



MAURITIUS SCOUTS ASSOCIATION

National Safe From Harm Policy

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INTRODUCTION



For the Mauritius Scouts Association (MSA), the Safe from Harm (SfH) Policy is a newly drafted document. As of date, the MSA has diligently followed the legally binding The Children's Act 2020 and has in place a Child Protection Policy 2015.

WHAT IS SAFE FROM HARM – IN THE WORLD OF SCOUTING



Source: scout.org

The Safe from Harm (SfH) is a systematic approach (strategies, guidelines and procedures) to prevent and react to situations that may affect the safety, wellbeing and development of children, young people and adults in Scouting.

It involves all stakeholders who interact with Scouts and the Scout movement. It extends beyond Scouting hours into wellbeing, personal development, safety from both intended and unintended harm at all times. The MSA SfH Policy, completely embraces the principles of Universality, Empowerment, Holistic development and Transversal Integration as specified by the WOSM's Position Paper on Child and Youth Protection.

The concept of a safe environment for young people to live and grow, is mooted by numerous organisations across the world. The exact policies are not identical although collectively similar. The term Safe from harm has been used most famously in Scouting. In the WOSM Constitution (August 2021) Article 5, stipulates 'Demonstration that, by the quality of its leadership, its policies and procedures to ensure a safe environment for children, young people and adults in Scouting, the organization of its leader training, the size of its membership and its resources, it is self-sufficient and capable of providing adequate services to its members and assuming all obligations of a Member Organisation'.

BACKGROUND

The first manifestations of child protection services with a legal mandate to intervene and to protect children from abuse and neglect emerged in the late 19th century.

Thereafter, the concept grew and spread from USA and UK to the entire world. Here are some milestones–

- The Declaration of the Rights of the Child, sometimes known as the Geneva Declaration of the Rights of the Child, is an international document promoting child rights, adopted by the League of Nations in 1924.
- An extended form of this was adopted by the United Nations in 1959.
- The United Nations Convention on the Rights of the Child (UNCRC), a legally-binding international agreement that applies to every child was adapted in 1989. Article 19 provides for the protection of children in and out of home.

For more than 100 years, Scouting took responsibility for safety of children and young adults and this was an important contribution for its worldwide success.

Initially, unwritten laws and traditions with some references in written texts were responsible for Child safety. With a world trend towards documentation and binding commitment, Scouting's Safety policy took shape.

During the 2002, 36th World Scout Conference in Thessaloniki, Greece, the "Keeping Scouts Safe from Harm resolution" was adapted into Scouting. In 2016, "Keeping Scouts Safe from Harm - WOSM's Position Paper on Child and Youth Protection" was introduced. From then on, National Scout Organisations (NSOs) around the world has been encouraged by WOSM, to write their own Safe from Harm Policy and MSA has committed to the worldwide trend.

Today, WOSM considers a National Policy of Safe from Harm a priority for the NSO, as adopted in the 42nd World Scout Conference in August 2021.

The MSA has had zero tolerance to abuse, maltreatment and harm to children and young people. The governing guidelines, rules and regulations MSA followed, were as specified in The Children's Act 2020.

DEFINITIONS

Harm

Harm refers to any detrimental effect, on a person's physical, emotional or psychological wellbeing and integrity.

Safe from Harm

In the context of Scouting, keeping children and young people safe from harm encompasses all areas of child and youth protection work, and includes a full range of strategies, systems and procedures that aim to promote that the wellbeing, development and safety of children and young people is a priority in all Scouting-related activities.

Child and Youth Protection

This term is used to define the safeguarding and promotion of the welfare of children and young people, which includes but is not limited to:

- protecting children and young people from abuse;
- preventing the impairment of a young person's health or development;
- ensuring that Scouting is providing children and young people with a healthy environment in which they can grow and develop; and
- taking action to promote the safety of children and young people in all possible situations.

Safe environment

A safe environment is an environment that promotes and supports children and young people's wellbeing, while simultaneously working to address and prevent harmful practices. There are some fundamental norms in Scouting that are non-negotiable. These include:

- The Scout Promise and Law,
- The principles of Scouting which includes the Scout Method (Duty to God, Duty to Self, Duty to Others);
- Respect for oneself and others (empowering children and young people to protect themselves and others);
- An environment that promotes openness and a diversity of views, without a fear of adverse repercussions for expressing different opinions;
- Providing equal opportunities for everyone.

Ultimately, a safe environment enables the self-development of children and young people as well as the development of positive and healthy interpersonal relationships (children and young people - children and young people; children and young people - adults; adults - adults).

Abuse

Abuse is when one person hurts another person, either physically or emotionally. Abuse happens over time, usually in a cycle. It often continues until the person who is being abused gets help.

Important types of abuse are –

1. Physical abuse.
2. Emotional abuse (Verbal, Mental, or Psychological Abuse)
3. Sexual abuse (Rape, molestation, child pornography production / possession)
4. Neglect (Physical neglect, educational neglect, and emotional neglect)
5. Bullying
6. Exploitation
7. Grooming

It is important to note that children and young people can suffer from one or a combination of these forms of abuse. Abuse can take place at home, in school, at Scouts or anywhere else.

Generally, “abuse” consists of anything which individuals or institutions do, or fail to do, which directly or indirectly harms children and young people or damages their prospect of safe and healthy development into adulthood. The misuse of traditions, the disregard for co-educational practices, the lack of gender balance or the lack of support to children and young people with diverse and special needs are examples of practices that expose children and young people to situations of abuse.

It is an obligation in Scouting that we work to prevent any of these types of abuse and properly address it if it occurs.

Youth

The word “youth” in Scouting refers to all boys and girls involved in the educational programme within the MSA. The learning experience within Scouting focuses on the development of young persons. Therefore, the Youth Programme ends at adulthood (it includes childhood, adolescence and early adulthood).

As the word “youth” is more generic, we use the term “young people” when we refer to the membership or the active Scout members.

Adults

Adults are primarily registered volunteers and resource persons responsible for the development, facilitation or delivery of the Youth Programme, supporting other adults or supporting the organisation’s development. They are over the age of 18 years and involved in Scouting and can also be paid staff of the MSA. Young Adults refers to Scouts between 18 and 25 years.

Youth Programme

The totality of the learning opportunities from which children and young people can benefit (What), created to achieve the purpose of Scouting (Why) and experienced through the Scout Method (How).

Children in Scouting

Children in Scouting refers to any registered child or young person below the age of 18, involved in Scout activity whether an invested member or not.

Listening Ear

The Listening Ear is an open place for anyone to come in and talk about what makes it tough for them and they're accepted regardless of their culture, their background, their religion, to be able to speak and be heard.

FOR WHOM IS THIS POLICY WRITTEN

This policy is written for children and young adults between 7-25 years, Adults in Scouting, registered members, resource persons, volunteers and all other stakeholders involved in Scouting. All Scout sections, Cubs Scouts, Scouts and Rover Scouts of the MSA come under this policy. Adults in Scouting and other institutions and organisations (such as schools' authorities, sponsoring bodies, Government officials) interacting with Scouts also should abide with the guidelines in this policy.

Purpose

This policy aims to create a safe environment for all children and young people in Scouting.

Policy Statement

This policy aims to keep Scouts safe from harm by supporting the development of National frameworks with local effectiveness that will promote the wellbeing, healthy development and safety of children and young people by providing them with a safe environment throughout their time in the Scout Movement.

