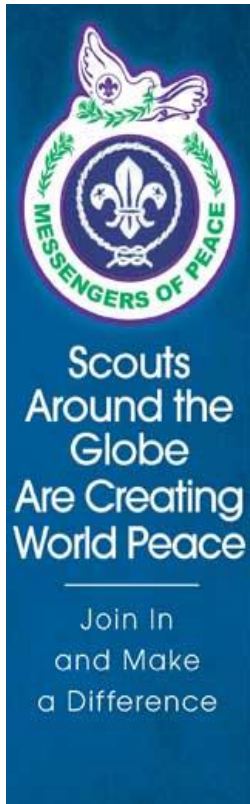




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World Organization of the Scout Movement
Organisation Mondiale du Mouvement Scout
Всемирная Организация Скаутского Движения
Organización Mundial del Movimiento Scout
المنظمة العالمية للحركة الكشفية

TANZANIA SCOUTS ASSOCIATION



CHILD AND YOUTH PROTECTION POLICY



PREPARED BY
HAMISI K. MASASA
APPROVED BY THE NATIONAL COUNCIL
TANZANIA SCOUTS ASSOCIATION
P. O. BOX 945
DAR ES SALAAM
E-MAIL tcouts2002@gmail.com

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1.0 Introduction

The Scouts give the kids the confidence to take on any challenge. It moulds the future leaders of this country by combining educational activities and lifelong values through adoption of the Scout Promise and Law. It focuses on various specific areas:

- 1) Lifelong learning
- 2) Faith tradition
- 3) Serving others
- 4) Healthy living
- 5) Building character
- 6) Mentoring

The Tanzania Scouts Association (TSA) being a high profile organization as well as the largest child and youth serving organization has developed this policy document to protect the child and the youth from sexual abuse and other forms of mistreatment. Child abuse is a serious problem in Tanzania society. There are significant numbers of cases reported each year including sexual abuse and some associated with witchcraft. As the country's largest child and youth serving organization, the TSA has significance to impact societal problems. Logically then our first step is to take action to protect our members when they are participating in Scouting Programs. The TSA strategy may also make an impact on abuse in the community by increasing the awareness of our leaders, youth members and their families. Therefore the TSA Child and Youth protection Policy is to be used by all scouting members and units This policy aims at protecting the child and youth in the program as well as adult volunteers and community at large.

The TSA has over 500,000 members all over the country. It aims at increasing this number to 1,500,000 by 2017. About 90% of these members are children and youths in their sections. The Cub Scouts, age ranging from 5 to 10 years have loads of fun things to do as Cub Scouts. They get chances to explore through different activities both indoors and outdoors, go on various learning trips and attend different camps. During these activities they are skillfully facilitated to make reflections of what they see around them and in nature.

On the other hand the Scouts combining both Juniors with age ranging from 11 to 14 years and Seniors with age ranging from 15 to 17 years both take part in a wide range of activities as part of their program. For scouts who want to be recognized for their achievements there are a number of challenging activities and badges awards. Scout is about being with friends as part of a team, participating fully in the adventures and opportunities of life.

The seniors go further in exploration of the nature which they had started as cubs, synthesize their reflections along with the rest of the unit members and decide what appropriate actions to take. Such actions could range from flying as air scout, marine guarding and life saving, socializing, environmental conservation or a combination of them including community volunteering. They will be able to gain proficiency badges to the level of presidential award. This then should be recognized by the general community, the public service sector and even the private sector. It is a sign of someone who is enthusiastic, dedicated and reliable. The Scouts moulds future leaders.

Above the age of 18 years we have the Rover Scouts in rover Crews whose motto is Service. They live more responsibly and become role models in their local communities, the national and international communities as well. However, from 18 to 24 years most Rovers are in schools and colleges.

The TSA in accordance with the World Organization of Scout Movement (WOSM) standards it engages the adult as members as well as volunteers to take responsibility of ensuring that the Youth Program is a fun and exciting. We are also committed in ensuring that all youth activities are safe. All the Association's policies, rules, code of behavior, advice on child protection and safety policy are there to ensure our young people stay safe while they enjoy themselves and learn.

