

CHILD PROTECTION POLICY

VERSION 2026

Mission: Provide a safe, supportive, and respectful environment for every child.

♥ Zero tolerance for violence, abuse, and exploitation.





🎯 Scope of the Policy

WHO IS COVERED?

- ✓ Staff, volunteers, and interns
- ✓ Partners and contractors
- ✓ Parents and guardians
- ✓ Media and external visitors

WHERE IT APPLIES?

- 📍 All organizational premises
- 🌐 Online environment and digital channels
- 🏕️ Off-site trips, camps, and community events

👤 Stakeholders



Children

Informed of their rights and encouraged to speak up.



Parents / Guardians

Partners in care, with the right to report concerns.



Staff & Volunteers

Obligated to know, comply, and report.



Guiding Principle: The Best Interests of the Child



★ 6 Core Principles



Non-discrimination

Equal rights for every child without exception.



Best Interest of the Child

The primary consideration in all actions.



Right to Participation

Children have the right to express their views freely.



Right to Protection

Zero tolerance for violence, abuse, and neglect.



Prevention

Proactive measures to stop harm before it occurs.



Confidentiality

Protecting personal data and privacy at all times.

📖 Key Definitions

Violence (Physical, Emotional, Sexual)

Any form of injury, insult, humiliation, or coercion that harms the child's well-being.

Neglect

Systemic failure to provide for basic needs (food, health, education, emotional care) necessary for development.

Exploitation (Sexual, Labor)

Using a child for profit, labor, or sexual gratification, which harms their physical or mental development.

Vulnerable Groups

Children with disabilities, refugees, minorities, or trauma survivors requiring special protection measures.



UN UN Convention on the Rights of the Child

✓ **Art. 3: Best Interests**

Priority on safety and well-being in all decisions.

✓ **Art. 19: Protection from Violence**

Safeguarding from all forms of physical or mental abuse.

✓ **Art. 12: Right to be Heard**

Child participation in decisions affecting them.

✓ **Art. 16: Right to Privacy**

Protection of personal space and data.

✓ **Art. 2: Non-discrimination**

Equal treatment for all children regardless of background.

✓ **Art. 6: Life & Development**

Ensuring optimal conditions for growth.

i All organizational policies are directly based on these international standards.