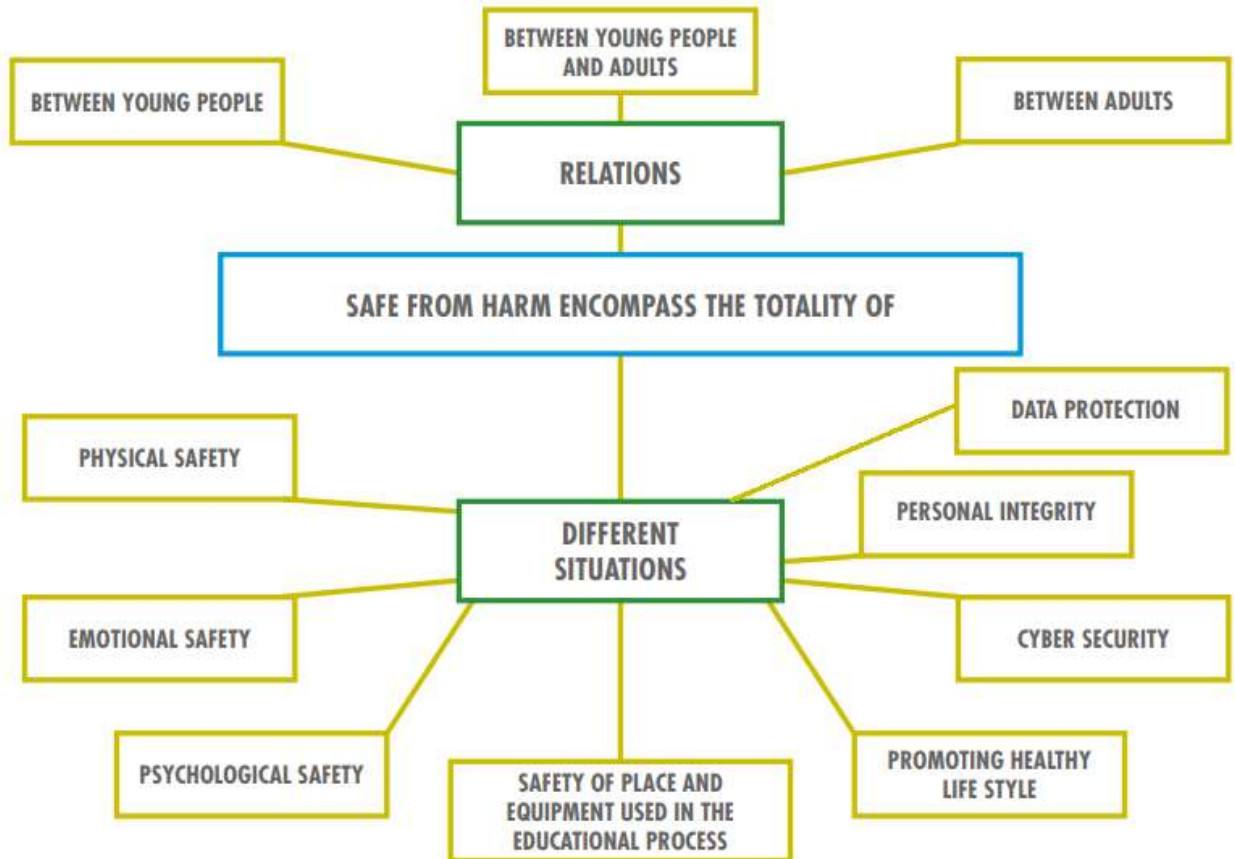
Providing a safe environment for children and young people encompasses, among others, the following dimensions:

- Creating an awareness of the importance of child and youth protection;
- Involving all stakeholders (e.g. children and young people, adult volunteers and professional staff, parents, school authorities, faith-based organisations);
- Educational purpose of Scouting activities;
- Safety in Scouting activities;
- Development of personal skills; and
- Promoting and encouraging positive behaviour.

The implementation of this policy aligns with the Mission of the Scout Movement by contributing to the overall development of children and young people and empowering them to undertake an active role in society.

Constituents of Safe from Harm Policy

The diagram below shows to what interactions the policy is written for and what situations it gives direction to.



Source: https://www.scout.org/sfh_assessment

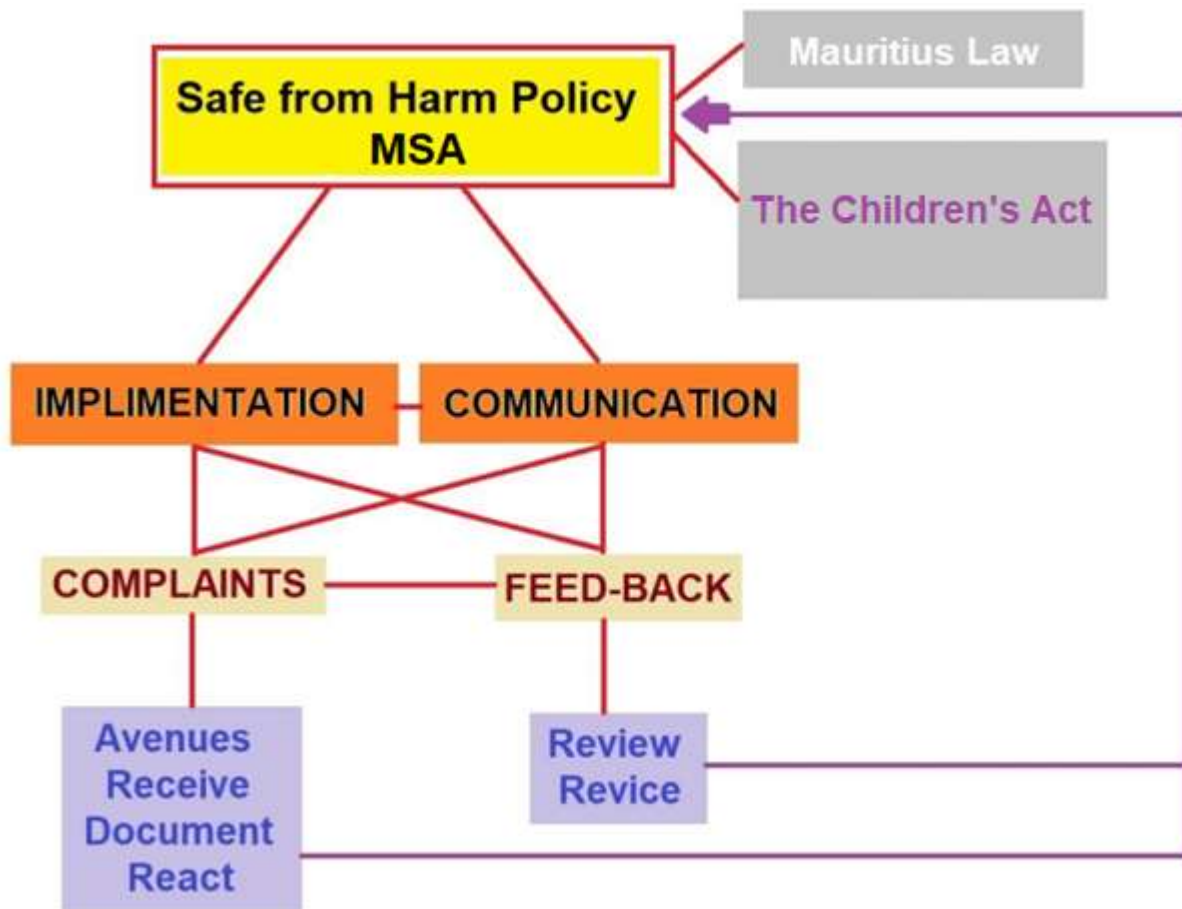
SAFE FROM HARM POLICY – BOTTOMLINE: IN SIMPLE ENGLISH

Every person in Scouting is responsible for protecting everybody, themselves included, creating safe surroundings and progressing as a person towards their own goals. In doing so, they should enjoy quality Scouting and protect the Scout organisation as well.

Each person should be able to identify any harm that they are about to face and be able to stop that harm from happening. They should know how to and whom to inform if any harm ever happened to them.

Every person should be free to discuss any uncomfortable experience they had – even when they are not sure if it is good or bad. They should be able to easily find people to talk to and should find help in correcting the situation. This policy would make MSA a very Child safe association.

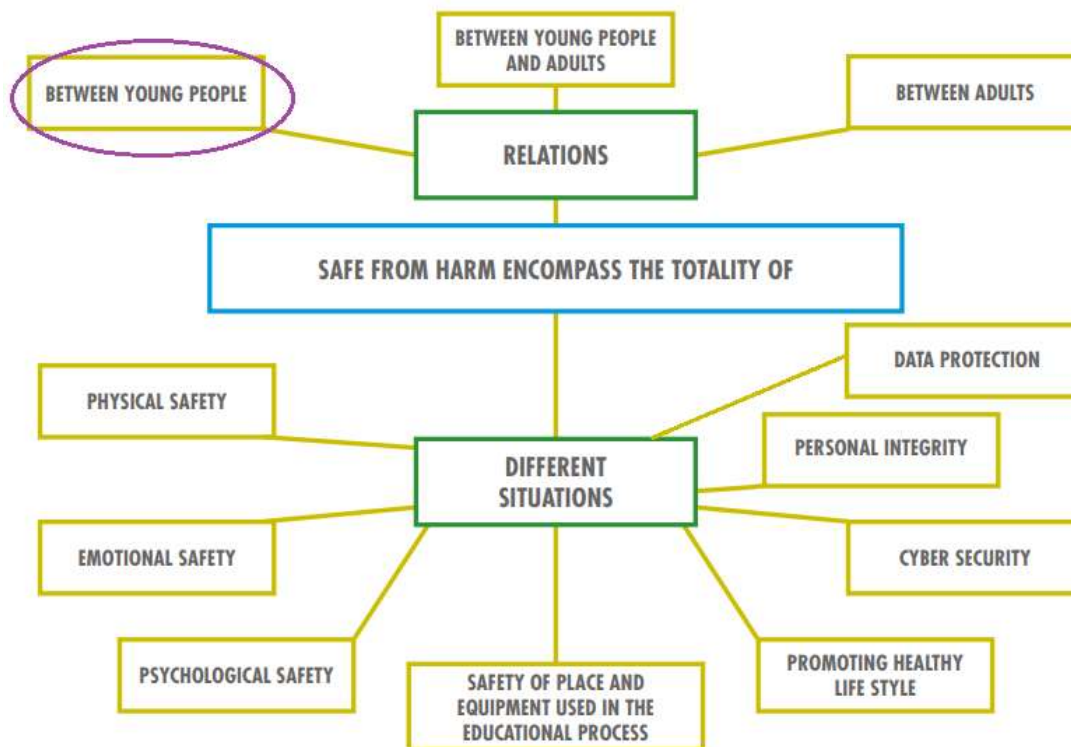
THE PLAN, DO, REVIEW, REVISE CYCLE FOR SFH POLICY



MSA is committed to educate and train recruits, scouts, leaders, employees & support staff on SfH policy.

