



Issue Date: February 19th 2019

CHILD PROTECTION POLICY & PROCEDURE

POLICY STATEMENT:

SOUTHERN PALMS BEACH CLUB will not tolerate any sexually abusive or exploitative acts on children being perpetrated by our employees, guests' or anyone associated with the delivery of our daily services. Employees and managers are bound to uphold this policy and to report people or incidents that they believe contravene it. Managers have a duty to ensure that allegations of sexual exploitation and abuse are investigated and reported to the relevant authorities.

Definition from The United Nations:

“The term “**sexual exploitation**” means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.” (UN Secretary-General’s Bulletin on protection from sexual exploitation and abuse (PSEA) (ST/SGB/2003/13))

“The term “**sexual abuse**” means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.” (UN Secretary-General’s Bulletin on protection from sexual exploitation and abuse (PSEA)(ST/SGB/2003/13))

PROCEDURE:

- Anyone bearing witness to this should immediately report the incident/persons to the General Manager or Human Resources Manager.
- The General Manager or in his/her absence the Human Resources Manager or Head of Department will immediately report to the Police AND The Child Care Board the incident/persons involved.
- A written record of the incident/persons should be given to the Human Resources Manager.

http://www.unicef.org/lac/spbarbados/Legal/national/Barbados/National%20Legislation/ProtectionChildren_1991.pdf

Child Care Board

General Office

426-2577

Worthing Police Station

430-7614 or 430-7615