



Meeting Point International

CHILD PROTECTION POLICY

Meeting Point International (MPI)

2026

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Approval Date:	22/09/2026
Date of Next Review:	01st September 2028
Version #:	01st





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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.

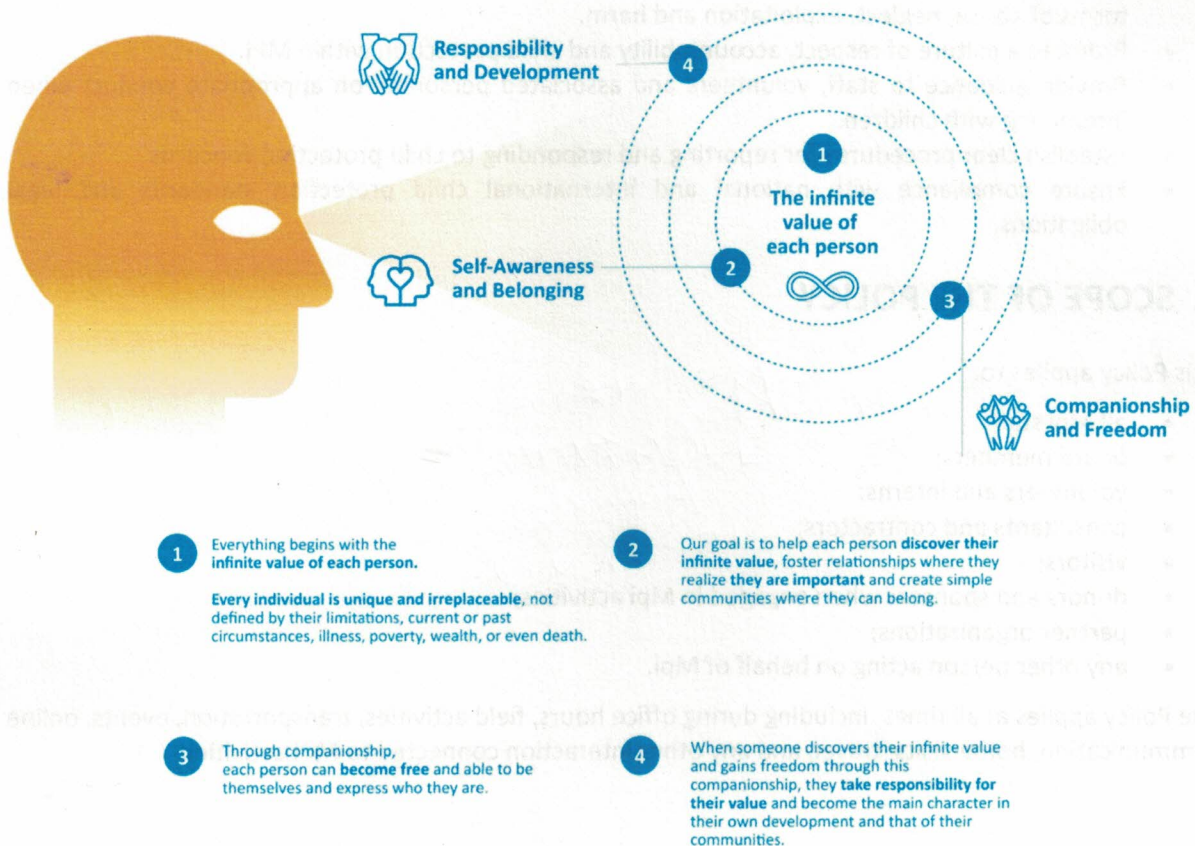
1.1 MPI's Vision

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





1.4 Relevance of Child Protection Policy

This Child Protection Policy outlines Meeting Point International's (MPI) commitment to protecting children from all forms of abuse, neglect, exploitation, violence and harm.

In the course of its work, MPI engages with children and vulnerable families through programmes and activities related to health, education, protection, livelihood and community development. These interactions may take place in homes, schools, communities, events and other settings connected to MPI's operations.

This Policy establishes the standards of behaviour, responsibilities and procedures expected of all persons associated with MPI in order to create and maintain a safe, respectful and child-friendly environment.

This Policy should be read together with MPI's Safeguarding Policy, Child Safeguarding Policy and Code of Conduct and other related organizational policies.

2. PURPOSE OF THE POLICY

The purpose of this Policy is to:

- Ensure that children involved in MPI programmes, projects and activities are protected from all forms of abuse, neglect, exploitation and harm.
- Promote a culture of respect, accountability and child protection within MPI.
- Provide guidance to staff, volunteers and associated personnel on appropriate conduct when interacting with children.
- Establish clear procedures for reporting and responding to child protection concerns.
- Ensure compliance with national and international child protection standards and legal obligations.

3. SCOPE OF THE POLICY

This Policy applies to:

- all Mpi staff;
- board members;
- volunteers and interns;
- consultants and contractors;
- visitors;
- donors and sponsors when engaged in Mpi activities;
- partner organizations;
- any other person acting on behalf of Mpi.

The Policy applies at all times, including during office hours, field activities, transportation, events, online communication, home visits, travel, and any other interaction connected to MPI activities.



4. GUIDING PRINCIPLES

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

Child: For the purposes of this Policy, a child is any person below the age of 18 years.

Child Abuse: Child abuse refers to all forms of physical, emotional, sexual abuse, neglect, exploitation or maltreatment that result in actual or potential harm to a child's health, development, dignity or wellbeing.

Physical Abuse: Physical abuse refers to the use of physical force that results in, or has the potential to result in, injury, pain or suffering to a child. This includes hitting, shaking, burning, kicking, corporal punishment, female genital mutilation, torture or any other harmful physical act.