PART I-Considerations on Relationships

Relationships between Young People

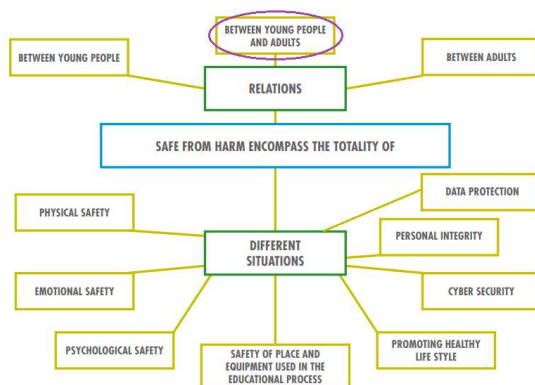


MSA will be taking progressive steps necessary to introduce the concepts of how good relations among scouts themselves, will promote their own collective safety and that meaningful relationships are likely to lead to better personal all-round development.

1. A guide to Messenger of Peace will be made available to encourage Scouts to build warm, secure and stable friendships.
2. Leaders would be expected to promote brotherhood among Scouts and explain to them how such bonds could make their collective environment safer.
3. The Programme team will specifically give ideas / examples of games, stunts, activities and other opportunities to build positive and meaningful relationships within scouts in a manner where new friendships begin and old friendships blossom.
4. MSA will lay out personal boundaries for children and young people for healthy relationships.
5. MSA will outline how to identify a threat, how to prevent it collectively, how to react when such a threat is taking place and whom to communicate with for guidance.

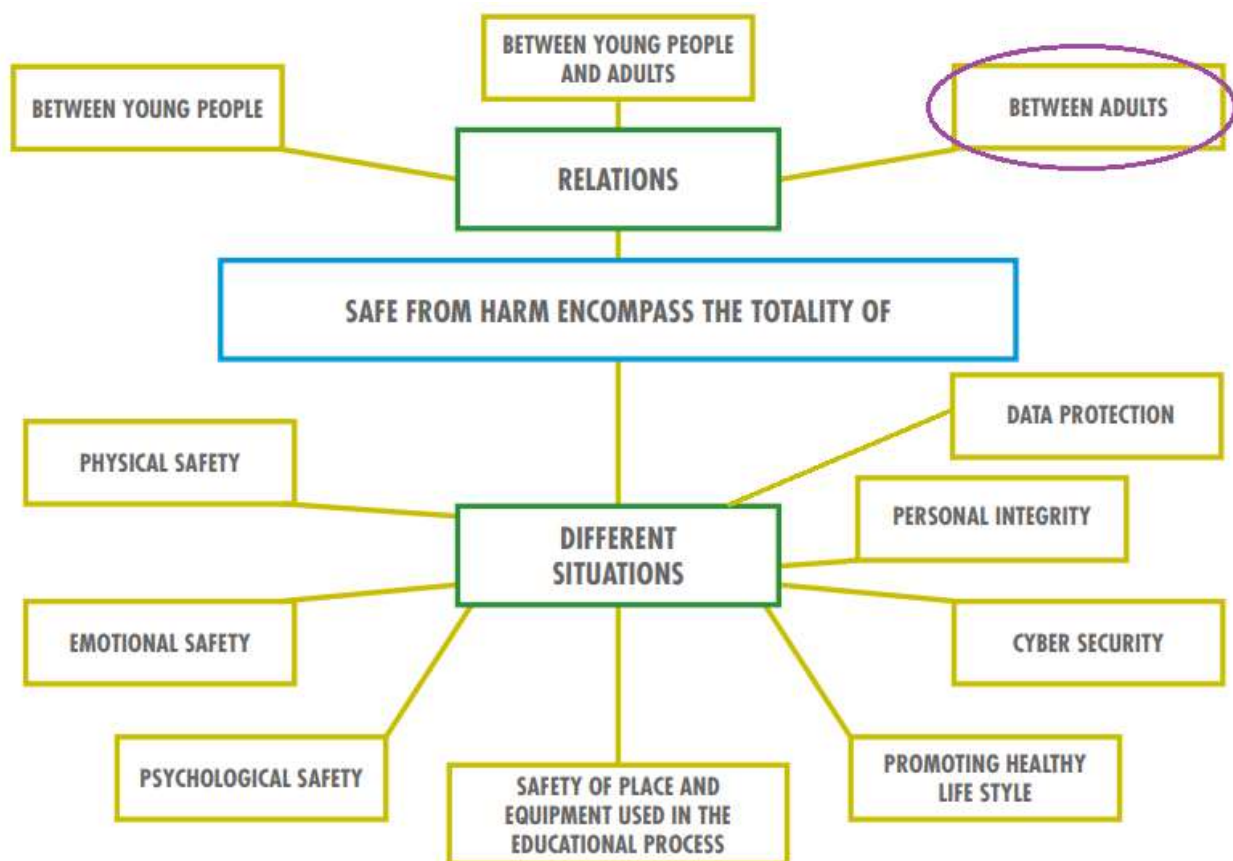
The MSA will treat this whole area as an integral part of empowering scouts for their own safety.

Relationships between Young People and Adults



Adults working with children and Young people have a crucial role to play in shaping their lives and need to guide and inspire them, be a role model to them and to provide them a safe, responsive environment. MSA will facilitate this under the following approaches –

1. Adult Leaders should safeguard children and young people from physical, mental, emotional and psychological harm and promote their welfare.
2. Adults should make sure the decisions they take are in the best interests of children and young people under their care.
3. Adults in Scouting are responsible for their own actions and behaviour and accountable for the way in which they exercise authority; manage risk and use resources.
4. Adults must always maintain a suitable professional boundary, should at all times avoid behaviour that might be misinterpreted by others and reduce the risk of Adults being unjustly accused of improper or unprofessional conduct.
5. At all times, adults, should work and be seen to work, in an open and transparent way and there should not be any room for misinterpretations of intent, allegations of favoritism.
6. Adults should be sensitive to differences expressed through culture, disability, gender, language, racial origin, religious belief and sexual identity and never discriminate on these accounts.
7. Adults may have a possibility of having access to confidential information about children and young people. Such information should only be disclosed to relevant personnel, when it is essential for the betterment of the individual concerned or society at large.
8. Adults should have updated (yearly) medical form from young people to be able to assist them further.
9. Adults should dress appropriately and maintain their personal decorum at all times.
10. Event organisers should ensure that there is Listening Ear Committee in place whether the activities are online or not. Thus, the Listening Ear Committee should actively look for any form of physical, mental or emotional grievance in their charges, actively enquire and investigate them and correct the situation themselves or forward the issue to the relevant authority for remedial action if necessary. They should maintain a confidential brief report on their observations and actions for examination if necessary.
11. When camping or spending nights out, event organisers should ensure that there are separate allocated sleeping / resting areas for adults. Further, it is appropriate to give separate spaces for Scouts of various age categories.

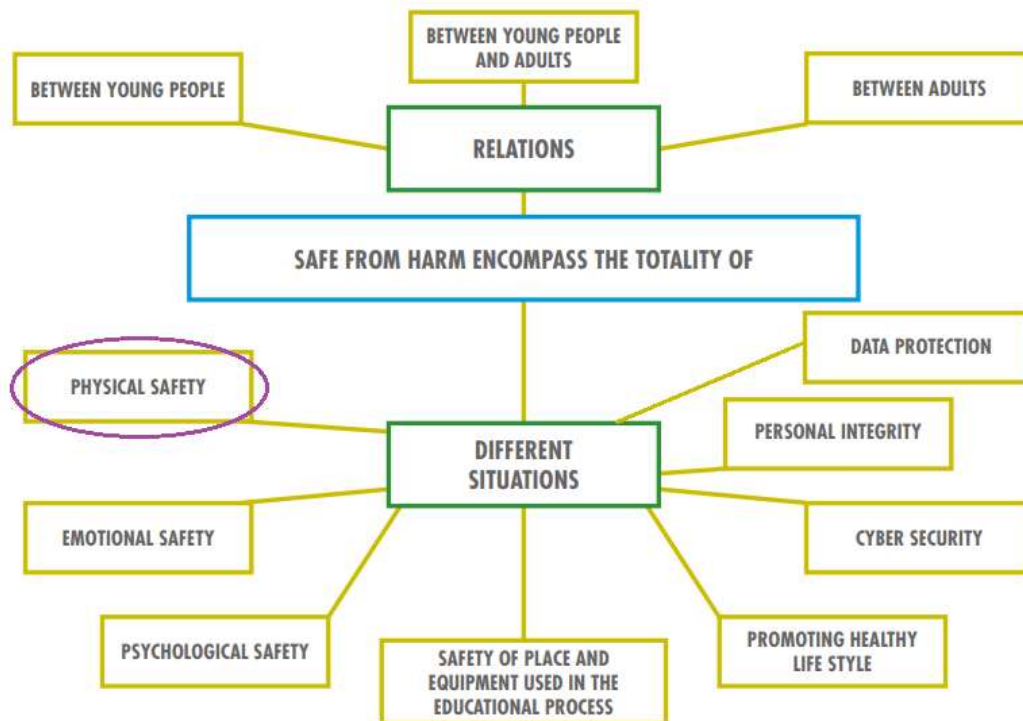


It is the responsibility of the MSA to create the most appropriate conditions for adults to be able to play their role, either as volunteers or professional staff. Implementing MSA SfH Policy for Adults would include:

1. All adults need to be listened to, taken care of and supported so that they can carry out their role at their best at all times.
2. MSA shall maintain standards in adult recruitment, selection and induction processes align with the SfH Policy and the Strategic Plan. Such appointments will be subjected to suitable background checks, references, personal statements and interviews at all levels.
3. MSA shall encompass a set of guidelines for all adults which includes a Code of conduct Policy.

Part II – Considerations on Different Situations

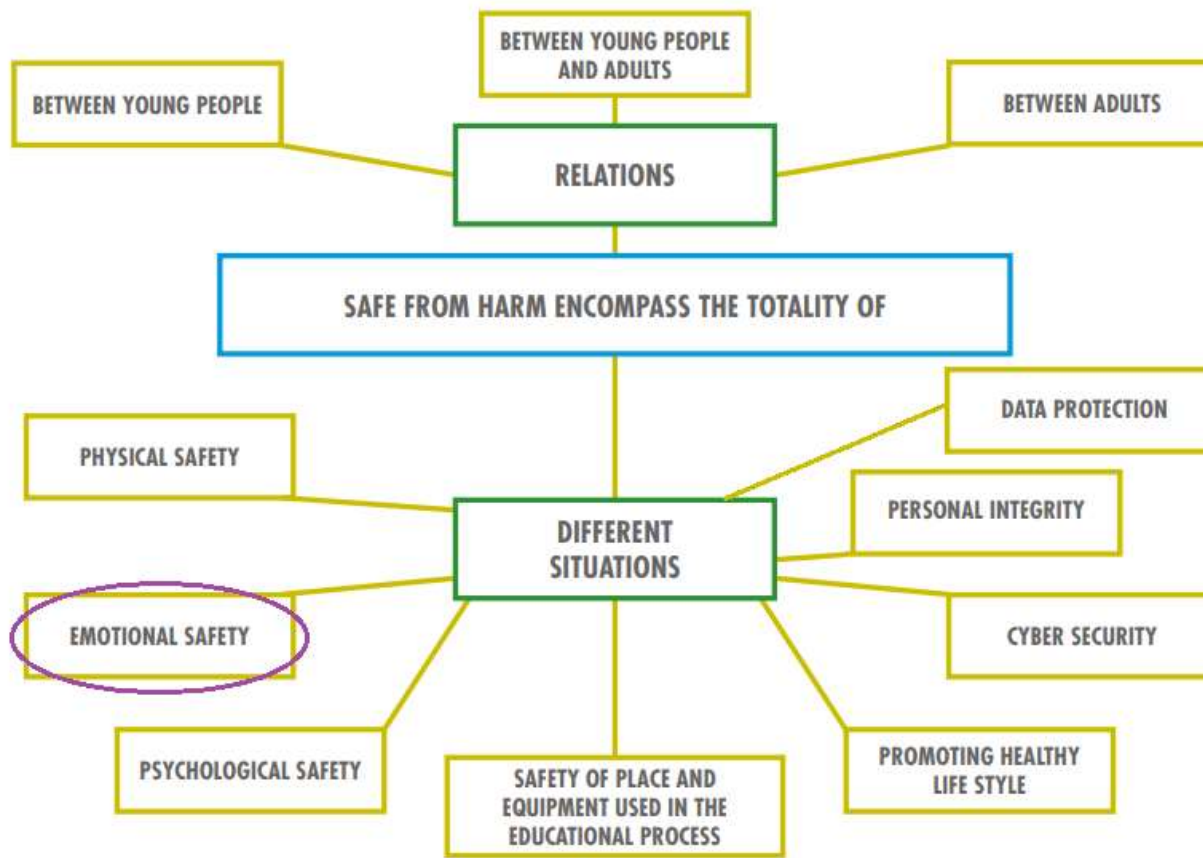
Different Situations 1 - Physical Safety



Physical safety is of utmost importance for the life of children and young people. While promoting physical activity, MSA will try to inspire and place a strong culture of safety. The following areas are considered:

1. Zero tolerance to physical abuse of any magnitude, whether real or implied, will be established as the norm.
2. Sexual abuse as a subject, will be introduced to children and young adults.
3. Adolescents have issues with their growing and changing bodies. MSA hopes to direct leaders to be sensitive to these issues, understand and offer help.
4. MSA will encourage leaders and Scouts to always be mindful of their environment, assess risks (before, during and after any activity/event) and identify physical threats that can harm them (e.g.- broken roof in meeting place). They should report such matters and ensure proper action is taken (Risk assessment form).
5. MSA will focus on areas such as injury prevention during physical activity where adequately conditioned children with safe skills need to interact with a safe environment and safe equipment. Wearing appropriate safety gear, concept of drinking adequate safe water, warming up, knowing your limits and recognizing an injury will be covered in the guidelines.
6. MSA will encourage a culture where risky behavior that endangers self and others is neither encouraged nor tolerated. Scouts & Leaders will be given direction on how to identify and remedy such instances.

Different Situations 2 – Emotional Safety



In Psychology, Emotional safety refers to a very specific emotional state achieved in attachment relationships (intimate relationships / love affairs) wherein each individual is open and vulnerable.

When a relationship is emotionally safe, the partners trust each other and routinely give each other the benefit of the doubt in questionable situations. If each perceives the other partner to be securely attached and each holds the other in high regard, they feel emotionally safe. When emotional safety is lost, the partners are inclined to be distrustful, looking for possible hidden meanings and potential threats in each other's words and behaviors.

The MSA will introduce the concept of the “emotional safety model” and explain to young people in Scouting how to build and enhance Emotional Safety and reap the fruits of a very enjoyable attachment relationship. PERMA model can be used.

References https://en.wikipedia.org/wiki/Emotional_safety

The **PERMA** Model of Well-Being

Positive Emotion

Positive emotions are an essential part of our well-being. Happy people look back on the past with gladness; look into the future with hope; and they enjoy and cherish the present.

Relationships

Everyone needs someone. We enhance our well-being and share it with others by building strong relationships with the people around us - family, friends, coworkers, neighbours.

Accomplishment

Everyone needs to win sometimes. To achieve well-being and happiness, we must be able to look back on our lives with a sense of accomplishment: 'I did it, and I did it well'.

