

CHILD PROTECTION: PALENG CHILDREN'S CENTRE, TS'EANKU VILLAGE, MALEA-LEA, LESOTHO

Paleng Children's Centre, Ts'eanku village, Malea-lea Lesotho acknowledges the duty of care to safeguard and promote the welfare of children, and is committed to ensuring safeguarding practice which reflects statutory responsibilities, government guidance and is in line with the Lesotho Children's Welfare and Protection Act, June 2011.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:

- have a positive and enjoyable experience of borrowing books, reading and engaging in a range of educational activities at Paleng Children's Centre Library, in a safe and child-centred environment
- are protected from abuse whilst participating in these activities, which includes abuse from staff, from volunteers and visitors, from older children and from peers

Paleng Children's Centre, Ts'eanku village, Malea-lea Lesotho acknowledges that some children, including disabled children and young people or those from minority communities, can be particularly vulnerable to abuse, and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare while they are with us, including following traditional cultural practices

As part of our safeguarding policy Paleng Children's Centre, Ts'eanku village, Malea-lea Lesotho will:

- promote and prioritise the safety and wellbeing of children and young people
- ensure that everyone understands their roles and responsibilities in respect of safeguarding, which includes volunteers and any visitors associated with Paleng. This is done through informal awareness-raising and informal training of staff, volunteers, visitors, and other people we work with. It centres around the importance of child protection and security, in both physical, emotional and psychological forms. Volunteers are required to read and sign a copy of the Paleng CPP. A copy is given to the schools and other organisations that we work with in Book Festivals.
- all volunteers are supervised by Paleng staff at all times. They do not have any decision making authority, and no volunteer is put in sole charge of children at any time.

- ensure as far as is possible in our context, that appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern (see process outlined below)
- ensure that confidential, detailed and accurate records of all concerns are maintained and that there is timely and appropriate communication with parents and/or caregivers (see process outlined below)
- prevent the employment/deployment/partnering with unsuitable individuals
- ensure that robust safeguarding arrangements and procedures are in operation by ongoing re-evaluation of our policies and processes
- ensure that failure by anyone to comply with the Paleng policy and procedures will be addressed without delay, and may ultimately result in dismissal/exclusion from the organisation.

Specific policies adhered to in the library are:

1. No person in the library may hit another person at any time, adult or child.
2. No person may bully another person at any time, adult or child.
3. No person may take photographs of children or staff without express permission of staff, parents/carers and the child(ren) themselves..
4. Children who come to the library on any given day must sign into the library, and remain within the confines of the library premises until they are excused. Permission to leave early must be obtained from library staff, and a reason given.
5. No child(ren) may be at the library without a member of staff present.
6. Riding of bicycles may happen only with written consent of the parent/carer, and only with a helmet.
7. No one may bring a weapon of any description to the library, including traditional weapons, *melamu* (fighting sticks).
8. Visitors to the library must have permission from the staff. This includes local village visitors, as well as those from the Lodge or other organisations in the valley (Africa 4 Jesus, schools, etc.)

Our reporting and referral process is as follows:

1. Children are encouraged to talk to us either during library time, or afterwards in a confidential conversation, about any incident that occurs, or any behaviour against the child or other children that s/he feels uncomfortable about.
2. All such conversations are done in private, and are kept strictly confidential.
3. Incidents are recorded in the library incident book, which is accessible only to library staff, and injuries are photographed.

4. If the incident is deemed to be serious (more than a simple accident, a fall for example) the parent/carer is informed. If necessary, the child will be taken immediately to the local clinic.
5. The Head of our local clinic, Ntate Mabele, is consulted on all medical related matters, and his advice taken.
6. Children are treated in this clinic, and if deemed necessary by Ntate Mabele and /or his staff, referred to Mafeteng Hospital, or to Scott Hospital in Morija.
7. In the case of suspected or confirmed violence or abuse against a child (domestic and otherwise), harassment (particularly sexual harassment by shepherds), rape and/or other offences, both the local clinic and the village chief are the first points of referral. This is in line with cultural practice.
8. If the abuse is school related, the Principal of the relevant school is informed, and s/he makes further decisions based on Department of Education policy.
9. From here, and where appropriate, referrals are made to the Department of Social Services in Mafeteng Hospital, to the police in Haseeiso (a village with a police station that services the district) and to village structures (a *lekhotla* village meeting of elders and relevant people brought together by the chief).
10. Parents/carers are involved in the process at all times in culturally appropriate ways, and where this is not felt to be adequate or appropriate in line with Paleng policy, through recourse to other resources such as the local clinic and local councillor.

Monitoring

This policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as required by the Lesotho Government
- as a result of any other significant change or event.

