

CHILD PROTECTION POLICY OF THE "FDP-PROTAGONISTS IN EDUCATION"

Preface

In the vision of the FDP-PROTAGONISTS IN EDUCATION Association (hereinafter referred to as FDP Association) each person can capitalize on the talents with which he was endowed. Since its beginning, FDP has proposed to provide socio-educational opportunities especially to children and young people in order to ensure their social inclusion.

FDP promotes and applies measures to protect children against any form of abuse, neglect and exploitation. Through its programs, it provides safe and well-being to children and their families. Any suspicion or allegation of an abuse will be promptly and correctly resolved by specialist personnel. Within project activities, any form of abuse, neglect and exploitation is strictly forbidden and will be dealt with according to the measures outlined in this policy.

The safety, security and integrity of the children and young people that the organization works with is paramount. Every child is encouraged and supported to report any form of abuse from staff, parents, or other children.

This document establishes child protection procedures within FDP, taking into account the legislation in the field, the specific context and environment of the organization and its beneficiaries. It also aims to define the procedures for informing and communicating with the community, the admission of the child and the parents in the programs, regarding the counseling and granting of support for children and their parents, on the individualized intervention program, on prevention, identification and reporting.

The FDP promotes child protection legislation in every project and program, implemented as well as in partnerships at local, national and international level.

EXECUTIVE DIRECTOR

SIMONACAROBENE

History

The organization was established in 1996 by Italian and Romanian volunteers, with the support of the Italian organization AVSI. The initial name of the organization was the Foundation for Peoples' Development. The first projects consisted in the deinstitutionalization of abandoned children of the "Dr. Victor Babeş "and VidraHospitals and opening family houses for HIV children and infrastructure and educational projects in the Roma community in the village of Iazu - Cojasca,Dâmbovița County, 45 km far from Bucharest.

Since 2010, the FDP has begun implementing three strategic projects funded by the European Social at national level with the support of three local branches in Dambovita, Arad, Cluj.Fund that help strengthen employment and education interventions and develop a new direction, that of the social economy.

In 2012, the strategic partnership with the Real Madrid Foundation is signed in order to open the Sports Social School in Bucharest, a sport program for school dropout prevention. Between 2012-2014 fewSocial Enterprises were created in Bucharest, Cluj, Dambovita, Aradintegrating vulnerable people.

In 2015, the FDP opens and inaugurates the Counseling and Support Center for Parents and Children in Bucharest. 80 young mothers from disadvantaged communities were supported, with parent-school activities, counseling, baby products in Cluj and Dambovita. 20 children from PataRât - Cluj trash canal are integrated into a Multifunctional Welfare Center "Wonderland" as a result of the partnership concluded with the Cluj-Napoca Social and Medical Assistance Directorate.

In 2016, a solid partnership with a media trust has developed, thus increasing the visibility and development of the Sports Social School program;Also in this year it was changed the name from the Foundation for Population Development to the **FDP Association - Protagonists in Education**.

From its beginning until now, all FDP programs are aiming to increase access to education for children and young people from disadvantaged families by creating a community space to serve the development, empowering parents with raising the awareness of their role and accessing their rights,in order to know and respect children's rights through education and access appropriate services according their needs.

Mission

Association FDP Protagonists in education is an NGO which has started its activity in 1996. From its beginnings, **FDP remains loyal to its core values and mission, which consists of promoting human dignity of the most disadvantaged people/by involving them as real protagonists of their own life.**

Values - FDP's working method envisages a positive approach that values the person, regardless of the difficulty of the situation, through involvement and active participation.

- The personality of the person
- Positivity
- Do it together
- Partnerships
- Subsidiarity

Commitment

The FDP Association develops various projects and activities for children in different contexts and areas for over 20 years. FDP has always been involved in fostering the well-being of children.

1. All persons involved in different activities (employees, volunteers, trainees) are aware of the issues of harmonious and positive growth of minors, paying particular attention to the issues of sexual abuse and exploitation and their risks, detailed in this policy.
2. The FDP is committed to ensuring and verifying the existence of an environment where children's rights are always protected, primarily the right to life, the right to grow up in a family, and the right to have a home.
3. Commits to provide effective response to any reporting of criticism and prejudice to minors, especially abuse cases by supporting and protecting the child involved (see Annex 1).

PARTNERSHIPS

As a condition of organizational partnership we will expect certain conditions are followed by partner organizations, including contractors and consultants. We always inform our partners about our organizational Child Safeguarding Policy, and special request of respecting it during our collaboration is included/ signed in the partnership agreements.

