



SAFE FROM HARM POLICY



Pakistan Boy Scouts Association
National Headquarters, Islamabad

Pakistan Boy Scouts Association (PBSA)

SAFE FROM HARM POLICY

Policy Statement:

As a responsible organization, Pakistan Boy Scouts Association (PBSA) is committed to save its youth membership from any harm and provide them safe environment throughout their time in the movement for their well being, healthy development and safety from any harm.

Scope:

This policy is to be used as a resource of PBSA and all provincial, district associations and scout groups and units as well who are involved the implementation of the youth program. The individual subjects of this policy are children and young people upto the age of 25, adult volunteers and professional staff and any external stakeholders involved in supporting scouting.

Responsibilities:

- * All adults in scouting including volunteers, professional staff, at all levels are responsible for implementing this policy at all times working with young people in scouting. It is the responsibility of each adult in scouting to ensure the appropriate behavior at all times and observance of rules formulated for the safety of young people.
- * Parents have a right to know everything that their son/daughter is going to be involved in
- * By knowing each individual (young person) leader (Adult) will know how he/she will react when the limit of his/her ability is being challenged
- * Every adult in scouting should know his/her own limits and abilities. Leading an activity with any potential risks, leader must ensure the working within his own capabilities
- * It is right and proper that a child should be able to challenge the behaviour of adults.

Situations to be aware of:

The main objective of PBSA is to ensure that no one be exposed to abuse. While the emphasis is on young people, we should all look out for one other, regardless of age. Good common protection practice means ensuring everyone is aware of the signs of potential abuse, and acts immediately if he or she witnesses such abuse.

Who will Report:

Any issue or suspect issue related to SfH may be reported by:

- * The victim himself/herself
- * Any other youth who is witness or become aware of the issue
- * Any adult who thinks the issue should be addressed

Once the issue is reported, the concerned person/team will take the responsibility for further action that may be necessary.

Where to Report:

To deal with the issues related to Safe from Harm will immediately be reported to the concerned person as per relevant level:

- * Group: Group Scout Leader
- * District: District Secretary
- * Province: Provincial secretary
- * National: Director Training and Program

There will be a Safe from Harm Team at all levels to handle the issues. This team may include Scout Leaders, Parents legal advisor or any other person (s) suitable to address the SfH issues.

Taking Action:

- * If any issue is reported related to SfH, the concerned responsible will immediately take action to handle the situation. In order to investigate, he may seek help from colleagues, parents and any other person he thinks necessary.

- * The concerned responsible will give confidence to the reporter and assure protection from any threat/harassment
- * The concerned responsible will contact the parents of the victim and inform the situation
- * He will refer the issue to the SfH team if he thinks necessary
- * The team will further investigate the issue and determine the intensity of the issue. The team may inform the concerned government department.
- * All the parties should be given chance to be heard
- * All the record regarding reported matter and investigation will be kept confidential

Training:

- * In order to disseminate the policy to all levels, PBSA will organize training courses regarding SfH at provincial, district and group levels for the persons/ adults who are directly or indirectly involve in delivering the youth program.
- * The policy and training regarding SfH will also be included in the contents of training courses of adults.
- * Special SfH course will be mandatory for the staff and service team members of mega scout events like jamborees, camporees, rallies and the staff of scout centres at provincial and local levels.

Code of conduct:

- * The primary responsibility of adults in scouting is the welfare and progress of youth members
- * Scout Program and our ethic requires us to provide an environment in which young people feel valued and secure and can grow as individuals

- * Any adult behaviour which is not supportive of this developmental process is inappropriate
- * Adults have a duty of care to keep youth members safe and protect them from physical and emotional harm
- * In any situation of doubt, the youth member's safety and protection must be the deciding factor
- * Adult Leaders do not have any right or authority to punish youth members.
- * Our ethic requires that we do not use bad language in our Association with youth members
- * We should be sensitive to the traditions and beliefs of various cultures and avoid words or actions which may hurt any culture

General Conduct

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Adult Leaders should not:-

- * Sleep in the same tent or confined quarters as youth members.
- * Show favouritism for particular youth members.
- * Invite one youth member alone to their home or to den or camping accommodation.
- * Have private talks with individual youth members away from the presence of other scouts or adults. (Private talks should be in sight of but out of hearing of observers.)
- * Carry one youth member alone in a vehicle.
- * Go on a hike or other activity with one youth member alone.
- * Demonstrate first aid on a youth member.
- * Assist youth members with personal hygiene or dressing except where health or disability requires it and then only in the presence of another adult.
- * Take part inappropriately in body contact games
- * Touch a young person in a way that could be misunderstood
- * Give negative remarks in the presence of young people.

Pakistan Boy Scouts Association (PBSA)
CODE OF CONDUCT FOR
INTENDING SCOUTS AND SCOUT LEADERS
FOR ATTENDING INTERNATIONAL SCOUT EVENTS

To avoid undesirable activities during the foreign Scout events, it is desired appropriate to promogulate the following proposal/procedures.

1. Any foreign invitation would be the subject to the prior approval of Chief Commissioner before circulation to the Provincial Associations.
2. After receiving the recommendations from the Provincial Associations by given date, the National Headquarters / International division would announce the date, time and venue of selection of that particular International event. The Selection Committee will hold the selection accordingly for interview and final selection, the Committee may nominate Leader of the Contingent for the purpose.
3. The Chief Commissioner / Selection Committee may like to hold camp of the selected Scouts at a suitable place for training if deems fit.
4. The foreign bound contingent may be advised to assemble at a certain venue / place before leaving. The concerned Provincial Secretary & the Contingent Leader will ensure the return of all members of the contingent together in the homeland.
5. The Contingent Leader shall have to submit a written report about participants of their overall activities. The Contingent Leader will submit the report within 15 days after the return of the contingent.

6. Each and every member of the contingent will submit existing undertaking by him / parents through concerned Provincial Associations.
7. Embassy of Pakistan in the respective country be informed regarding arrival of Pakistani Contingent.
8. Females would be encouraged, hence at least two / three female or a female accompanied by a MEHRAM may apply.
9. No Scout, Scout Leader and Commissioner / member of any Committee will be allowed to attend any foreign Scout Event without the approval of Chief Commissioner, PBSA.
10. If any member of Pakistani Contingent is involved in any unethical activity in the visiting country, severe action will be taken against him in accordance with law of the visiting country.
11. Any special scout visiting foreign country as a member of Pakistani Contingent must be accompanied with an attendant.
12. All the contingent members should have exit stamped on their passports by the concerned immigration Airport Authorities and will sent it back to NHQ.

Provincial Associations participating in the National Scout Events will be preferred to represent Pakistan in the International Scout Events.

UNDERTAKING

I, _____ holding position of
_____ In _____ Boy Scouts
Association, do hereby undertake that during my visit at ----- for the
participation in the _____ will
not involve in any type of immoral activity, criminal act or misconduct etc,
and if found guilty, action in accordance with PBSA and Government Rules
may be taken against me.

Dated: _____

Signature