TS'IRELETSO EA BANA: SETSI SA BANA SA PALENG, MOTSENG OA TS'EANKU, MALEA-LEA, LESOTHO

Setsi sa sa Bana sa Paleng, motseng oa Ts'eanku, Malea-lea Lesotho se amohela boikarabello ba tlhokomelo ya ho sireletsa le ho phahamisa boiketlo ba bana, 'me se ikemiselitse ho netefatsa tloaelo ea ts'ireletso e bonts'ang maikarabello a molao, tataiso ea 'muso ebile se tumellanong le Molao oa Boiketlo ba Bana le Ts'ireletso oa Lesotho, oa Phupjane 2011.

Leano le amohela hore boiketlo le lithahasello tsa bana li bohlokoa maemong ohle. Le ikemiselitse ho netefatsa hore ho sa tsotellehe lilemo, bokhoni kapa bokooa, phetolo ea bong, morabe, bolumeli kapa tumelo, bong kapa ts'ekameloe ea bong, maemo a moruo a sechaba, bana bohle:

- ba na le boiphihlelo bo botle le bo monate ba ho kalima libuka, ho bala le ho etsa mesebetsi e mengata ea thuto Laeaboraring ea Setsi sa Bana sa Paleng, tikolohong e bolokehileng le e sebetsanang le bana
- ba sirelelitsoe tlhekefetsong ha ba ntse ba nka karolo liketsong tse, e kenyeletsang tlhekefetso e tsoang ho basebetsi, e tsoang ho baithaopi le baeti, e tsoang ho bana ba baholo le ho lithaka

Setsi sa Bana sa Paleng, motseng oa Ts'eanku, Malea-lea Lesotho se amohela hore bana ba bang, ho kenyeletsoa bana ba nang le bokooa le bacha kapa ba tsoang metseng e menyenyane, ba ka ba kotsing ea tlhekefetso haholo, 'me re amohela boikarabello ba ho nka mehato e utloahalang le e nepahetseng ho netefatsa boiketlo ba bona ha ba na le rona, ho kenyeletsoa ho latela litloaelo tsa setso

E le karolo ea leano la rona la ts'ireletso, Setsi sa Bana sa Paleng, motseng oa Ts'eanku, Malea-lea Lesotho se tla:

- khothaletsa le ho beha ka pele polokeho le boiketlo ba bana le bacha
- etsa bonnete ba hore motho e mong le e mong o utloisisa mesebetsi le boikarabello ba hae malebana le ts'ireletso, ho kenyeletsoa baithaopi le baeti bafe kapa bafe ba amahanngoang le Paleng. Sena se etsoa ka ho fana ka tlhokomeliso le koetliso ea basebetsi, baithaopi, baeti le batho ba bang bao re sebetsang le bona. Setsi se shebana le bohlokoa ba ts'ireletso ea bana le polokeho ea 'mele, maikutlo le kelello. Baithaopi ba koptjoa ho bala le ho saena kopi ea Leano la Ts'ireletso ea Bana la Paleng. Kopi e fuoa likolo le mekhatlo e meng eo re sebetsang le eona Meketeng ea Libuka.
- etsa bonnete ba hore baithaopi bohle ba laoloa ke basebetsi ba Paleng ka linako tsohle. Ha ba na matla a ho etsa liqeto, 'me ha ho moithaopi ea behoang tlhokomelong ea bana a le mong ka nako efe kapa efe.

- netefatsa ka hohle kamoo ho ka khonehang maemong a rona, hore ho nkuoa mehato e nepahetseng haeba ho na le liketsahalo/mats'oenyeho a tlhekefetso le ts'ehetso e fuoang motho ka mong ea hlahisang kapa ya senolang ngongoreho (sheba ts'ebetso e hlalositsoeng ka tlase)
- netefatsa hore litlaleho tsa lekunutu, tse qaqileng le tse nepahetseng tsa mats'oenyeho ohle lia bolokoa le hore ho na le puisano ka nako e lekaneng le e nepahetseng le batsoali le/kapa bahlokomeli (sheba ts'ebetso e hlalositsoeng ka tlase)
- thibela ho hiroa/ho tsamaisoa/ho sebelisana 'moho le batho ba sa lokang
- netefatsa hore litokisetso le lits'ebetso tse matlafatsang tsa ts'ireletso lia sebetsa ka ho hlahlojoa bocha hoa maano le lits'ebetso tsa rona
- etsa bonnete ba hore ho sebetsanoa le ho hloleha hoa mang kapa mang ho latela leano la Paleng le lits'ebetso ntle le tieho, 'me qetellong ho felle ka ho lelekoa/ho qheleloa ka thoko mokhatlong.

