

GREENSPRING SOCIAL IMPACT ACADEMY PLC CHILD PROTECTION AND SAFEGUARDING POLICY

Greenspring Social Impact Academy PLC aligns with the **Lagos State Safeguarding and Child Protection Policy (2016)** and international standards, such as the United Nations Convention On The Rights of the Child.

Social Impact And Educational Setting

POLICY STATEMENT AND SCOPE

Commitment

Greenspring Social Impact Academy PLC is dedicated to protecting all children (defined as anyone under 18) from all forms of abuse, including physical, emotional, sexual abuse, and neglect.

Policy Applicability

This Child Protection and Safeguarding policy applies to all staff, volunteers, contractors, board members, and visitors.

Zero Tolerance

Our organisation e operate a zero-tolerance stance, which is maintained against any form of harm or exploitation.

CODE OF CONDUCT FOR STAFF AND REPRESENTATIVES

Professional Boundaries

We expect a strict maintenance and appropriate physical and emotional distance. We prohibit being alone with a child in enclosed and unobserved rooms.

Language And Behavior

The use of respectful language and use of suggestive remarks or disparaging comments is prohibited.

Lagos Address: No 2, Census Close, off Babs Animasaun Street, Surulere, Lagos.

Delta Address: Working Fingers Plaza, 29 Ogagifo Street, off DBS Road, Asaba, Delta State.

info@greenspringsocialimpacademy.com.ng
greenspringsocialimpacademy.com.ng

+2348023287261
+2348181850160



Safe Touch

Touching is only permitted when necessary (e.g., medical aid) and should be done with the child's permission.

Digital Conduct

All communication with students must occur through official **Greenspring Social Impact Academy PLC** channels (e.g., greenspringdevelopmentinitiative@yahoo.com). Direct contact via personal social media or private messaging is prohibited.

RECRUITMENT AND TRAINING

Safe Recruitment

Mandatory background and criminal record checks for all new hires must be conducted

Induction

It is mandatory that all personnel must read and sign the safeguarding policy as part of their orientation.

Ongoing Training

An annual training sessions will be organised to help staff recognize signs of abuse and understand reporting obligations.

REPORTING AND RESPONSE PROCEDURES

Mandated Reporting

In consonance with Lagos State Law, which the organisation adheres to, all staff are Mandated Reporters. Any suspicion or disclosure of abuse must be reported within **24 hours**.

Internal Path

All incidents and concerns should be reported to the Designated Safeguarding Lead (DSL) **Mr. Anthony Imoleayo-Maria OBI**. He will be assisted by Deputy Designated Safeguarding Lead (DDSL) **Ms. Amaefule Rita**. If the DSL or DDSL are the subject of the concern, report directly to the Executive Director or any member of the Board of Trustees.

Lagos Address: No 2, Census Close, off Babs Animasaun Street, Surulere, Lagos.

Delta Address: Working Fingers Plaza, 29 Ogagifo Street, off DBS Road, Asaba, Delta State.

info@greenspringsocialimpacademy.com.ng
greenspringsocialimpacademy.com.ng

+2348023287261
+2348181850160



External Path

Greenspring Social Impact Academy PLC will cooperate fully with the Lagos State Domestic and Sexual Violence Agency (DSVA) and law enforcement for investigations.

Confidentiality

Relevant information will be shared only on a "need-to-know" basis to protect the child's privacy.

RISK MANAGEMENT AND SAFE ENVIRONMENTS

Event Planning

We will conduct risk assessments for all **Greenspring Social Impact Academy PLC** activities, especially off-site social impact projects.

Media Policy

It is mandatory and compulsory to obtain written parental consent before taking or using photos of children. Concerning publication, only first names are to be used in such instances.

Physical Safety

Greenspring Social Impact Academy PLC must ensure that all windows and doors in learning spaces remain unobstructed for transparency.

MONITORING AND REVIEW

Annual Audit

This Child Protection and Safeguarding policy will be reviewed annually or following any significant safeguarding incident.

Next Scheduled Review

January 2027



MEKWUYE, Margaret Olabisi PhD

Team Lead/Founder

Lagos Address: No 2, Census Close, off Babs Animasaun Street, Surulere, Lagos.

Delta Address: Working Fingers Plaza, 29 Ogagifo Street, off DBS Road, Asaba, Delta State.

info@greenspringsocialimpacademy.com.ng
greenspringsocialimpacademy.com.ng

+2348023287261
+2348181850160