National Legislation

 **Child Protection Act**

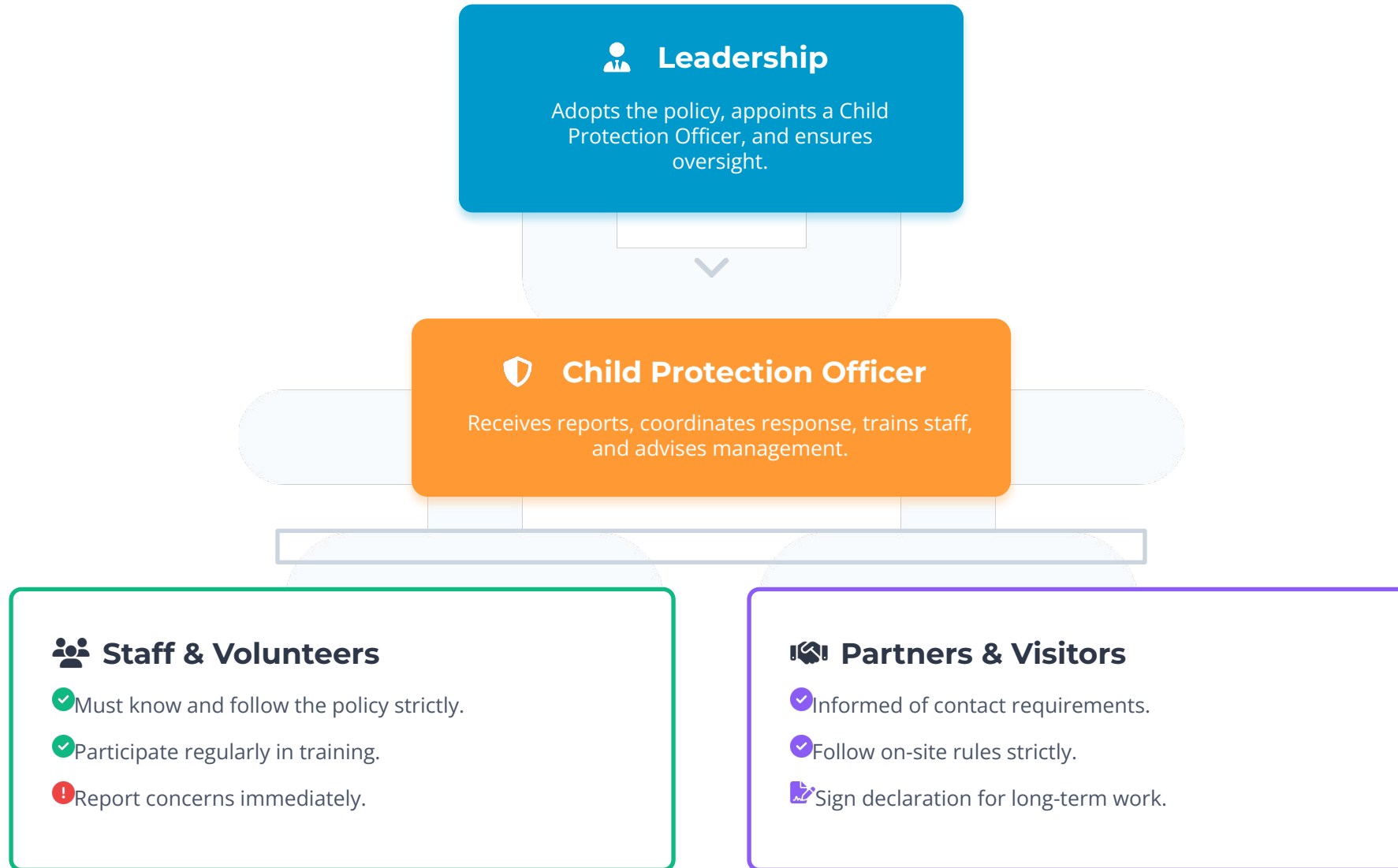
 **Social Services Act**

 **Criminal Code Provisions**

 **Pre-school Education Act**

GDPR & Data Protection

Strict protection of personal data, secure storage, and limited access for authorized personnel only.





We apply a comprehensive prevention approach to identify and mitigate risks before they occur, ensuring a safe environment for all children.



Safer Recruitment

Thorough interviews, reference checks, and criminal background verification for all staff and volunteers.



Training

Mandatory induction and annual refresher courses to identify risks and respond effectively.



Safe Environment

"No closed doors" policy and a requirement for at least two adults to be present with groups.



Online Safety

Moderated communication channels, prohibition of private accounts, and clear digital conduct rules.



Vulnerable Groups

Adapted approaches and additional safeguards tailored to children with specific needs.



Confidentiality

Strict protection of personal data with access limited only to authorized personnel.



REPORTING PROCEDURES



“ Every suspicion is sufficient reason to act. ”

1



Report Submission

Direct, indirect, or anonymous report from a child, parent, or staff member.


2



Intake & Assessment

Child Protection Officer receives the report and assesses the level of risk.

3



Action / Notification

If risk exists: immediate notification to Social Services, Police, or Prosecutor.

4

Support & Follow-up

Psychological support for the child, documentation of actions, and monitoring.

📣 HOW TO SUBMIT A REPORT?

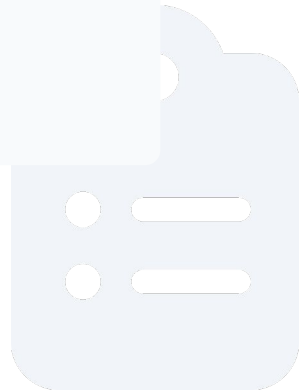
- Verbal (conversation, phone)
- Written (email, official form)
- Anonymous (suggestion box, online)

⚠️ WHEN TO NOTIFY AUTHORITIES?

Upon any suspicion of violence, sexual abuse, trafficking, or danger to life/health.

📄 DOCUMENTATION

All steps are strictly documented while maintaining full confidentiality.





Target Groups



Children with Disabilities

Including special educational needs.



Violence Survivors

Children who have experienced trauma.



Refugees & Migrants

Seeking protection in a new environment.



No Parental Care

In foster care or residential services.



Minority Groups

Ethnic minorities and socially excluded.



Chronic Illness

Specific health and medical needs.

Specific Measures

Adapted Communication

Use of plain language, interpreters, or AAC tools suited to the child's abilities.

Individual Safety Plans

Assessment of specific risks and needs for each vulnerable child, with concrete prevention steps.

Specialist Collaboration

Active involvement of psychologists, social workers, and resource teachers in support.

Avoid Re-traumatization

Sensitive, child-centered approach that avoids forcing the child to relive trauma.



MEDIA AND COMMUNICATION



Protecting the identity and dignity of the child is our top priority in all public communications.



Written Consent

Mandatory written permission from parent/guardian and assent from the child before any filming or photography.



Identity Protection

Do not publish full names, precise locations, or identifying personal stories for children at risk.



Controlled Access

External journalists and photographers are permitted only when escorted by organization staff.



Ethical Representation

Children are portrayed with dignity; we strictly avoid exploitative imagery or "poverty porn".





Training Cycle



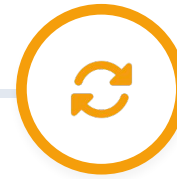
Induction

Policy briefing and signed declaration required before commencing work.



Core Content

Child rights, types of abuse, risk indicators, and reporting procedures.



Annual Refresher

Regular updates to refresh skills and ensure ongoing compliance.



Ad-hoc Updates

Immediate training following legal changes or specific incidents.

Documentation & Accountability



Incident Register

Detailed log of every report received, actions taken, referrals made to authorities, and final outcomes.



Confidential Storage

Secure storage (physical cabinets or encrypted files) with access limited strictly to authorized personnel.



REVIEW AND UPDATE PROCESS



1



Annual Review

Audit policy and procedures for effectiveness and relevance.

2



Update

Amend after legal changes, incidents, or partner recommendations.

3



Communication

Inform all staff/volunteers/partners; collect new acknowledgment signatures.



Important Requirement

Significant changes require re-briefing and signed acknowledgment from everyone.



Our Commitment to the Future



Zero Tolerance

Towards all forms of violence, abuse, and exploitation of children.



Culture of Protection

Every staff member, volunteer, and partner bears personal responsibility for safety.



Best Interests

The guiding principle in all our decisions, actions, and policies.

Contact Us



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