

LA BENEVOLENCIJA

Child Safeguarding and Protection Policy 0.1

Introduction

In the light of Radio La Benevolencija HTF becoming involved in Child Education programs, the organization is developing this Child Safeguarding and Protection Policy. The policy aims to deter, minimize and avoid any opportunities for child abuse, discrimination or exploitation of children in any possible way. It applies to all employees and consultants involved in Child education programs, including experts, volunteers, interns, trainees and contracted partner organisations, regardless of their place, rank and status of employment and is complementary to the organisation's Code of Conduct.

Definitions

This policy defines a child as a person under the age of 18 years.

Child abuse follows the World Health Organisation's definition: "All forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power."

Principles

Radio La Benevolencija HTF does not tolerate any form of child abuse or exploitation. It is committed to the rights and protection of all children, irrespective of ability, ethnicity, faith, gender, sexuality and culture. The organisation respects all their rights as codified in the Convention on the Rights of the Child, adopted by the United Nations General Assembly in 1989.

The organisation ensures that its programmes do not expose children to harmful content and/or trigger deliberate or unintended actions that place them at risk of child abuse, sexual exploitation, injury, discrimination and any other harm.

People

Radio La Benevolencija HTF will ensure that all employees and consultants (incl. experts, volunteers, interns, trainees and board members and contracted partner organisations) involved in the education of children are aware of the problem of child abuse and the risks to children.

All employees and consultants working with children will be required to sign and adhere to this Child Safeguarding and Protection Policy along with the Code of Conduct, thereby acknowledging their commitment to protect children's rights and to refrain from violating these rights in any possible way.

No employee or consultant may in any way allow damage, abuse, discrimination or exploitation of children. S/he will not cooperate in projects and assignments where there is suspicion that participants or third parties misinterpret and/or violate the principles of this child protection policy.

Each employee or consultant has individual responsibility to report possible abuse of children wherever encountered. When encountered within the scope of the organisation's projects, s/he will inform the management board of the organisation immediately.

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The organisation will ensure that appropriate action is taken to protect the children's rights in case concerns arise about possible child abuse or exploitation by employees and takes adequate measures in case of actual abuse or exploitation.

Procedures

Radio La Benevolencija HTF will make adherence to this policy a key issue during recruitment and evaluation processes with regard to all projects that involve children. It will use screening criteria when recruiting staff members to work on projects that involve children. These are the following:

- The applicant's knowledge of children's rights and child protection will be assessed during a personal interview, which follows a written application.
- A reference check with the applicant's previous place(s) of employment.
- The applicant will be required to provide a recent state certificate of good conduct (based on a criminal background check) to the organisation.

When starting a collaboration with a partner organization for projects that involve working with children, Radio La Benevolencija HTF will conduct a background check on the entity in question regarding any history of child abuse.

Accountability

All employees and consultants will have access to a copy of Radio La Benevolencija HTF's Child Safeguarding and Protection Policy.

Every country office must immediately report cases of child abuse within the organisation to senior management. Proven child abuse will result in the immediate dismissal of the employee and, when required, a notification to the country's police authorities.

Every suspicion of transgression is to be reported to the management, and if committed by management, to the board, or a third party appointed by the organisation.

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