Engagement

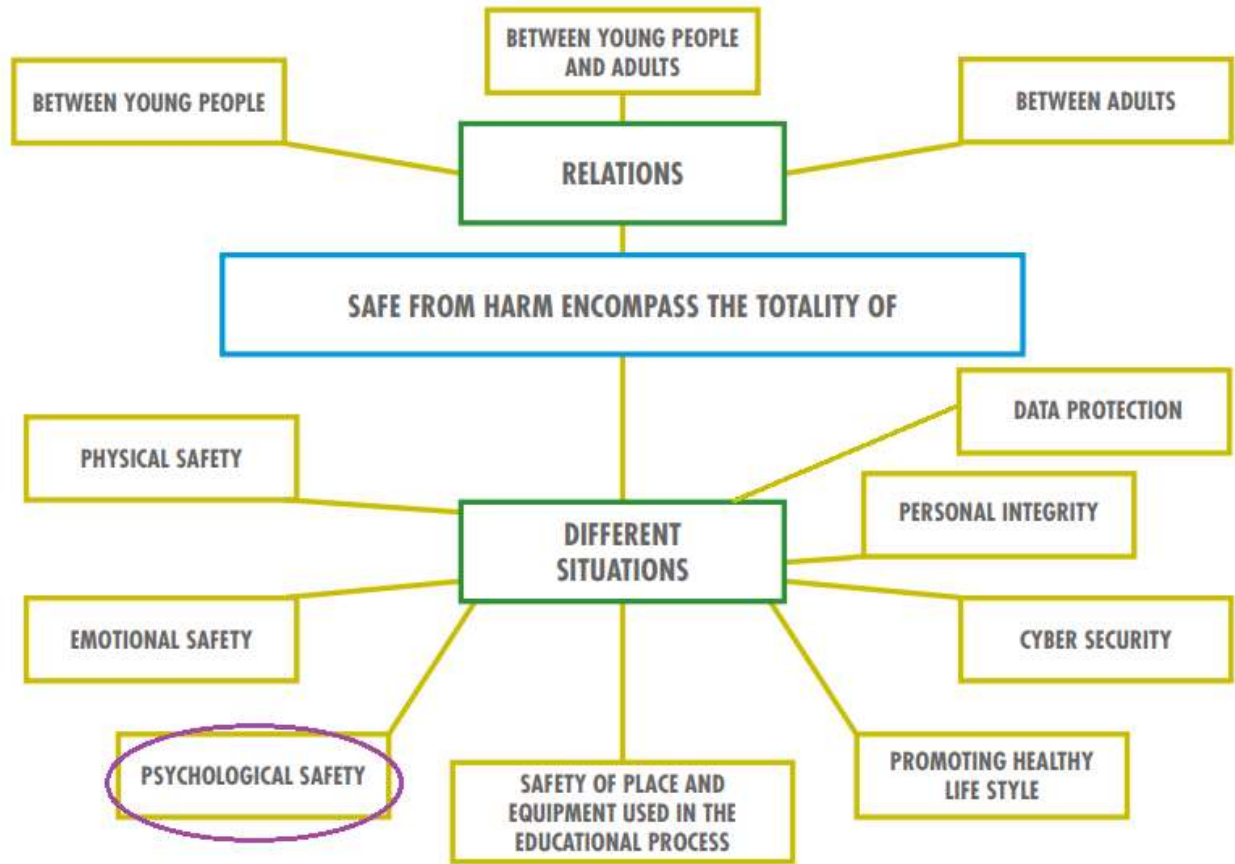
When we focus on doing the things we truly enjoy and care about, we can begin to engage completely with the present moment and enter the state of being known as 'flow'.

Meaning

We are at our best when we dedicate time to something greater than ourselves. This might be religious faith, community work, family, politics, a charity, a professional or creative goal.

From Martin Seligman's *Flourish*, 2011

Different Situations 3 – Psychological Safety

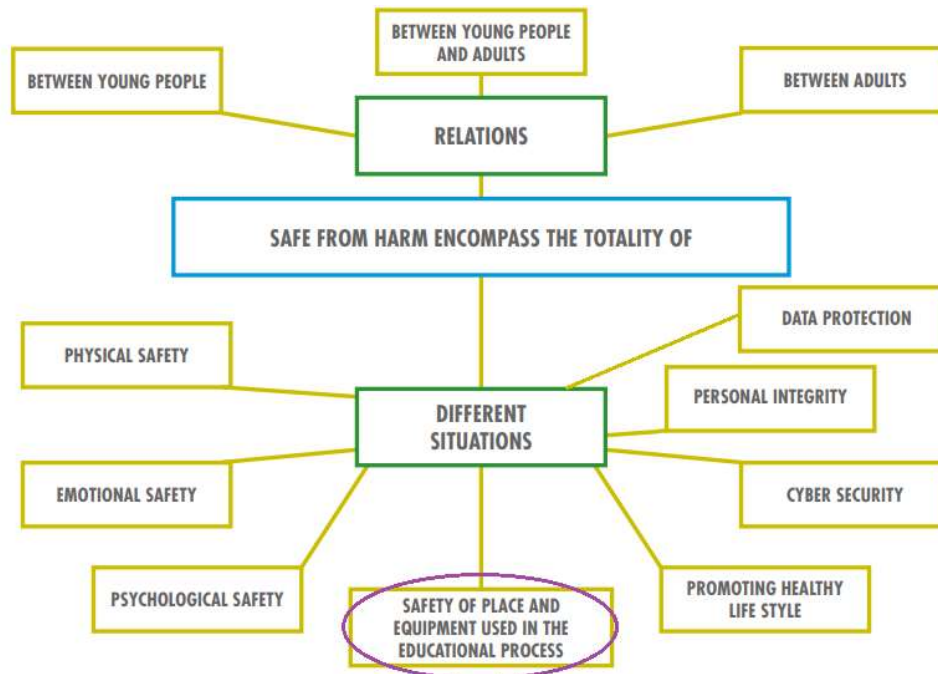


There are many definitions of Psychological Safety. A recent simple definition states, it is "a condition in which you feel - included, safe to learn, safe to contribute, and safe to challenge the status quo - all without fear of being embarrassed, marginalized or punished in some way" (Timothy R Clark, 2019). It is about removing fear from human interaction and replacing it with respect and permission.

MSA will increase Psychological safety by –

1. Promoting members to be themselves.
2. To express mutual respect, trust and show interest in each other as people
3. To freely collaborate with each other without barriers.
4. Encouraging Scouts and Leaders in good handling of mistakes / failures / critical incidents.
5. Listening to everyone's input.
6. To be appreciative.
7. Share without considering gender or rank.
8. To be protective of others.

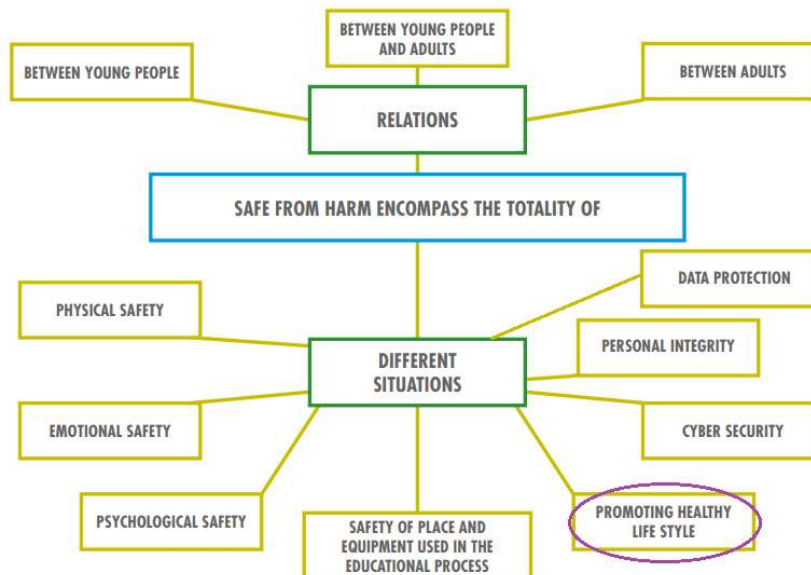
Different Situations 4 – Safety of Place and Equipment used in the Educational Process



MSA will bring about Safety of Place and Equipment by

1. Emphasising the importance of identifying safe places for all Scout activities. A proper risk assessment tool will be available to them and leaders and registered members would be guided to formally assess risks.
2. Requiring assessing a natural environment to be separate entity, as the threats from heights, water, wild animals and terrain become unique in these setting.
3. Educating how to keep away from dangerous social encounters and how to exercise an effective defensive dialog to de-escalate a potential fist-fight.
4. Encouraging the use of appropriate safety equipment and deliver a basic knowledge of proper use of common safety equipment in use at places where Scouts may commonly work.
5. Teaching Scouts and Leaders, safe habits to prevent home accidents.
6. Training Scouts the proper maintenance and appropriate storage of materials used. They will be encouraged to maintain an inventory and maintain service records.
7. Encouraging Troops / Groups to keep a log or reporting book to enter all events, be it a success or not.

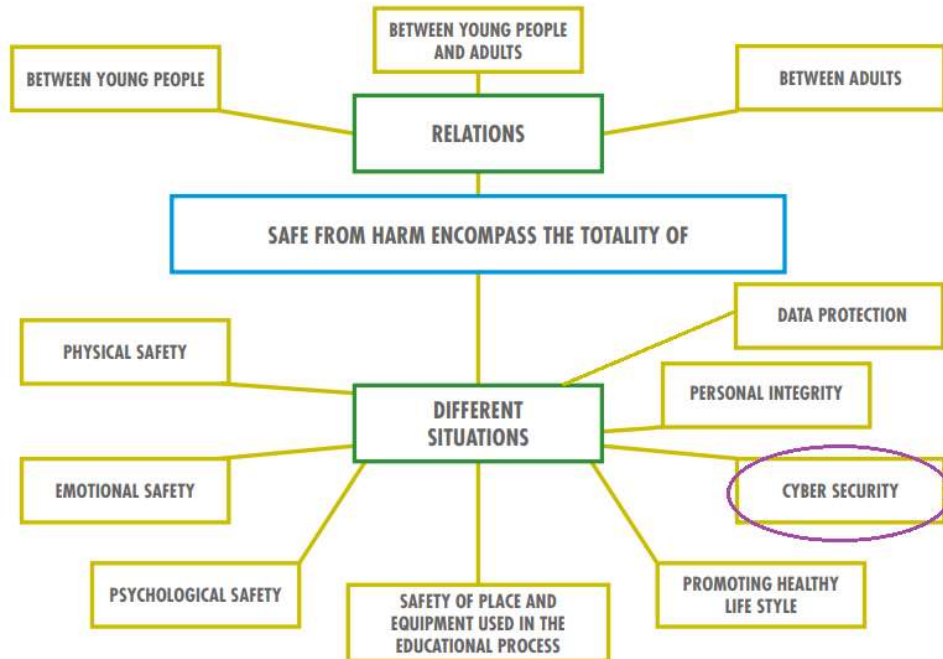
Different Situations 5 – Promoting Healthy Lifestyle



