shall be conducted by appropriately designated individuals and in a manner that minimizes further distress or harm to the child.

Where necessary, MPI may suspend staff, volunteers, contractors, or associated personnel from duties involving children pending completion of safeguarding processes.

10.4 Support to Children Affected by Harm

MPI shall take reasonable steps to ensure that children affected by abuse, neglect, exploitation, or violence are treated with dignity and supported appropriately.

Support measures may include:

- Referral for medical care;
- Psychosocial support or counseling;
- Referral to social welfare or child protection services;
- Safety planning and protection measures;
- Coordination with caregivers, families, schools, or relevant authorities where appropriate and in the best interests of the child.

10.5 Record Keeping and Confidentiality

All safeguarding reports, allegations, assessments, actions taken, and outcomes shall be documented and stored securely.

Access to safeguarding records shall be limited to authorized individuals on a need-to-know basis. Records shall be retained in accordance with applicable legal, safeguarding, and data protection requirements.

MPI shall take appropriate measures to protect safeguarding information from unauthorized disclosure, misuse, or loss.

10.6 Learning and Continuous Improvement

MPI shall use lessons learned from safeguarding concerns, incidents, and response processes to strengthen child safeguarding practices, risk mitigation measures, staff awareness, and organizational accountability.

Safeguarding procedures and practices shall be reviewed periodically to ensure effectiveness and alignment with legal and organizational standards.



ACKNOWLEDGMENT AND AGREEMENT

We, the undersigned Representative of _____ (Name of Partner Organization), acknowledge and accept our responsibilities under this safeguarding commitment. We understand that failure to adhere to these principles may result in actions, including suspension of funding or termination of partnership, as outlined in MPI's Child Safeguarding Policy.

Name of Partner Organization : _____

Representative Name : _____

Representative Title : _____

Signature : _____

Date : _____

Witness

Name of witness on behalf of MPI : _____

Witness Title : _____

Signature : _____

Date : _____

Policy Approval

The Safeguarding Policy of Meeting Point International (MPI) is subject to thorough review and approval by the organization's leadership. The approval process involves consultation with key stakeholders, including board members, management, staff, and relevant external partners, to ensure that the policy aligns with MPI's values, objectives, and legal obligations. By formally endorsing this policy, MPI demonstrates its unwavering commitment to safeguarding principles and to fostering a culture of safety, accountability, and respect across all its programs and operations.



SAFEGUARDING POLICY ACKNOWLEDGMENT FORM

I, ... (Name of Staff)
..... (Position of Staff), acknowledge receipt of the
Child Safeguarding Policy.

I confirm that I have read, understood, and accepted the policy as part of my employment conditions with
Meeting Point International (MPI).

Name : _____

Signature : _____

Date : _____