Scouting is open to all young people aged 5 to 25 of every faith and background. There are also plenty of opportunities for adults to become involved as leaders, assistants or administrators.

This makes Scouting to be ubiquitous, it there in all corner of the country engaging both pupils in schools as well as out of school in open troops. It is due to its nature as explained and the volume of its membership that it is imperative to ensure the safety of the children and youths.

2.0 The TSA Child and Youth Protection Policy

The Tanzania Scouts Association (TSA) believes that its top priority is to protect the safety of children. The TSA has developed this policy so as to create safer environments for young people involved in Scouting activities. All Scout leaders must comply with these policies. Violations of these policies put Scouts at risk and will result in disciplinary action, including expulsion from camp and revocation of membership. All camp staff members are required to understand these policies and report any suspected violations as directed by the camp director.

1) Adults Escort on all Scout Outings

All outings would require a minimum of two registered adult leaders, or one registered leader and one of the parent of a participating Scouts or other adult, one of whom must be 18 years of age or older, are required for all trips

and outings. Appropriate adult leadership must be present for all overnight Scouting activities; coed overnight activities – even those including parent and child – require male and female adult leaders, both of whom must be 18 years of age or older, and one of whom must be a registered member of the TSA

2) No one-to-one contact

One-to-one contact between adults and youth members prohibited. In any situation requiring a personal meeting, such as a Scoutmaster's conference, the meeting is to be conducted in view of other adults and youths.

3) Separate Accommodations

Separate accommodations for adults and Scouts required. When camping, no youth is permitted to sleep in the tent of an adult other than his or her own parent or guardian if available. Groups, troops or units are strongly encouraged to have separate shower and latrine facilities for females. When separate facilities are not available, separate male and female shower times should be scheduled and posted. Likewise, youth and adults must shower at different times.

4) Respect of privacy

Privacy of youth should be respected. Adult leaders must respect the privacy of youth members in situations such as changing clothes and taking showers at camp, and intrude only to the extent that health and safety is require. Adults must protect their own privacy in similar situations.

5) No secret organizations

The TSA does not recognize any secret organizations as part of its program. All aspects of the Scouting program are open to observation by parents and leaders.

6) Appropriate attire for all activities.

Proper clothing for activities is required. For example, swimming with no cloth on or revealing bathing suits are not appropriate in Scouting.

7) Constructive discipline

Discipline used in Scouting should be constructive and reflect Scouting's values. Corporal punishment is never permitted.

8) Youth leader training and supervision

Adult leaders must monitor and guide the leadership techniques used by youth leaders and ensure compliance with TSA policies.

9) Member responsibility

Members are responsible to act according to Scout Promise and Law. All members of the TSA are expected to conduct themselves in accordance with the principles set forth in the Scout Promise and Scout Law. Physical

violence, theft, verbal insults, drugs, and alcohol have no place in the Scouting program and may result in the revocation of a membership.

10) Sections responsibilities

Sections are responsible to enforce Youth Protection Policies. The Local Council or its Executive Committee or the mandated Steering Committee in such cases, at the District level must approve adult leaders of Scouting units who shall be responsible for monitoring the behavior of youth members and interceding when necessary. The parents of youth members who misbehave should be informed and asked for assistance.

11) Prohibition of hazing

Physical hazing and initiations are prohibited and may not be included as part of any Scouting activity.

12) Prohibition of bullying

Verbal, physical, and cyber bullying are prohibited in Scouting.

Physical contact between adults and youth should be kept to a minimum. Using common sense, it is acceptable to shake hands, pat a boy on the back, or touch when demonstrating or teaching a skill, such as first aid, or when taking action to prevent an accident. Giving long hugs or massages, or wrestling are examples of inappropriate contact with a child or youth. All campers are expected to conduct themselves in accordance with the principles set forth in the Scout Promise and Law. Physical violence, hazing, bullying, theft, verbal insults, ethnic slurs, crude or sexual jokes, pornography, demeaning behavior, and drugs and alcohol have no place in Scouting and may result in discipline up to, and including, the revocation of membership.