Sexual Abuse: Sexual abuse includes all forms of sexual violence, exploitation or inappropriate sexual conduct involving a child. This includes defilement, sexual assault, early and forced marriage, sexual exploitation, grooming, sexual harassment, indecent touching, exposing children to pornography, or using sexually explicit language towards a child.

Emotional Abuse: Emotional abuse refers to acts or omissions that negatively affect a child's emotional development, dignity or self-worth. This may include humiliation, intimidation, degrading treatment, threats, discrimination, rejection, bullying, ridicule or other forms of emotional harm.

Neglect: Neglect refers to the failure of a parent, caregiver or responsible person to provide adequate care, supervision, protection, nutrition, shelter, education, healthcare or emotional support necessary for the child's wellbeing and development.

Child Exploitation: Child exploitation refers to the use of a child for the benefit of others in ways that are harmful to the child's physical, emotional, educational or social development. This includes child labour, trafficking, forced begging, recruitment into armed groups or commercial sexual exploitation.

Child Protection Concern: A child protection concern refers to any suspicion, allegation, disclosure or observation indicating that a child may be experiencing abuse, neglect, exploitation or harm.

6. CODE OF CONDUCT AND BEHAVIOUR STANDARDS

All staff, volunteers, consultants, partners and associated personnel interacting with children must comply with MPI's Child Safeguarding Policy and Code of Conduct, which outline the required standards of behaviour and prohibited conduct towards children.

All individuals associated with MPI are expected to ensure that their conduct promotes the safety, dignity, wellbeing and protection of children at all times.

Failure to comply with safeguarding and child protection standards, including failure to report concerns relating to children, may result in disciplinary or other appropriate action.

7. PREVENTION MEASURES

Recruitment: MPI applies safer recruitment measures in accordance with its Safeguarding Policy Induction and Training.

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

8. CHILD-FOCUSED RISK ASSESSMENT AND MITIGATION

Meeting Point International (MPI) recognizes that child protection risks may arise in activities, programmes and services involving children.

Child-focused risk assessments shall therefore be conducted before and during activities involving children in order to identify, prevent and minimize potential harm.

Risk assessments may consider risks related to:

- travel;
- events and community activities;
- field visits and outreach activities;
- online interaction and communication;
- accommodation and overnight stays;
- transportation arrangements.

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

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

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, health providers and relevant child protection actors.



Risk assessments should be reviewed periodically, particularly where there are significant contextual or operational changes.

9. REPORTING AND RESPONSE PROCEDURES

9.1 Reporting Concerns

Child protection is the responsibility of everyone associated with MPI.

Any staff member, volunteer, partner or associated person who witnesses, suspects or receives information regarding possible child abuse or misconduct must report the concern immediately.

Reports may be made to:

- The designated Child Protection Focal Person;
- A supervisor or manager;
- Senior management;
- Relevant authorities, where appropriate.

Failure to report a known or suspected child protection concern may constitute misconduct.

MPI shall ensure that children, families, staff and communities are informed about available reporting mechanisms.

9.2 Confidentiality

All child protection concerns shall be treated confidentially.

Information shall only be shared with individuals who have a legitimate need to know in order to protect the child or respond appropriately to the concern.

9.3 Responding to Concerns and Allegations

MPI shall take all concerns seriously and respond promptly, fairly and appropriately.

Responses may include:

- Immediate measures to ensure the safety and wellbeing of the child;
- Referral to relevant child protection authorities or service providers;
- Internal review or investigation;
- Disciplinary action where appropriate;
- Cooperation with law enforcement or statutory authorities.

All actions taken shall be guided by the best interests of the child.

10. RECORD KEEPING

All reports, allegations and actions taken under this Policy shall be documented appropriately and handled confidentially in accordance with applicable legal and organizational requirements.



11. ROLES AND RESPONSIBILITIES

11.1 Managers and Supervisors

MPI management shall:

- Promote implementation of this Policy;
- Ensure that staff are aware of their child protection responsibilities;
- Respond appropriately to concerns raised.

11.2 Staff, Volunteers and Associated Personnel

All staff and associated personnel shall:

- Read, understand and comply with this Policy;
- Maintain appropriate conduct towards children;
- Report concerns or suspected violations;
- Participate in required child protection training and awareness activities.

12. BREACH OF THE POLICY AND DISCIPLINARY MEASURES

Any breach of this Policy shall be taken seriously.

Violations may result in:

- Disciplinary action;
- Suspension;
- Termination of employment or contract;
- Reporting to relevant authorities where appropriate.

Failure to report concerns, deliberate concealment of information, or retaliation against persons reporting concerns in good faith may also constitute misconduct.

13. MONITORING AND REVIEW

MPI shall regularly monitor the implementation of this Policy to ensure effectiveness and compliance.

This Policy shall be reviewed at least every three years, or earlier where necessary, to reflect changes in legislation, organizational practices or child protection standards.



CHILD PROTECTION POLICY ACKNOWLEDGMENT AND ACCEPTANCE FORM

I, (Full Name)
..... (Position/Role/Organization if applicable),
acknowledge receipt of the Meeting Point International (MPI)'s Child Protection Policy.
I confirm that I have read, understood, and accepted the Child Protection Policy as part of my
employment, collaboration, volunteer service, consultancy, partnership, or engagement with Meeting
Point International (MPI).

Name : _____
Signature : _____
Date : _____

A copy of the signed Child Protection Policy should be returned to the Administration office or to this
email: admin@meetingpoint-int.org