



Farzana Minha Welfare Organisation-FMWO



Farzana M Welfare Organisation

Ref:

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Farzana M Welfare Organisation **Child Safeguarding Policy**



Head Office: Bangalow No# A-26 Near Mohallah Govt Employees Society Shikarpur Road Sukkur Pakistan



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<https://farzanamwelfare.org/>



Date _____



Table of Content:

Introduction of Organization.....	1
Vision Statement.....	2
Mission Statement.....	3
SECTION-1 Child Safeguarding policy.....	4
Policy Statement.....	5
Purpose of the Policy.....	6
Scope of the Policy.....	7
Guiding Principles.....	8
Definitions of Abuse.....	9
Roles and Responsibilities Management.....	10
Child Protection Officer (CPO).....	10.1
Staff and Volunteers.....	10.2
Safe Recruitment Practices.....	11
Code of Conduct.....	12
Formation of Protection and Safeguarding Committee.....	13
Need Identification.....	13.1
Official Notification.....	13.2
Selection of Members.....	13.3
Roles and Responsibilities Defined.....	13.4
Training and Capacity Building.....	13.5
Formation of SOPs and Reporting Mechanisms.....	13.6
Awareness and Communication.....	13.7
Regular Monitoring and Review.....	13.8
Renewal and Restructuring (if needed)	13.9
Example of Committee Composition.....	13.10
Reporting and Responding to Concerns.....	14
Training and Awareness.....	15
Monitoring and Review.....	16
Contact Information.....	17





Introduction of Organization

Farzana Fairy Home (A Project of Farzana Welfare Organization (Regd) Non-Governmental Organization), the first and only of its kind in Pakistan, founded in May 2018, undertook to give shelter and sustenance to the orphans, helpless girls and women of whole the country, under the chairpersonship and under the aegis of advocate Farzana Khoso, hailing from tribal area of District Kashmore, an area differing each and every social and human freedom, an area notorious for the extortion and exploitation of the girls and women.

Being rebel to the inhuman and merciless treatment with the girls and the women in this area, Advocate Farzana Khoso, pursuing her respected father Dr. Abdul Razaque Khoso and Late Abdul Sattar Eedhi, embarked on social services and organized Farzana Welfare Association cherishing the dreams to shelter and support the helpless and hapless girls and women of our area. As an advocate she always remained on front in supporting the destitute and the deprived legally and financially yet to continue her mission successively, more efficiently and more competently, she established an exceptional and outstanding institution namely Fairy Home in Sukkur, for the complete shelter and sustenance of the girls and women and made wonders and made history in the world of selfless services of society.

Honorable Farzana Khoso has a vision to establish such Fairy Homes all over Sindh in immediate future so that no helpless girl and woman of the society may feel herself alone and be exploited, suppressed or subjugated.

FMWO is dedicated to serving humanity through a wide range of social welfare initiatives aimed at uplifting the underprivileged and marginalized segments of society across both urban and rural areas of Pakistan. Our core mission is to provide aid, legal assistance, and develop shelter homes for orphaned children, especially girls, while also supporting other critical areas of social welfare.

Farzana M Welfare Organization (FMWO) is a legally registered non-profit organization, formally incorporated under Section 42 of the Companies Act, 2017 (XIX) with the Securities and Exchange Commission of Pakistan (SECP).

Certified under the Societies Act XXI of 1860

Certified Under SIND ACT NO. VII OF 1976. THE SIND ORPHANAGES (SUPERVISION AND CONTROL) ACT, 1976

Certified Under the PCP & Tax Exempt Under Section 2(36) C





Our Vision

Safeguarding the Future of the Orphan Girls, Destitute Women and Giving them Family.

Our Mission

Our Core mission to Provide the aid, legal Assistance and develop shelter home for orphaned Childre's especially for girls while also supporting other Critical areas of social welfare.

Aims & Objective

- Establishing and operating shelter homes for orphans and vulnerable children.
- Providing legal assistance and advocacy for the oppressed and underrepresented.
- Delivering food, healthcare, clothing, and education to the deserving and needy.
- Engaging in community development and empowerment projects, especially in underserved rural regions.
- Promoting women's rights, child protection, and human dignity through sustainable programs and awareness campaigns.
- Guided by compassion and a strong ethical foundation, FMWO remains committed to creating lasting change and transforming lives through collective effort, accountability, and service to humanity.





Farzana Minha Welfare Organization- FMWO

Child Safeguarding Policy

1. Policy Statement

Fairy Home is committed to safeguarding the welfare, dignity, and rights of every girl in its care. We believe all children have the right to be protected from abuse, neglect, exploitation, and violence. We uphold the principle that child protection is everyone's responsibility and commit to creating a safe, supportive, and nurturing environment for all our residents.

2. Purpose of the Policy

This policy is intended to:

- Ensure the safety and well-being of all girls residing at Fairy Home.
- Prevent any form of abuse or harm within the shelter.
- Guide staff, volunteers, visitors, and stakeholders in recognizing and responding to safeguarding concerns.
- Establish procedures for reporting and responding to incidents or suspicions of abuse.

3. Scope of the Policy

This policy applies to:

- All staff members (full-time, part-time, temporary)
- Volunteers and interns
- Visitors, donors, and contractors
- Partner organizations working within or alongside Fairy Home





4. Guiding Principles

- **Best Interests of the Child:** The well-being and rights of the child are our top priority in all decisions and actions.
- **Zero Tolerance of Abuse:** Any form of abuse, neglect, or exploitation will not be tolerated.
- **Child Participation:** Girls have the right to be heard and to participate in decisions affecting their lives.
- **Non-Discrimination:** All children are treated equally, regardless of age, race, religion, disability, or background.
- **Confidentiality:** Child protection concerns will be handled with the highest level of confidentiality.