3.0 Cameras and Imaging Devices

Although most campers, leaders, and staff members use cameras and other imaging devices responsibly, it has become very easy to invade the privacy of individuals. It is inappropriate and may be a violation of the URT Constitution and law to use any device capable of recording or transmitting visual images in shower houses, restrooms, or other areas where privacy is expected by participants. If any Camp Staff is made aware of this violation, then staff members should immediately confiscate the camera or device and turn it over to the Chief Camp.

4.0 Social Media

Social media, such as text messages, e-mail, WhatsApp, Twitter, Face book and the like and community and personal websites and blogs are all popular forms of communication. However, camp staff members are representatives of the TSA and must be especially careful how they use these and other forms of communication. Under no circumstance should any one discuss or transmit personal or inappropriate information with a camper, leader, or another staff member. Not only can these forms of communication be misinterpreted, they can also be widely dispersed. It is

even possible that such postings will resurface many years later, resulting in embarrassment.

5.0 Camp Staff Conduct

The Camp Staff include the Chief Camp and his Assistant, Group, Troop leaders and even the watchmen, although camp staff members are often only slightly older than campers, they must conduct themselves in an appropriate manner at all times. Staff members are role models for young and impressionable campers. Because staff members are also members of the “camp community” for the summer, they must adhere to a code of conduct that promotes a safe and healthy environment for all. This applies whether on or off-duty. The Scout Oath and Scout Law are excellent guidelines for conduct in all settings.

6.0 Sexual Harassment

Another area of interpersonal relationships that camp staff members need to avoid is sexual harassment. Sexual harassment occurs when a member of the camp staff uses verbal or nonverbal communication to create a “hostile environment” by focusing on the sexuality of another person or the person’s gender, and the attention is unwanted or unwelcome and is severe or pervasive enough to affect a person’s work environment. Examples of sexual harassment include telling sexually explicit stories or showing sexually oriented pictures that cause other staff members’ discomfort. Another form of sexual harassment in camp might include attempting to barter promotions and special privileges for sexual favors. The first step in addressing sexual harassment would be to confront the wrongdoer and inform him or her that the behavior is not wanted and ask for the behavior to stop. The next step would be to report specific objectionable behaviors to the supervisor and request that the supervisor intervene.

Camp staff will receive specific instructions concerning the following:

- 1) The camp’s policies for reporting suspected or alleged abuse
- 2) Guidelines for personal behavior, including the appropriate use of technology
- 3) Policies for fraternization and relationships with campers
- 4) Expectations for social relationships among staff when on- or off-duty
- 5) Policies on bullying and sexual harassment
- 6) Policies on discipline
- 7) Social media policy

7.0 Recognizing and Reporting Suspected Youth and Child Abuse

7.1 Definition of Child Abuse

According to Tanzania Law of the Child Act of 2009 Child Abuse means contravention of the rights of the child which causes physical, moral or emotional harm including beatings, insults, discrimination, neglect, sexual abuse and exploitative labor;

7.2 Types of Abuse

The following are signs often associated with particular types of child abuse and neglect: physical abuse, neglect, sexual abuse, and emotional mistreatment. It is important to note, however, that these types of abuse are more typically found in combination rather than alone. A physically abused child, for example, is often emotionally mistreated as well, and a sexually mistreated child might also be neglected.

7.3 Signs of Child Abuse and Neglect

More important than determining a specific definition of abuse is learning how to detect abuse. Children cope with abuse differently; some children will not show any outward signs of abuse. However, when signs of abuse are present, there may be behavioral indicators or physical signs. Common indicators of child abuse and neglect include when the child:

- 1) Shows sudden changes in behavior or performance
- 2) Has not received help for physical or medical problems brought to the parents' attention
- 3) Has learning problems (or difficulty concentrating) that cannot be attributed to specific physical or psychological causes
- 4) Is always watchful, as though preparing for something bad to happen
- 5) Is overly compliant, passive, or withdrawn
- 6) Comes to camp or other activities early and/or stays late and does not want to go home

N.B:

Although some children showing some of these signs may not have been abused, they may still need help.

