



Association of Friends and Volunteer of Minors Protection in Thessaloniki

Child protection policy

General principles

Association of Friends and Volunteer of Minors Protection in Thessaloniki, promotes children's Rights, safety and growth, as defined by the UN Convention on the rights of the child and national laws.

The Association's workers, executives, volunteers and collaborators, as well as the Partners must have highest behavioral standards with children. Such standards, described below as "Child protection policy", have to be applied **both in private and in professional life**.

Definitions and Terms

Child: this definition includes children and adolescents up to 18 years old;

Abuse: a deliberate act of ill treatment that can harm or is likely to cause harm to a child's safety and/or dignity. Some examples are: physical abuse, psychological abuse, sexual abuse. The abuse can be committed both by adults and peers (e.g.: bullying);

Exploitation: use of the children for someone else's advantage, gratification or profit;

Violence: even if we can include all form of exploitation, abuse and neglect in the definition of "violence", we can identify 3 types of violence: self directed, interpersonal and collective violence; violence can be committed both by adults and peers;

Neglect: deliberate failure to carry out care and protection to children. For example: abandonment, refuse to supervise children from harm etc.

Our commitments towards children

As an association of men and women working in schools and in other settings involving children, we are committed to:

- Make our workers, executives, volunteers, collaborators and Partners aware about the risks of child abuse, neglect and exploitation;
- Inform both children and parents about our Child protection policy and about the behavioral standards that we must have;
- Always listen to children;
- Create an environment to encourage children to feel safe and confident to speak;



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- Make sure that our workers, executives, volunteers, collaborators and Partners know when it is necessary to report a possible situation of abuse, exploitation and neglect;
- Protect and defend children victims of abuse, exploitation and neglect;

Child protection procedures

- The Executive Board nominates a referent encharged to apply this Policy;
- The referent provides the report tools to all the workers, coordinators, volunteers etc. involved in the projects of the Organization;
- Any suspect of violation of this Policy must be reported to local project coordinators and to the referent¹;
- Any employee, volunteer or Partner of AFV SMPT must agree this Policy at the time of hiring/collaboration;
- Any violation of this Policy must be reported using the Child protection procedures.
- Violations committed by employees, volunteers, coordinators etc. can be sanctioned up to the termination of employment, according to local Laws and Codes;

Implementation criteria

Awareness and information: we guarantee the highest information about this Policy and its principles to all our workers, volunteers, executives, coordinators and Partners. We also make our workers, volunteers etc. aware of the importance of this Policy, its application and implementation.

Recruitment: all the selection procedures of workers, volunteer, executives, coordinators and Partners must take into account this Policy. Criminal backgrounds will be checked before hiring/collaboration.

Analysis of risks of child abuse will be made for all the projects, initiatives and activities promoted by AFV SMPT and provided to the project coordinators.

Training: AFV SMPT, provides periodical training courses about educational

¹ Episodes of serious harm and/or risk for children must be immediately reported to local authorities. Workers who witness an episode of serious arm and/or risk must provide, if possible, immediate help;



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methodologies for all the employees, collaborators and volunteers, in order to strengthen the listening skills and the ability to understand children's needs. Training courses about Child Protection procedures will be also provided.

Use of the ICTs: in all the activities that involve the use of Information and Communication Technologies, AFV SMPT, will pay the highest attention in order to prevent any risks for children.

Confidentiality: if a child starts to talk to an adult about potential abuse it is important not to promise the child complete confidentiality. This promise cannot be kept. Adult and child must make a “pact” of collaboration in the exclusive interest of the child.

New cases and Policies: in order to get this Policy “more and better”, we will learn through experience and will integrate this Policy with new procedures and implementation criteria.

Responsibilities

The Policy referent, the project coordinators and the Executive Board are responsible of the

creation of a collaborative working environment, in order to facilitate the application of this Policy.

The Organization's workers, volunteers and collaborators must work together in order to apply this Policy in the respective projects as well as in the associative activities (public events, project presentations, assemblies etc.).