RESPONSABILITY

The final responsibility is of the Executive Director who verifies that the rules set out in this document are complied with. In turn, the Chief Executive delegates project managers and coordinators to observe, apply and verify the rules. In particular, each coordinator must ensure that every adult who comes into contact with a child develops a sense of responsibility regarding his / her work so that inappropriate and abusive actions and behaviors are immediately reported.

Implementation and monitoring of the Child Protection Policy

Child protection policy and procedures must be implemented at all organizational levels by each employee, volunteer, student in practice, or beneficiary of the FDP. Each adult involved in the FDP Association activities is informed about the internal child protection policy and subscribes a statement on its own responsibility (see Annex 2).

Project / Program Coordinators are responsible for the practical dissemination and application of the document in managed projects as well as for monitoring the implementation of child protection policy in the managed programs and capitalizing good practice in the field.

Monitoring of child protection policy will be carried out permanently in order to ensure the appropriate and continuous application of the procedures as well as to identify problematic child protection issues that can complement the document. Upon reading the policy, all people involved with FDP Association will sign and declare their adherence and desire to uphold the policies contained in the policy. New employees or volunteers will be required to read and comply with the policy, also signing their agreement to the policy and adequate training in the policy and its contents given.

Monitoring the implementation of child protection policy in the counseling center network as well as in the families where the children benefiting from the FDP have been reintegrated will be carried out by the staff responsible for reintegration / placement in close cooperation with child protection specialists at the local level.

Personnel in charge of direct activities with prevention / reintegration / placement children will carry out periodic monitoring visits to ensure a regular review of the individualized service plan for each child completing the monitoring report, including child protection. Regular meetings, in the counseling center, with employees and parents, are organized to support, supervise and address child protection issues within the Association.

In its activities, the FDP Association respects the provisions of Law no. Regulation (EU) 2016/679 on the protection of individuals with regard to the processing of personal data and on

the free movement of such data and repealing Council Regulation (EC) No 272/2004 on the protection and promotion of the rights of the child, republished in 2014, as amended and supplemented Directive 95/46 / EC and any applicable legal provisions in the field.

The FDP assures the protection of the child's privacy by: informing the parents, guardians and other persons who care about the personal data collected and processed, the purpose of the processing, the destination and the term for keeping these data, by personnel trained in this and by taking all technical and organizational measures of personal data security to protect this data against accidental or unlawful destruction, loss, modification, disclosure or unauthorized access. Children's rights (Appendix 3) will be posted visibly in the spaces provided for educational activities for children so that children can see, understand and know them.

The objectives of child protection policy

- Prevent child abuse cases and reduce the number of incidents (child-child, adult-child) in all programmes run by FDP Association;
 - Raise children's awareness of their rights and their active role in child protection, ensure measure are in place to report, monitor and effectively deal with any incidents, however big or small;
 - Inform children, employees, board members, families and members of the community, volunteers and partners (sponsors, donors, journalists, government authorities, etc.) on child protection policy and related procedures (awareness / prevention, reporting, ways of responding);
 - Encourage members of staff directly involved in activities with children to use the skills necessary to contribute to the development and protection of each child;
 - Provide the necessary working conditions for the staff so that they can contribute to the development and protection of each child;
 - Encourage free and sincere discussions about child abuse in national meetings, workshops, programs and services between different partners (children, young people and their families, child and youth care staff, management staff , board members, public relations staff and fundraising staff, teachers, administrative and security staff, etc.);
 - Establish fair, secure and transparent reporting methods for all types of programs, ways to guarantee the right of partners (children, parents and staff) to be heard;
 - Form an active protection network so that children and adults within the organization are safe.
- Within all associations, staff members struggle to protect children.

Code of Conduct

Each child is unique and unrepeatable and can develop the talents that have been given to him. That is why it is essential that it be regarded with respect, be treated properly and dignified.

All adults who come into contact with children (coaches, FDP staff, volunteers), for different reasons, **should not**:

- to physically or psychologically abuse a child;
- to present attitudes towards children that may adversely affect their development; should not use inappropriate language via any medium including verbally, in writing, by telephone on email or the internet;
- interact with behaviors that are negative examples; should not permit abusive peer activities e.g. initiation ceremonies, bullying, use of sarcasm;
- engage in any pornographic activity with children;
- engage in sexual activities or have sexual relations with children;
- to abolish the child;
- use inappropriate language, make suggestions/give inappropriate, offensive or abusive advice;
- behave improperly or be sexually challenging;
- tolerate or engage in abusive or threatening behavior (abuse of alcohol, drugs, others);
- act in such a way as to shame, humiliate, diminish or despise a child or perpetuate any other form of emotional abuse;
- give out personal details including addresses and mobile telephone numbers to children and vulnerable adults;
- let allegations, suspicions, or safeguarding concerns go unreported.

