



## Child Protection at Kick4Life

Kick4Life F.C. is a unique football club based in Lesotho, Southern Africa. As a charity and a social enterprise, Kick4Life's mission is to change the lives and long-term prospects of vulnerable young people in Lesotho through a wide range of social development activities focused on health, education and support towards sustainable livelihoods. The activities run by the organization include but not limited to the following: health and life-skills education delivered by Life Skills Coaches; HIV testing and counselling support delivered by counsellors; football training delivered by coaches and trainers; elite and holistic football, academic and character development activities delivered by a team of Academy staff; and social enterprise services delivered by various restaurant and hospitality professionals.

The Child Protection Policy illustrates the organization's dedication to the welfare and safety of children. The organization recognizes that it has a fundamental duty of care towards the children and young people it engages with. It takes its responsibility to ensure that everything is done to protect them both within and outside of the organization, and to take appropriate action to prevent abuse as the primary course of action and deal with abuse appropriately when it occurs.

The following codes of behaviour are extracted from Kick4Life's Comprehensive Child Protection Policy that is observed by all stakeholders (Kick4Life's staff, volunteers and interns; a person working for Kick4Life on a consultancy basis; the Board of Trustees; and the formal advisers to the Board of Trustees) regardless of whether they are based in Lesotho, the U.K., the U.S.A. or elsewhere where they might affect the organization.

**Minimize Risky situations** » Do not interact with a child in a private space that cannot be observed; be accompanied by a second adult whenever possible if in the presence of children.

**Physical Behavior** » Avoid making physical contact with a child. Do wait for appropriate physical contact, such as holding hands, to be initiated by a child.

**Psychosocial Behavior** » Do not conduct any of the following: use language that will mentally or emotionally harm any child; suggest inappropriate behaviour or relations of any kind; act in a way that intends to embarrass, shame, humiliate or degrade a child even when you may think punishment is necessary; nor encourage any inappropriate attention-seeking behaviour such as tantrums.

**Psychosocial Behavior** » Do not show discrimination of race, culture, age, gender, disability, religion, sexuality or political persuasion.

**Environment** » There will be no sale of tobacco or other harmful substances to beneficiaries. The sale of Alcohol is restricted to adult patrons of the Restaurant and Hotel, and will be confined to designated areas within those facilities, which are separated from spaces in which beneficiaries are allowed to access.

**Representation** » Please be mindful that every child has a right to be accurately represented through words and images. If documenting your stay with Kick4Life, ensure fair representation and that the portrayal of each child shall not be manipulated or sensationalized in any way. Children shall be presented as human beings with their own identities and dignities preserved. Ask permission before documenting individuals.

**Reporting** » Do immediately report to a Kick4Life Child Protection Officers at [lepe@kick4life.org](mailto:lepe@kick4life.org) or [lash@kick4life.org](mailto:lash@kick4life.org) any activity which may be deemed unsafe to a child on site.

For a comprehensive Child Protection Policy, please contact our office at [hr@kick4life.org](mailto:hr@kick4life.org).

Your understanding of and compliance with these policy codes is greatly appreciated.

Best Wishes,  
**Kick4Life Management**