MSA will ensure that Scouts leaders and registered members will understand and follow-

1. What is Health?
2. What is Healthy Living?
3. Components responsible for promoting healthy living, specifically the importance of:
 - A healthy diet;
 - Eating correct portions & ways to integrate these into the Scout movement;
 - Water, its body functions and how much water one should drink daily;
 - Sleep, its importance and how much sleep is recommended for healthy living;
 - Being Physically active, what it means and the World Health Organisation recommendations;
 - Maintaining correct weight, its importance and concepts of overweight and Obesity;
 - Avoiding Alcohol, the harmful effects of Alcohol, Chronic Alcoholism its dangers and how to seek help for an affected individual;
 - Not Smoking, dangers of smoking, magnitude of the smoking problem, how it kills and how to help a smoker to quit;
 - Keeping away from Substance Abuse – substances abused, its danger, medical and social implications and available help for a drug addict; and
 - Managing Stress & Worrying less – what is stress, what it does to the body, how can you manage stress and worry less (mental health).

Different Situations 6 – Cyber Security



We live in times, when the internet is exposing impressionable children and teens, on everything from gaming to death defying stunts.

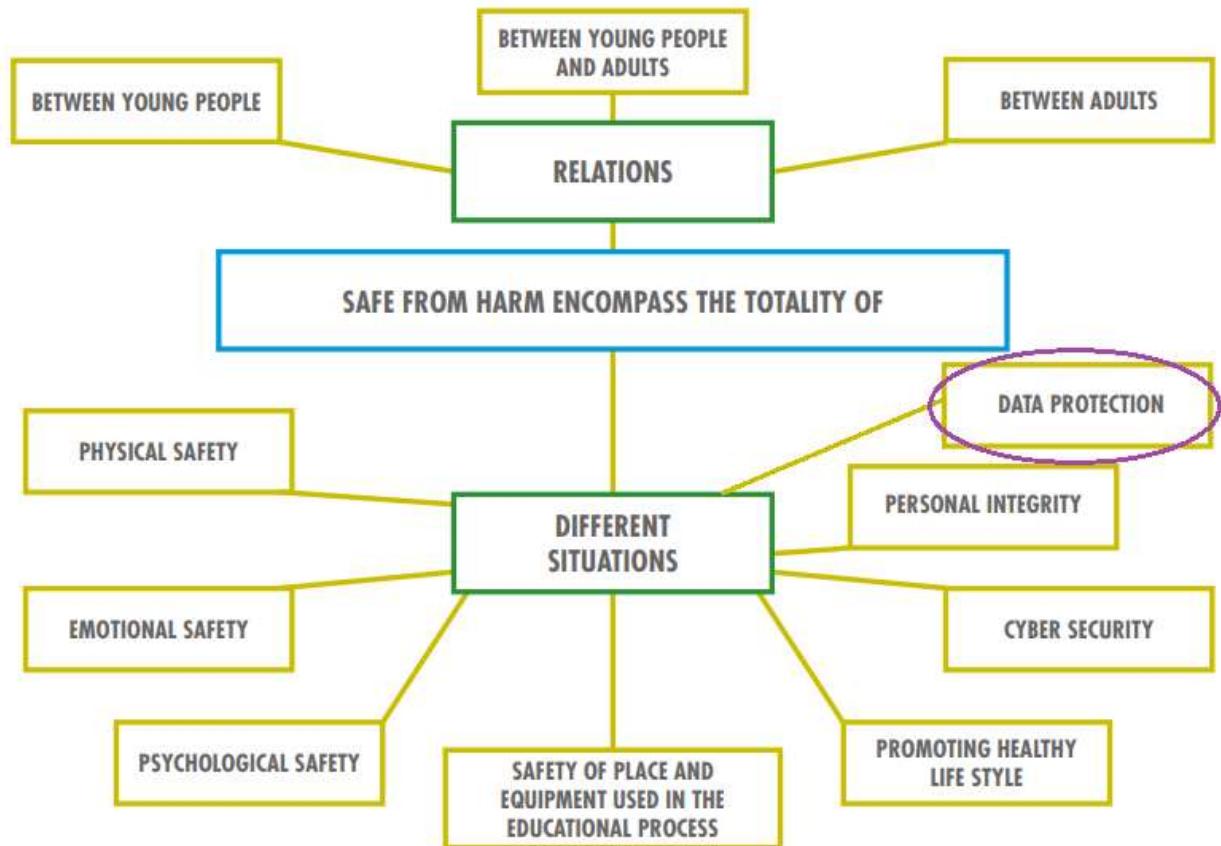
Keeping Scouts safe online, has become more important than ever since they are spending progressively more time using digital media for education, research, socializing, and entertainment.

To ensure cyber security, of all surfing activities of children, young people and adults, MSA will take following steps –

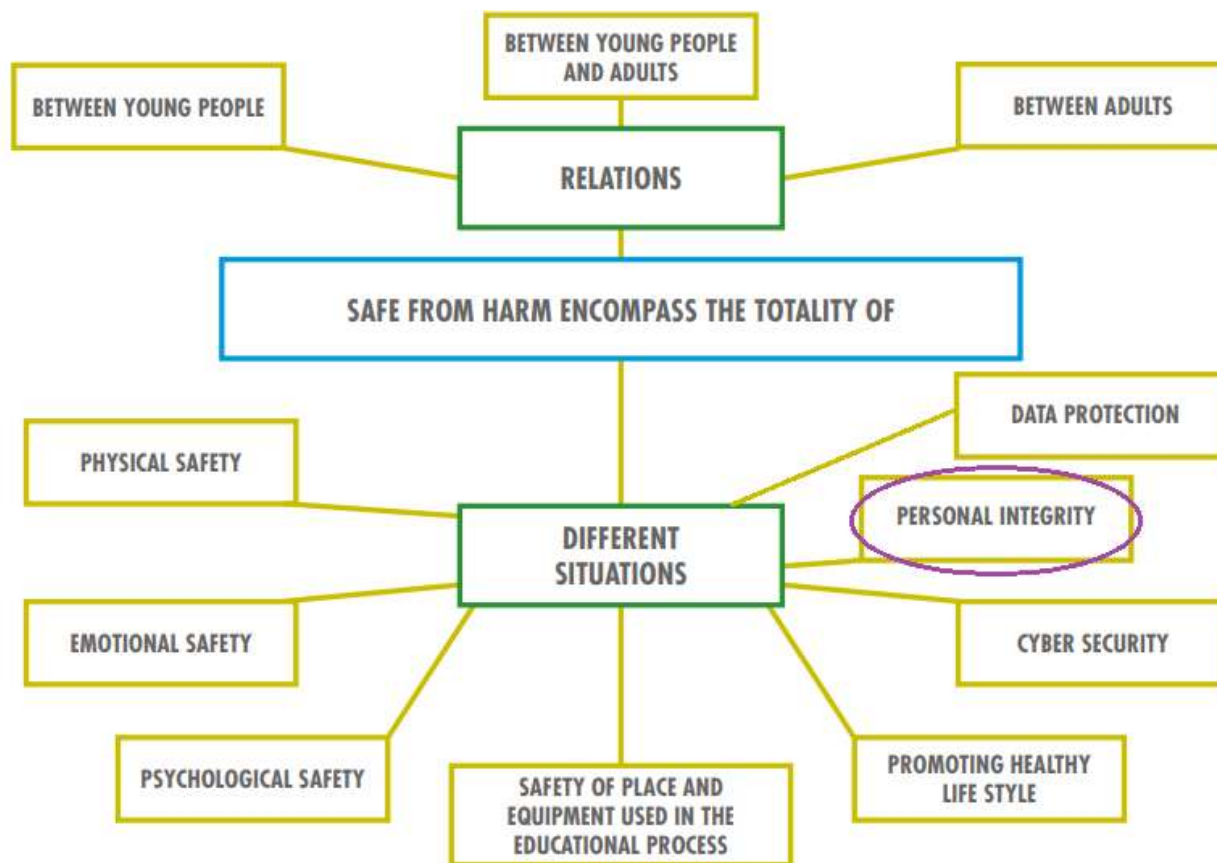
1. Ensure that all online platforms under MSA control shall operate as safe environments. They will require to deliver contents which are suitable for Scouts.
2. Teach children, young people and adults in Scouting, the broad principles of Internet safety and laws.
3. Introduce guidelines to parents, scouts and leaders how to keep Scouts safe from online child / teenage sexual exploitation.
4. Provide guidelines on how to safely use information and communication technologies, particularly those that are internet-based. This training will emphasize safety from sexual overtones, avoiding religious / cultural controversies and avoid degrading material.
5. Provide guidelines on identifying and protecting children and young people from Cyber Bullying.
6. Recently, there has been an alarming number of serious injuries and deaths based on games and challenges made popular on social media and the internet. Examples of such games and challenges are - Fire Fairy, Blue Whale Challenge, Cinnamon challenge, Choking Game, Tide Pod Challenge, Five finger fillet, The Cutting Challenge and The Salt and Ice Challenge.
7. Provide best practice information about dealing with Cyber Stalking.