This list is not exhaustive or exclusive. The basic principle is that actions or behaviors that may be inappropriate or potentially abusive to children should be avoided. If you are unsure about a

situation or need advice on how to respond to a particular situation, you must seek guidance from the Child Protection Officer, our program staff or a FDP social worker.

Acceptable Behavior and Conduct from all adults (coaches, FDP staff, volunteers) involved in activities with children:

- Each adult should treat children with respect regardless of their gender, ethnic or social origin, language, religious or other beliefs, disability, sexual orientation or other status.
- Each adult should ensure language, behavior towards children and physical contact are at all times appropriate.

- Each adult should be committed to creating a culture of openness and mutual accountability to enable any child protection concern to be raised and discussed and an environment where abusive behavior can and must be challenged.
- Wherever possible, the program coordinator will try to ensure that more than one adult is present when working in the proximity of children.
- The program coordinator and FDP staff will try ensure children safety for online activities by providing training to parents and offering to children devices already
- Each adult should cooperate with any investigations of abuse (including interviews) and make available any documentation or information necessary to conduct the investigation.

STAFF RECRUITMENT

Association FDP Protagonists in education will take all reasonable precautions to ensure that our staff,volunteers and interns do not pose anunacceptable risk to children.

FDP will consistently apply robust recruitment proceduresfor all staff, volunteers and internsthat include:

- Criminal record check and Integrity certification (according to our national regulations);
- At least one referee checks;
- Behavioural-based interviewquestions.

EDUCATION AND TRAINING

FDP will provide all new staff, volunteers and internswith staff induction training, including a child safeguardingbriefing in which they will be introduced to the Child SafeguardingPolicy, Staff Code of Conduct, Data protection and confidentiality of data within three months of commencement, 42 hrs training for social teams according our national standards.

Refresher training on the policy and procedures will be providedevery two years.Additionally, we will arrange focusedjob-specific training for staff on issues related to childrenprotectionon an ad-hoc basis, linked to different situations we face into our programs.

ANNEXES

Annex 1. Information leaflet on abuse

FDP disregards any form of child abuse and contributes to promoting a safe, healthy and protective environment for children.

FDP believes that all children have the right to protection and denies any form of discrimination in this respect.

The FDP reacts promptly to any suspicion or act of violence against children, triggering imperative internal and external mechanism of reporting and denouncing the problems.

In the sense of the commitments and mechanisms expressed in this document, FDP adopts and operates with the following notions:

Child - any human being under the age of 18.

Child protection - All actions undertaken by individuals, organizations, communities, and states to protect children from various manifestations of violence.

Child Abuse - Any form of physical or emotional violence, sexual abuse, negligent treatment or exploitation that damages or endangers the child's life, development or dignity (World Health Organization).

Components of abuse:

- Physical abuse
- Emotional abuse
- Sexual abuse
- Exploitation
- Negligence

Physical abuse - Any physical or potential physical injury to the child due to the interaction or lack of interaction with the parent or another adult in a position of responsibility, influence or trust.

Emotional Abuse - Any action or inaction that damages or is highly likely to cause harm to the physical, mental, moral, emotional health of the child or to its social development for the development of the child in terms of physical, mental, emotional health, education, development, nutrition, safe living space, within the limits of the available resources that can cause or cause harm to the child's life, health and development.

These may include: denigrating, degrading or humiliating treatment, threats, discrimination, ridicule, hostility, rejection, etc.

Abuse and sexual exploitation - Involvement of the child in sexual activities (real or virtual) using force or constraint, abusing a position of trust, influence or authority over the child, or a vulnerability.

In accordance with the Council of Europe Convention for the Protection of Children against Sexual Exploitation and Sexual Abuse, these include, but are not limited to, the following:

- Real mooring or child communication technologies for sexual purposes;
- Deliberate determination of a child to witness sexual abuse or sexual activities;
- Recruiting a child to practice child prostitution;
- Determining a child to participate in sexual acts, prostitution or pornographic performances;
- Constraining a child to prostitute or participate in pornographic performances;
- Profiting from child prostitution;
- Production, distribution, acquisition or possession of child pornography;
- Intentional access to child pornography through information and communication technologies etc.

Infantile prostitution - Exploitation of a child in sexual activities when offering or promising a reward of any kind, whether it is offered to the child or a third party.

Child pornography - Any material that visually depicts a child performing explicit, real, simulated sexual behavior or any representation of a child's sexual organs for sexual purposes.