5. Definitions of Abuse

- **Physical Abuse:** Intentional use of force resulting in injury or harm.
- **Emotional Abuse:** Acts that harm a child's emotional well-being and development.
- **Sexual Abuse:** Any sexual activity with a child, including grooming or exploitation.
- **Neglect:** Failure to provide necessary care, supervision, or protection.
- **Bullying and Harassment:** Repeated aggressive behavior intended to hurt or intimidate

6. Roles and Responsibilities: Management:

- Ensure policy implementation and monitoring.
- Provide training and resources.





- Appoint a **Child Protection Officer (CPO)**.

Child Protection Officer (CPO):

- Act as the focal point for all safeguarding concerns.
- Maintain documentation of incidents and responses.
- Liaise with authorities when required.

Staff and Volunteers:

- Know and follow the policy.
- Attend safeguarding training sessions.
- Report concerns promptly to the CPO.

7. Safe Recruitment Practices

Fairy Home (FMWO) will ensure:

- Background checks (including police clearance) are conducted for all staff and volunteers.
- Reference checks are completed before hiring.
- Child safeguarding responsibilities are included in job descriptions.

7. Code of Conduct

All individuals working with children at Fairy Home must:

- Treat children with respect and dignity always.
- Avoid being alone with a child in private settings.
- Not engage in inappropriate physical contact.





- Not using language or behavior that is abusive, aggressive, or sexually suggestive.
- Report any observed or suspected abuse immediately.

Process of Formation of Protection and Safeguarding Committee

2. Need Identification

- The concerned authority (e.g., school, organization, or local government) recognizes the need for a committee to ensure the safety and protection of children, women, or vulnerable groups.
- This may be based on legal mandates, incidents, audits, or policy requirements.

3. Official Notification

- A formal notification or circular is issued by the competent authority (e.g., principal, head of department, district officer).
- The notification outlines the purpose, scope, and responsibilities of the committee.

4. Selection of Members

- Members are carefully chosen based on their roles, experience, and commitment to safeguarding.
- The committee typically includes:
 - A Chairperson (usually a senior official or head of institution)
 - Designated Protection Officer / Counselor
 - Teachers / Staff representatives (if in a school)
 - Parent representatives
 - Community members / NGO representatives (optional)





- Legal or child rights experts (as needed)
- Student or youth representatives (in age-appropriate settings)

5. Roles and Responsibilities Defined

- Specific roles and duties are assigned to each member.
- The responsibilities may include:
 - Monitoring and reporting abuse or neglect
 - Creating awareness about safety and rights
 - Conducting regular meetings and audits
 - Ensuring compliance with protection laws and policies
 - Maintaining confidentiality and a survivor-centered approach

6. Training and Capacity Building

- All members are provided with training on:
 - Child protection laws (like POCSO)
 - Gender sensitization
 - Handling complaints ethically and legally
 - Emergency response protocols

7. Formation of SOPs and Reporting Mechanisms

- The committee develops clear Standard Operating Procedures (SOPs) for handling complaints or safeguarding concerns.
- Suggestion/complaint boxes, helplines, or online reporting systems may be established.





8. Awareness and Communication

- The existence and purpose of the committee are widely communicated to all stakeholders (e.g., students, employees, parents, community).
- Awareness programs, posters, workshops, and meetings are organized.

9. Regular Monitoring and Review

- The committee meets at regular intervals (monthly, quarterly, or as needed).
- Reviews past incidents, actions taken, and suggests improvements in safety protocols.
- Submit reports to higher authorities as required.

10. Renewal and Restructuring (if needed)

- The composition of the committee is reviewed annually.
- Members may be rotated or replaced to ensure fresh perspectives and commitment.

Example of Committee Composition

Designation

Role

Principal

Chairperson

Teacher (Female)

Member

Child Protect Officer/Counselor

Member

Parent Representative

Member

Student Representative

Member

Local NGO Member

Advisor





9. Reporting and Responding to Concerns

- Any suspicion, disclosure, or allegation of abuse must be reported to the CPO immediately.
- The CPO will assess the situation and decide on the next steps, including:
 - Speaking with the child in a safe, private, and non-leading manner.
 - Notifying shelter management.
 - Reporting to appropriate child protection authorities, if necessary.

Fairy Home (FMWO) will support victims, protect whistleblowers, and take disciplinary actions against perpetrators.

10. Training and Awareness

- All staff and volunteers will receive induction and annual refresher training on child safeguarding.
- Children will be educated on their rights, personal safety, and how to report abuse.

11. Monitoring and Review

This policy will be reviewed annually or after any incident to ensure its effectiveness and relevance. Feedback from children, staff, and partners will be incorporated into reviews.





12. Contact Information

Child Protection Officer:

Name: Zubair Hussain

Phone: 92+333-7356569

Email:

Local Child Protection Authorities:

[Insert relevant authority contact details]

Executive Body Signed:

[Abdul Wahid Khoso]

Chief Executive Officer-CEO

Fairy Home Farzana Minha Welfare Organization-FMWO

Farzana Welfare Organization (FWO)
General Secretary

Executive Body Signed:

[Ms. Farzana Bibi]

Chairperson

Fairy Home Farzana Minha Welfare Organization-FMWO

Farzana M Welfare Organisation
Chairperson / CEO

Executive Body Signed:

[Dr. Mumtaz]

Finance Secretary

Fairy Home Farzana Minha Welfare Organization-FMWO

Farzana M Welfare Organisation
Finance Secretary