References –

11 dangerous games on the internet that could kill or seriously injure <https://gulfnews.com/lifestyle/11-dangerous-games-on-the-internet-that-could-kill-or-seriously-injure-1.2252866>



MSA is bound by Data Protection Act 2017. MSA shall take all necessary actions to protect personal data relevant to any complaints, enquiries etc. Ensure the confidentiality of the persons involved. These will not be disclosed to any 3rd party without having a valid justification. Leaders having access to confidential information should abide to it at all times.



Personal Integrity is the quality of being truthful and honest with yourself and others. Put another way, integrity is doing what you believe to be right, irrespective of the costs, downside, hardships involved.

MSA will ensure that Scouts, leaders and registered members will understand

1. What is Integrity and what is Personal Integrity.
2. The importance of Personal Integrity for personal development – how to be the best you
3. Some guideline for Practicing Personal Integrity.
4. How to develop and enhance personal Integrity.

Recruitment Principles in a SfH Setting

Survival of the Scout Movement, always depended on millions of volunteers who have given their time to enable Scouting to progress through the ages.

The MSA will protect our adults against the potential of false accusations through active education of our Code of Ethics, role modelling good practice, robust recruitment policies and proactively encouraging a team approach to all activities.

A 'Safe from Harm' culture benefits adults and the Association as much as it does the young people; adults have an important part to play in always acting beyond reproach.

Why is Recruitment so important?

- **Attract more people to the organisation**
- **Ability to retain members in the organisation**
- **To choose the best suited candidate**
- **To safeguard against admitting undesirable individuals**
- **To improve the talent pool in your organisation**
- To create a link between employers & employees
- Improve efficiency by matching job with suitable person
- Increase the candidate pool at minimum cost
- Refine the selection process

(Points in bold is closely applicable to Scouting)

WOSM concepts on Adult Volunteers

The quality and the quantity of the adult leaders indeed would determine the course of the Scout Movement. This, recruitment, support, training, and retention the adult volunteers and paid staff should be treated as very important by the Scouts. SfH, now a cornerstone in Scouting needs to be firmly embedded into the adult volunteer structure.

It is not sufficient to expect adults to volunteer for roles in Scouting and to continue doing those roles just because it is a good thing to do.



A comprehensive systematic approach is needed to managing all stages of the Adult Volunteer life cycle – the 2006 WOSM Volunteers in Scouting Toolkit recommends –

- to consider the facts about volunteering
- recruit the right Adult Volunteers
- to develop a plan to attract, develop and retain the adults
- to enable them to be successful with the Mission of Scouting
- helping them to form a bond with the Association

Thus recruitment, support, training, and retention are complimentary to each other.

Adults in Scouting – the Safe from Harm angle

- Adult recruitment, selection and warrant issuing processes will be in accordance with the National Safe from Harm Policy.
- All adults in Scouting and Leaders should understand the basics of Safe from harm. They should read SfH Policy of the MSA. They should attend training sessions and updates.
- All leaders will be subjected to a transparent screening system. Recruiting of unsuitable individuals will be prevented through
 - Self-disclosure by check lists on application forms
 - 2-3 non related References to be provided for each Warrant application - it must be mandatory to contact these referees and get specific feedback regarding SfH for their wards
 - Background checks by relevant Assistant District Commissioners
 - Police report to be annexed to the warrant application
 - Sworn statements – to live the Scout Promise, Uphold the Law and abide by the Code of conduct & Code of Ethics also included in the application forms

- Statement affirming that the warrant applicant has no conflict with providing young children with a psychologically and physically safe environment at all times.
- Interviews by the local association members
- Mandatory training (basic first aid, Data Protection & Safe from Harm)
- Reading and understanding the MSA SfH Policy is affirmed in warrant application
- Develop an effective barring mechanism

<p><u>CODE OF CONDUCT</u></p> <ul style="list-style-type: none"> • Code of Conduct is a personal commitment. • Its purpose is to protect all members of Scouting. It applies to all members over the age of 18, interacting with young people and adults in any form. • I will set an example that I would wish others to follow. <p>Therefore, I will:</p> <ul style="list-style-type: none"> • respect the dignity of myself and others • demonstrate a high degree of individual responsibility • recognise at all times that my words and actions are an example to other members of the Movement • act at all times in accordance with the Promise and Law, Code of Ethics and Code of Conduct, thereby setting a suitable example for all • not use the Movement to promote my own beliefs, behaviours and practices where these are not compatible with Scouting Principles • adhere to the MSA Safe from Harm policy and provide a safe environment for youth members participating in the Scout Program, their parents or guardians and visitors • report any conduct seen or heard that does not comply with the Code of Conduct to the appropriate Scouting person 	<p><u>CODE OF ETHICS</u></p> <p><i>Integrity</i> - We demonstrate Integrity by:</p> <ul style="list-style-type: none"> • Acting with honesty, truthfulness and fostering appropriate healthy professional relationships • Recognising and fulfilling where possible, our obligations to our community • Taking responsibility for our own actions and developing integrity in others • Acting with impartiality, truthfulness and honesty <p><i>Respect</i> - We demonstrate Respect by:</p> <ul style="list-style-type: none"> • Showing consideration to others, recognising each individual's uniqueness and diversity • Minimising our impact on the environment and seeking to be good caretakers for future generations • Committing to members well-being and on-going learning through the practice of positive influence, good judgment and empathy in practice <p><i>Courage</i> - We demonstrate Courage by:</p> <ul style="list-style-type: none"> • Providing challenging, developmental opportunities to empower young people • Being good role models in Scouting, demonstrating positive attitudes and willingness to live by the Scout Promise and Law • Being fair and reasonable
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APPENDIX 1: Recognising signs of abuse

1. Recognising indications of potential abuse is complex and there is no simple checklist to allow easy recognition.
2. There are potential warning signs that [you] can be alert to but they should be observed and assessed with care.
3. It should not be automatically assumed that abuse is occurring, and talking to the child may reveal something quite innocent. It is important, however, not to dismiss significant changes in behaviour, fears, worries, and physical indicators a child is exhibiting. [...] Do not ignore these signs, but remember it is not your role to become an investigator.
4. Report any concerns to the designated child protection contact in your organization

<p>Possible signs of physical abuse:</p> <ul style="list-style-type: none"> • Bruises, burns, sprains, dislocations, bites, cuts • Improbable excuses given to explain injuries • Injuries which have not received medical attention • Injuries which occur to the body in places which are not normally exposed to falls, rough games, etc. • Repeated urinary infections or unexplained tummy pains • Refusal to discuss injuries • Withdrawal from physical contact • Arms and legs kept covered in hot weather • Fear of returning home or of parents being contacted • Showing wariness or distrust of adults • Self-destructive tendencies • Being aggressive towards others • Being very passive and compliant • Chronic running away 	<p>Possible signs of neglect:</p> <ul style="list-style-type: none"> • Frequent hunger • Failure to grow • Stealing or gorging food • Poor personal hygiene • Constant tiredness • Inappropriate clothing, e.g. summer clothes in winter • Frequent lateness or non-attendance at school • Untreated medical problems • Low self-esteem • Poor social relationships • Compulsive stealing • • Drug or alcohol abuse
<p>Possible signs of emotional abuse:</p> <ul style="list-style-type: none"> • Physical, mental and emotional development is delayed • Highly anxious • Showing delayed speech or sudden speech disorder • Fear of new situations • Low self-esteem • Inappropriate emotional responses to painful situations • Extremes of passivity or aggression • Drug or alcohol abuse • Chronic running away • Compulsive stealing • Obsessions or phobias • Sudden under-achievement or lack of concentration • Attention seeking behavior • Persistent tiredness • Lying 	<p>Possible signs of sexual abuse:</p> <ul style="list-style-type: none"> • Age inappropriate sexualised behaviour • Physical indicators (general and in genital and anal areas) • Behavioural indicators (general and sexual) which must be interpreted with regard to the individual child's level of functioning and development stage