Neglect - Lack of attention or inappropriate attention from a responsible adult

Annex 2. Model-type declaration on own responsibility

DECLARATION BY OWN RESPONSIBILITY

Name, surname -----

Position within the Association -----

I hereby declare with all responsibility the following:

1. I have never been suspected, accused or convicted of criminal offenses against family and juvenile offenses.
2. Allow the organization to check the data specified in p.1 of this Statement.
3. I subscribe to the child protection policy applied within the Association and I assume responsibility for strict adherence to the procedures described in the document.

Date

Signature

Annex 3. United Nations Convention on the Rights of the Child

Child rights:

1. The right inherent in life and the right to have a name at birth and to be granted citizenship.
2. The right to meet with others and to establish or join associations, unless such violation would violate the rights of others.
3. The right to protection of privacy, family, domicile and correspondence, and against libel or defamation.
4. The right to benefit from social security, to have an adequate standard of living.
5. The right to protection against sexual exploitation and sexual abuse, including prostitution and involvement in pornography.
6. The right of children presumed or proved to have committed a violation of their human rights and, in particular, of benefiting from all aspects of the legal process, including legal or other assistance in the preparation and presentation of their defense.
7. The right to protection and assistance in the realization and full exercise of their rights under the present law. The child has the right to maintain personal relationships and direct contacts with parents, relatives, and other people to whom he has developed attachment ties.
8. The right to know relatives and to have personal relations with them and with other persons with whom the child has enjoyed family life, insofar as this does not conflict with his or her best interest.
9. A child who has been separated from both parents or one of them by a measure ordered under the law has the right to maintain personal relationships and direct contacts with both parents, unless this is contrary to the best interests of the child. The court, taking priority into account the best interests of the child, may limit the exercise of this right if there are reasonable grounds for jeopardizing the child's physical, mental, spiritual, moral or social development.
10. A child whose parents live in different states has the right to maintain personal relationships and direct contacts with them, unless this is contrary to the best interests of the child.
11. Children unaccompanied by parents or other legal representative, or not under the legal supervision of persons, have the right to have them returned as soon as possible.
12. The child has the right to protect his public image and his intimate, private and family life.
13. The right to freedom of expression.
14. The able child has the right to express his / her opinion freely on any issue that concerns him / her.

15. In any judicial or administrative proceedings concerning it, the child has the right to be heard. The right to be heard gives the child the opportunity to ask for and receive any relevant information, to be consulted, to express his / her opinion and to be informed of the

- consequences his / her opinion may have if he / she is respected, such as and the consequences of any decision that concerns him.
16. Right to freedom of thought, conscience and religion.
 17. The right to free association in formal and informal structures, as well as the freedom of peaceful assembly, within the limits provided by the law.
 18. A child belonging to a national, ethnic, religious or linguistic minority has the right to its own cultural life, the declaration of its ethnic, religious affiliation, the practice of its own religion, and the right to use its own language in common with other members of the community which is part of it.
 19. The child has the right to respect for his personality and individuality and can not be subjected to physical punishment or other humiliating or degrading treatment.
 20. The child has the right to submit complaints on his / her own violation of his / her fundamental rights. The child is informed of his or her rights and the means of exercising them.
 21. The child has the right to grow up with his parents.
 22. The child has the right to be raised in conditions that allow his / her physical, mental, spiritual, moral and social development
 23. Any child who is temporarily or permanently deprived of the protection of his or her parents or who, in order to protect his or her interests, can not be left to their care is entitled to alternative protection.
 24. The child has the right to enjoy the best health condition he / she can achieve and to receive the necessary medical and recovery services to ensure the effective realization of this right.
 25. The child's access to medical and recovery services, as well as medication appropriate to his condition in the event of illness, is guaranteed by the State, the costs being borne by the National Health Insurance Fund and the state budget.
 26. The child has the right to a living standard that allows his / her physical, mental, spiritual, moral and social development.
 27. The child has the right to receive social and social assistance depending on the resources and the situation of the child and the dependents.
 28. The child has the right to receive an education that allows him to develop his / her skills and personality under non-discriminatory conditions.
 29. A child aged 14 may require the court to change its way of learning and professional training.

 30. In the educational-educational process the child has the right to be treated with respect by the teachers, to be informed about his / her rights, as well as the ways of exercising them. Pedepsele corporale în cadrul procesului instructiv-educativ sunt interzise.

31. The child, personally and, where appropriate, represented by the legal representative, has the right to challenge the methods and results of the evaluation and to address to this purpose the education of the educational unit, according to the law.
32. The child has the right to rest and vacation.
33. The child to whom a special protection measure has been taken has the right to maintain relationships with other persons if they do not have an adverse influence on their physical, mental, spiritual, moral or social development.
34. The child has the right to be protected from any form of violence, abuse, ill-treatment or neglect.
35. The child has the right to play, to free time and to participate in cultural and artistic activities.