7.4 Signs of Physical Abuse

Consider the possibility of physical abuse when the child:

- 1) Has unexplained burns, bites, bruises, broken bones, or black eyes
- 2) Has fading bruises or other marks noticeable after an absence from school
- 3) Seems frightened of the caregivers and protests or cries when it is time to go home
- 4) Shrinks at the approach of adults
- 5) Reports injury by a parent or another adult caregiver

Consider the possibility of physical abuse when the parent or other adult caregiver:

- 1) Offers conflicting or unconvincing explanations, or no explanation for the child's injury
- 2) Describes the child as "evil," or in some other very negative way
- 3) Uses harsh physical discipline with the child
- 4) Has a history of abuse as a child

7.5 Signs of Neglect

Consider the possibility of neglect when the child:

- 1) Begs or steals food or money
- 2) Lacks needed medical or dental care, immunizations, or glasses
- 3) Is consistently dirty and has severe body odor
- 4) Lacks sufficient clothing for the weather
- 5) Abuses alcohol or other drugs
- 6) States that there is no one at home to provide care

7.6 Signs of Sexual Abuse

Consider the possibility of sexual abuse when the child:

- 1) Has difficulty walking or sitting
- 2) Suddenly refuses to change for gym or participation in physical activities
- 3) Reports nightmares or bedwetting
- 4) Experiences a sudden change in appetite
- 5) Demonstrates bizarre, sophisticated, or unusual sexual knowledge or behavior
- 6) Has a sexually transmitted disease
- 7) Chronically runs away
- 8) Reports sexual abuse by a parent or another adult caregiver

Consider the possibility of sexual abuse when the parent or other adult caregiver:

- 1) Is unduly protective of the child or severely limits the child's contact with other children, especially of the opposite sex
- 2) Is secretive and isolated
- 3) Is jealous or controlling with family members

7.7 Signs of Emotional Maltreatment

Consider the possibility of emotional maltreatment when the child:

- 1) Shows extremes in behavior, such as overly compliant or demanding behavior, extreme passivity, or aggression
- 2) Is either inappropriately adult (parenting other children, for example) or inappropriately infantile (frequently rocking or head-banging, for example)
- 3) Is delayed in physical or emotional development
- 4) Has considered or attempted suicide
- 5) Reports a lack of attachment to the parent

Consider the possibility of emotional mistreatment when the parent or other adult caregiver:

- 1) Constantly blames, belittles, or berates the child
- 2) Is unconcerned about the child and refuses to consider offers of help for the child's problems
- 3) Overtly rejects the child

8.0 Reporting Suspected Child Abuse

There are abuses that take place inside the scout camps which have specific administrative procedures, but there are abuses which take place inside communities outside the scout camps. The TSA had initially stated that much as it would concentrate with protection of its members within their jurisdiction but it would also contribute to protections of abuses happening outside its jurisdiction but affect the child and the youth whom the TSA has great interest. This would be done through the U-Report system to be established.

The intended TSA strategy within its camps is for:

Each camp to follow the appropriate reporting system provided by the TSA headquarters and in accordance with this policy which staff members ought to comply with. All abuse cases and even suspected shall be reported to the camp staff and immediately reach the Chief Camp who will then report the case to appropriate law enforcing authorities without delay using the U-Report network. Camp staff members would not discuss suspicions or allegations with other staff members except with the Chief Camp or designated senior staff member of the TSA.

The report to the camp director should be made as soon as possible. Reporting child abuse or violations of the TSA's Youth Protection policies is not being a "tattle-tale." Reporting suspected violations and abuse will help prevent harm to a Scout and possibly many other children.

The intended TSA strategy for abuses occurring outside the camps, inside communities the U-Report system will be more effective and functional since:

All effected or suspected cases of abuse will be reported to the appropriate law enforcement or child protective services agency such as the UNICEF, Plan International or Save The Children and others including local organizations for investigation. Such effected or suspected child abuse shall be reported immediately through the U-Report system by any citizen, young or old or member of the TSA who had witnessed the incident, to the central U-Report office and the designated senior staff member and the Scout executive in-charge at the U-Report Central Office shall use the U-Report network to immediately reach the law enforcing or child protection agencies. The designated Officer shall not confront suspected abusers or accuse them of child abuse but immediately through the system inform appropriate law enforcing authorities or child protection agencies for immediate action.