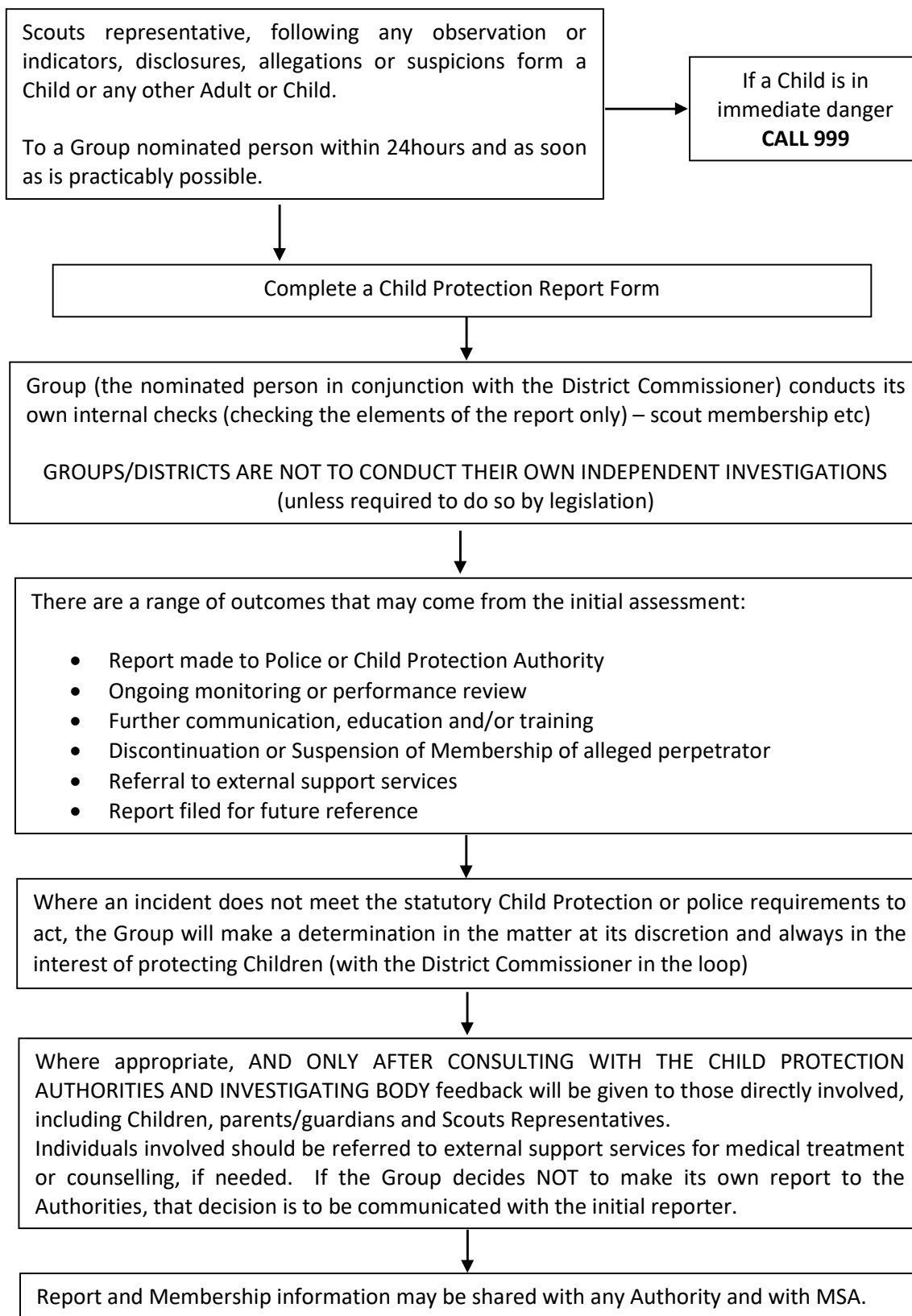
Dealing with sensitivities about child abuse

It is important to raise the issue of child abuse and its prevention within your organisation without creating suspicion and alarm. Some people may feel very threatened or uncomfortable about the issue of child abuse.

Possible signs of concern regarding adult behaviour:

- A person in whose presence a child or children becomes unusually distressed or agitated can be a cause for concern
- A member of staff, volunteer, or parent asking a child to lie about anything (especially if it is about meeting that child) is a cause for concern
- Any member of staff, volunteer, or parent who asks you to lie about a situation involving a child - particularly if that child looks distressed - is a cause for concern
- Any person who persistently fails to follow the organisation's Code of Conduct is a cause for concern, particularly if reasons are evasive
- Private (i.e. outside of work) meetings between a child and a member of staff or volunteer are a cause for concern

Members may lodge a Child Protection Report Form for reasonable concerns relating to indicators, disclosures, allegations or suspicions of Child Abuse or grooming and breaches of the Scouts CODE OF CONDUCT



Example Child Protection Report Form

SECTION 1

To be completed by the Scout Reporter

Type of report	
<input type="checkbox"/> Child Abuse indicator/s <input type="checkbox"/> Grooming indicator/s <input type="checkbox"/> Breach of Code of Conduct	
Details of Child	
Name:	Date of Birth / Age:
Contact Phone:	Address:
Parent/Guardian/Carer 1 Name:	Parent/Guardian/Carer 2 Name:
Details of the alleged offender (if known)	
Name:	Relationship to Child:
Contact Phone:	Other Identifiers if Possible:
Details of activity	
Scouts Activity details	Location/Area
Date of observation/disclosure	Time of observation/disclosure
Details of any witnesses	

Details of observation/disclosure

Include quotes of conversation, descriptions of observations, patterns of behaviour, etc. Attach additional pages, if required.

Name of Scout Representative making report	Contact Phone: Membership Number
Signature:	Date
Name of Scouts Executive receiving report:	Contact Phone:
Signature:	Date

SECTION 2

To be completed by the nominated person to receive at Group

Action Taken
<input type="checkbox"/> Referred immediately to Child Protection and/or State Police <input type="checkbox"/> Interviews with relevant and appropriate people <input type="checkbox"/> Discussed with National Committee Members <input type="checkbox"/> Advice sought from external professional organisations <input type="checkbox"/> Assist with external investigation by the authorities
Notes:
Outcome of the action:
<input type="checkbox"/> Report made to the Child Protection Authority and/or Police <input type="checkbox"/> Suspension pending outcome <input type="checkbox"/> Termination of Membership with the organisation <input type="checkbox"/> Written warning <input type="checkbox"/> Performance review <input type="checkbox"/> Further education and training <input type="checkbox"/> Report filed for future reference
Notes/details:
Notifying Parties
It is important that the person making the report be informed of the outcome of their report (ONLY AFTER CONSULTING WITH THE INVESTIGATING AUTHORITIES) .
How has the person making the report been informed of the outcome? <input type="checkbox"/> By Phone <input type="checkbox"/> In person <input type="checkbox"/> In writing (hard copy or email)
Date of contact:
How has the person against whom the report was made been informed of the outcome? <input type="checkbox"/> By Phone <input type="checkbox"/> In person <input type="checkbox"/> In writing (hard copy or email)
Date of contact:
Please attach notes applicable to this communication.
Record of report to Child Protection and/or Police
<input type="checkbox"/> A Child Protection Authority report <input type="checkbox"/> Police report
Was/were made by on the / / to
Advice provided to Scouts included:

Record of why the report to Child Protection and/or Police was not made

Where a report to the Child Protection Authorities or Police **is not made by the MSA**, please complete:

- The person who made the internal report has re-evaluated their assessment and opinion and supports the decision by the MSA not to make a report. Please attach email or written communication from the person.
- The person who made the report is still of the opinion that the harm (or risk of harm) is significant and that the parents/guardians are unwilling or unable to protect that Child. The person has received email or written communication informing them of their personal options for reporting to Child Protection authorities.
- The incident did not meet statutory Child Protection or police requirements. Support has been provided to the Child and the family. Please attach an outline of the communication to the Child and/or family about the supports provided and any other actions taken.

Name of nominated person at HQ handling report	Contact Phone:
Signature:	Date

Mauritius Child Protection Contacts

Hotline	113
Address	Telephone Number
CPS Vacoas, 2nd Floor, New Municipal Complex, Vacoas	698 3700 691 4612
CPS Souillac Morcellement VRS, Souillac	625 1353
CPS Port-Louis 1st Floor, SILWF Building, Edith Cavell Street, Port Louis	213 0668
CPS Flacq 2nd Floor, Customer Service Centre, St-Ursule Road, Central Flacq	413 1390 413 2124
CDU Bambous Royal Road, Bambous	452 5900 452 1963(fax)
CDU Goodlands Grould Floor, NPF Building, Goodlands	283 4900 283 7776(fax)

VERSION CONTROL

Title	<i>National Safe from Harm Policy</i>
Version	<i>V1.0</i>
Approval date at Annual General Meeting	<i>04 June 2023</i>
Next review date	<i>2025</i>
Amendments	
Date	Details