Melao e ikhethileng e lateloang laeboraring ke hore:

1. Ha ho motho ea ka laeboraring ea ka otlang e mong ka nako efe kapa efe, motho e moholo kapa ngoana.
2. Ha ho motho ea ka hlorisang e mong ka nako efe kapa efe, motho e moholo kapa ngoana.
3. Ha ho motho ea ka nkang lifoto tsa bana kapa tsa basebetsi ntle le tumello e hlakileng ea basebetsi, batsoali/bahlokomeli le ngoana (bana) ka bo bona ..
4. Bana ba tlang laeboraring ka letsatsi lefe kapa lefe ba tlameha ho saena ka laeboraring, 'me ba lule ka har'a meaho ea laeborari ho fihlela ba lumelletsoe ho tsoa. Tumello ea ho tsamaea kapele e tlameha ho fumanoa ho basebetsi ba laeboraring, mme ho fanoe ka lebaka.
5. Ha ho ngoana (bana) ea ka bang teng laeboraring ntle le hore ho be le mosebeletsi.
6. Ho palama libaesekele ho ka etsahala feela ka tumello e ngotsoeng ea motsoali/mohlakomeli, 'me feela ka helmete.
7. Ha ho motho ea ka tlang sebetso sa mofuta ofe kapa ofe laeboraring, ho kenyeletsoa libetsa tsa setso, melamu (lithupa tsa nto).
8. Baeti ba laeboraring ba tlameha ho fumana tumello ho tsoa ho basebetsi. Sena se kenyelletsa baeti ba lehae, hammoho le ba tsoang Sebakeng sa marobalo kapa mekhatlo e meng e phuleng (Africa 4 Jesus, likolo, jj.)

Tshebetso ea rona ea ho tlaleha le ea ho fetisa e tjena:

1. Bana ba khothaletsoa ho bua le rona nakong ya laeaborari, kapa kamora moo moqoqong oa lekunutu, ka ketsahalo efe kapa efe e etsahalang, kapa boits'oaro bofe kapa bofe bo khahlanong le ngoana kapa bana ba bang boo ngoana a ikutloang a sa phutholohang ke bona.
2. Meqoqo eohle e joalo e etsetsoa lekunutung, 'me e bolokoa e le lekunutu.
3. Liketsahalo li tlalehoa bukeng ea laeaborari, e fumanehang feela ho basebetsi ba laeaborari, 'me likotsi li nkuoa lifoto.
4. Haeba ketsahalo e nkuoa e le mpe (ho feta kotsi e bonolo, mohlala, ho oela) motsoali/mohlokomeli o oa tsebisoa. Haeba ho hlokahala, ngoana o tla isoa tleliniking ea lehae hanghang.
5. Hlooho ea tleliniki ea lehae la rona, Ntate Mabele, o botsoa lipotso ka litaba tsohle tsa bongaka, 'me likeletso tsa hae lia nkuoa.
6. Bana ba alafshoa tleliniking ena, 'me ha ho bonahala ho hlokahala ka boelets'i ba Ntate Mabele le/kapa basebetsi ba hae, ba isoa Sepetleleng sa Mafeteng, kapa Sepetleleng sa Scott se Morija.
7. Tabeng ea ho belaelloa kapa ho netefatsoa ha pefo kapa tlhekefetso khahlanong le ngoana (ea lapeng le ka tsela e 'ngoe), tlhekefetso (haholo-holo tlhekefetso ea thobalano ke balisana), peto le/kapa litlolo tse ling tsa molao, tleliniki ea lehae le morena oa motse ka bobedi ke bona ba pele ba tlaleheloang. Sena se tsamaellana le tloaelo ea setso.
8. Haeba tlhekefetso e amana le sekolo, Mosuo-e-hlooho oa sekolo se amehang oa tsebisoa, 'me o etsa liqeto tse ling ho latela leano la Lefapha la Thuto.
9. Ho tloha mona, le moo ho loketseng, liphetiso li etsetsoa ho Lefapha la Lits'ebeletso tsa Sechaba Sepetleleng sa Mafeteng, ho sepolesa sa Haseeiso (motse o nang le seteishene sa sepolesa se sebeletsang setereke) le ho ba nang le matla motseng (seboka sa motse sa lekhotle sa baholo le batho ba amehang ba kopantsoeng ke morena).
10. Batsoali/bahllokomeli ba kenya letsoho ts'ebetsong ka linako tsohle ka mekhoha e nepahetseng ea moetlo, mme moo sena se bonoang se sa lekana kapa se sa nepahala ho latela leano la Paleng, ho sebelisoa mehloli e meng e kang tleliniki ea lehae le mokh'anselara oa lehae.

Ho behoa leihlo

Leano lena le tla hlahlojoa selemo kamora ho kenngoa ts'ebetsong le kamora lilemo tse ling le tse ling tse tharo, kapa maemong a latelang:

- lipheto ho molaong le/kapa tataisong ea 'muso
- joalo ka ha ho hlokoa ke 'Muso oa Lesotho
- ka lebaka la phetoho kapa ketsahalo efe kapa efe ea bohlokoa.