9.0 Meeting the Needs of Child Abuse Victims

At some point, a camper may confide in you or tell you that he has been abused.

- 1) Don't panic or overreact to the information disclosed by the child.
- 2) Don't criticize the child.
- 3) Don't promise not to tell anyone. You must report the allegation to the Chief Camp or designated senior staff member.
- 4) Do listen intently and obey the no one-on-one contact policy.

- 5) Do respect the child's privacy. Keep the information confidential and share it only with the Chief Camp, Scout executive, and official agencies.
- 6) Do make sure the child feels that he or she is not to blame.

10.0 Sexual Molestation by Adults

Child molesters are the people who sexually abuse and exploit children. They are usually not strangers but are most often adults sometimes for reasons of witchcraft or close relatives of the family of molested child sometimes trusted and given a bed to share with the molester or other juveniles who were trusted and known to or by the children they victimize. The TSA Youth Protection policies are designed to help you detect inappropriate behavior of molesters. There are several methods child molesters use to persuade children to give in to molestation. Although force is used in a few cases, molesters most often use a "grooming" process. The grooming process is usually focused on the child's needs and vulnerabilities, but may often focus on the child's parents as well. The molester might offer the parents free babysitting services or make friends with them to gain their trust to be alone with the child. The U-Report can be an effective means in this situation to be able to report such suspicions before the abuse occurs. In this way many children will stay safe.

Characteristically, the grooming process with the child will begin with seeming innocent touching, such as nonsexual hugging, patting the back, and massaging the neck. The molester usually seeks a child who needs affection or attention and makes that child feel special by spending a lot of time with him or her and giving gifts and money. The goal of this extra attention is to build the child's (and parents') trust. When the molester senses that the child has been sufficiently conditioned to the physical contact and has an emotional bond, the physical contact becomes more intrusive. The contact may be under the guise of sex education or playing inappropriate games. It may prey on the child's emerging curiosity about sexuality or allow the targeted victim taboo access, i.e., violating rules, drinking alcohol, smoking cigarettes—all to create a "special relationship." Photography is often used, perhaps under the ruse of having the child pose for pictures. Molesters are skilled at manipulating children by incorporating the child's ambitions into their strategies. Early warnings could be a blessing to the children and the U-Report can be very effective.

When an adult looks for opportunities to spend a lot of time alone with a child, attempts to isolate the child, or lavishes gifts and/or money on a child for no apparent reason, the child's camp staff members need to intervene.

11.0 Sexual Molestation by Other Youth

Significant number of cases of sexual molestation occurs at the hands of other children. Youth four to seven years older might manipulate the target victim with coercion, size, or knowledge difference. If a child tells you about club initiations, gangs, the use of intimidation or coercion, or bullying in which sexual activity is included or if a child tells you about inappropriate sexual activity by other children,

whether by deception, pressure, or force, this is a form of sexual abuse and you need to take steps to stop the activity by reporting it through the U-Report network or if it is inside camps to be immediately reported to the Chief Camp. This form of sexual misconduct is serious and cannot be ignored.

Children who molest other children need professional help. This activity is not just “kids being kids.” It must be stopped and reported immediately to the camp director and Scout executive.

12.0 Youth Protection Strategies for Youth Members

The TSA has developed age-appropriate personal safety messages for our youth. For Cub Scout-aged children, we stress the Four Rules for Personal Safety. For older youth members, we teach the “three R’s” of personal safety. The Four Rules of Personal Safety encourage Cub Scout-age children to seek adult help in making personal safety decisions. The rules are:

- 1) Check first with a parent or another trusted adult before changing plans or accepting anything from anyone.
- 2) Go with a friend in order to be safer and to have more fun. For Cub Scouts, the friend should be a parent, another trusted adult, or an older child approved by the parents.
- 3) It is my body, and I have the right to say “no” to anyone who tries to touch me in places covered by my swimming suit or to do things that I think are wrong.
- 4) Tell a trusted adult whenever I am hurt, scared, or made to feel uncomfortable.

