

Child Protection Policy of Childaid Network

At Childaid Network, we work with our projects to give children a better future through good quality education, health promotion and the realisation of children's rights. This includes protecting children from all threats to their well-being, especially all forms of violence, including sexualised violence. We are therefore committed to upholding the rights of children, young people, and other persons to be protected at all times and in all our activities and projects and to protecting them from violence. The zero-tolerance principle applies.

Aims and Principles of the Child Protection Policy of Childaid Network

With all our activities, we promote a safe, positive, and encouraging environment for children. Children are respected as individuals in their cultural contexts, in their dignity and with their values, so that they can develop in the best possible way. This applies regardless of their abilities, gender, culture, ethnicity, sexual or religious orientation. Protection applies to all forms of violence and exploitation such as physical, psychological, emotional, gender-specific and sexualised violence.

Elements of the Child Protection Policy

We understand child protection as the totality of processes and measures that contribute to the protection from violence, a safe environment and undisturbed development of children in our projects as well as at our events and activities. The Childaid Network child protection strategy consists of the following elements.

1. Self-commitment to Child Protection

We are concerned with treating children with respect and avoiding any form of harassment, humiliation and violence, including sexualised violence. The signatories commit to only travelling to projects accompanied, avoiding one-to-one situations with children and not having any personal contact with children in projects - not even virtual contact. They also commit to taking part in child protection briefings and reporting suspected cases of child endangerment. This document is signed by all employees and all those who have access to children in projects and events through Childaid Network.

2. Guidelines for Public Relations

Childaid Network is committed to the respectful use of photos and videos of children in all media coverage and to portraying them as personalities with many facets, potentials and strengths. They should not be reduced to a victim or other stereotypical role. In addition, the personal rights to recordings are respected. It is particularly important in terms of child protection that recordings do not allow any conclusions to be drawn about where children live, go to school or work.

3. Guidelines for Recruitment

When hiring staff, Childaid Network is committed to minimising the risks of child endangerment. The importance of child protection for Childaid Network is emphasised in job advertisements. Attitudes towards child protection are enquired about in the interview. A police clearance certificate and the signing of the Child Protection Self-Commitment are recruitment requirements for employees and volunteers. Child protection-relevant information is checked for references and internet research in advance. It goes without saying that new employees receive a child protection briefing.

4. Procedure for rule violations and suspected cases (case management)

Various simple channels, which can also be used anonymously, are set up to report suspected child endangerment or harm. The case management procedure describes a standardised process that the team can use to investigate a suspicion. The focus is on the child's welfare. If the suspicion is substantiated and depending on the type and severity of the incident, different consequences are drawn - internal, criminal or referral to other institutions. If the suspicion is not confirmed, rehabilitation measures are provided for.

5. Standards for Partners

The greatest risks in Childaid Network's work are for the children in our projects. Therefore, Childaid Network commits all local project partners by contract to a child protection policy that fulfils at least minimum standards. If the local partners have no or no complete policy, Childaid Network is prepared to support them in developing and introducing one.

Procedure and Principles of Child Protection

1. Many employees were involved in developing the elements of Childaid Network child protection in order to achieve broad acceptance for child protection. We were also supported by external experts.
2. Child protection is a matter for the Executive Board at Childaid Network. All elements are decided by the Board. A Child Protection Officer has been appointed from the Executive Board to ensure compliance with the rules and to report to the Executive Board once a year and, if necessary, in a timely manner on incidents and/or procedures.
3. The policy is regularly reviewed, further developed and, if necessary, adapted.

Validity

The child protection provisions apply to the following groups at Childaid Network:

- all employees
- all volunteers with regular tasks
- all interns and temporary staff with fixed agreements
- all employees delegated abroad by us
- all volunteers who are seconded under contract or on our behalf
- for all ambassadors
- for commissioned journalists, photographers, and videographers
- for donors and multipliers travelling to the projects
- and all persons who have access to children in projects and at events through Childaid Network

Publication of the Child Protection Policy

These policies will be published and appropriately publicised to the employees, partners, donors and children with whom we work.

- on the Childaid Network Website
- all groups mentioned under 'Validity'
- all partners and contractors
- all schools and organisations we work with
- all donors and sponsors
- the relevant public, e.g. through posters in suitable locations such as offices, meeting rooms, etc.

Coming into force

The Child Protection Policy and its elements have been approved by the Childaid Network Board and are effective from this date:

- Child protection policy, self-commitment, guidelines for public relations, guidelines for staff recruitment: **September 2023**
- Procedure for rule violations and suspected cases, standards for partners: **Oktober 2024**