Three R’s of Personal Safety

- **Recognize:** that anyone could be a child molester and be aware of situations that could lead to abuse.
- **Resist:** advances made by child molesters to avoid being molested.
- **Report:** molestation or attempted molestation to a trusted adult.

13.0 Bullying

Bullying always involves one person or group trying to intimidate a target (victim), often repeatedly. It might involve a physical act: hitting, kicking, biting, or shoving. It might also involve verbal or emotional abuse: teasing, put-downs, name-calling, hazing, hurtful joking, or intimidation. Bullies also sometimes use racial or sexual slurs or make threatening gestures.

Bullying usually takes place out of the sight of adults. As a result, boys frequently don’t show how much bullying upsets them and often remain silent. The bully often threatens reprisals for “telling.” The victim also may think adults won’t or can’t help him, or he may feel ashamed for not defending himself.

Bullying is not a “right of passage” or simply part of growing up. The fear and anxiety of bullying causes kids to not only avoid bullies but also the places where they hang out, including camp activities. And far from “toughening up” targets of bullying, bullying can

devastate their self-esteem and self-confidence. If the behavior continues, the victim may suffer long lasting feelings of isolation and sadness—even depression. Bullying even affects groups, as other members might wonder if they will be the next targets. Bullying in all forms is prohibited in Scouting.

Steps to Stop Bullying in a Camp Setting

- 1) Camp staff should be on the lookout for bullying behavior, especially when Scouts are away from their established unit leadership.
- 2) Stop the actions and protect the target from danger.
- 3) Identify the behavior in a calm tone and say that it's not OK.
- 4) Speak with the target.
- 5) Encourage the target to tell his or her parents and Scout leaders.
- 6) Tell the camp director or designated senior staff member of the bullying incident.

To reduce the likelihood of bullying in a camp setting, create an anti-bullying culture throughout camp by always modeling mutual respect, kindness, and inclusion and never solving problems through aggression. If campers and leaders see staff leading camp in an intimidating way and yelling to control situations, then that behavior could be repeated at the troop site. Instead, model positive feedback and demonstrate how to connect constructively with one another.

14.0 What is U-Report?

U-Report is a Social Monitoring Tool which seeks to strengthen Community-led development and citizen engagement. U-Report simply means You Report. Many voiceless Tanzanians live in villages as well as in urban peripheries and high density urban areas. However mobile phones are very popular and many Tanzanians have access either by owning a set or through relative or neighbor. U-Report seeks to give voices to the voiceless through their SMS platform.

This has been done through using mobile phones. Uganda has made tremendous progress in U-Report. People, especially the young, though not exclusive, join the initiative by using special joining shot code. Once they are accepted after provision of the required personal information they become U-Reporters.

15.0 How does U-Report Work

We heard from the Uganda experience. A man rapes a young girl and there was no efficient local police response. A U-Reporter within the locality sends a text message reporting the incidence. The U-Report control center flashes the message to the Child Protection Unit of the UNICEF and police is informed very fast. This happens in less than fifteen minutes. With rapid response of the police authorities the culprit is apprehended and the young girl was taken for intensive medical care.

These types of responses can also be available in the following areas:

- 1) Disaster response such as road accidents, floods and the like. TV's could use the information for Breaking News while waiting for details along the way.
- 2) Incidences of child abuse, drug abuse, female abuse, Gender Based Violence (GBV) and the like could efficiently and effectively be taken care through the U-Report system
- 3) Education where young people could ask questions and receive correct answers e.g. on HIV/AIDS, Reproductive Health, etc.
- 4) Can be used for social accountability where power-holders are made to account for or take responsibility for their actions related to their conduct and performance, for example the executives or leaders could be made to respond to community needs. A member of parliament can be made to go to the constituency to give answers to rising issues reported through U-Report.
- 5) Polling of different opinions