

PLAYING is fully committed to safeguarding the welfare of all children. It recognizes the responsibility to promote safe practice and to protect children from harm, abuse and exploitation.

Staff and volunteers work together to embrace difference and diversity and respect the rights of children and young people.

This document outlines PLAYING's commitment to protecting children.

CHILD PROTECTION POLICY

Version 1 – 2021



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INTRODUCTION

According to the principles of the United Nations Charter, the recognition of the inherent dignity and equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.

States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child (UN Convention on the Rights of the Child (1991), Article 19).

According to the Declaration of the Rights of the Child, "the child, by reason of his physical and mental immaturity, needs special safeguards and care, including appropriate legal protection, before as well as after birth".

This policy sets out common values, principles, and beliefs and describes the steps that will be taken in meeting our commitment to protect children.

This policy has been drawn up on the basis of law and guidance that seeks to protect children, namely:

- Children Act (1989)
- UN Convention Rights of Child (1991)
- Protection of Children Act (1999)
- The Children Act (Every Child Matters) (2004)
- Children and Families Act (2014)
- Working together to Safeguard Children (2015)
- General Data Protection Regulation (2018)
- Ubud-Höör Declaration (2017)

AIM AND SCOPE OF THE CHILD PROTECTION POLICY

This child protection policy is structured upon the best interest of the child and aims to:

- Ensure that the organization undertakes its responsibilities regarding protection of children and will respond to any concern raised appropriately
- Prevent and minimize the risk that may be caused to children as a result of actions or neglect
- Provide appropriate reporting structures when abuse is suspected or disclosed
- Process of personal data of children, will be conducted in line with the relevant EU and national legislation in force

DEFINITIONS

CHILD: A “child” as defined in Article 1 of the Convention on the Rights of the Child (CRC), is “every human being below the age of 18 years unless, under the law applicable to the child, majority is attained earlier”.

YOUTH: Are those belonging to the age group 15 to 25 years (in line with main provisions of Greek legislation)

CHILD PROTECTION: The rules and commitments governing the operation of PLAYING in the development of its activities it undertakes with a view to the primary prevention and combating of all forms of child abuse.

CHILD ABUSE: Based on the World Health Organization, "Abuse or ill-treatment of a child includes all forms of physical or emotional ill-treatment, sexual abuse, neglect of treatment or exploitation for commercial purposes which results in a particular potential damage to the life and development of the child, within a relationship of responsibility, trust and power."

Children with disabilities may be at increased risk of abuse through various factors such as stereotyping, prejudice, discrimination, isolation and a powerlessness to protect themselves or adequately communicate that abuse has occurred.

NEGLECT: Deliberately, or through carelessness or negligence, failing to provide for, or secure for the child, their rights to physical safety and development e.g. abandonment, the failure to properly supervise and protect children from harm as much as is feasible, the deliberate failure to carry out important aspects of care which results or is likely to result in harm to the child, the deliberate failure to provide medical care or carelessly exposing a child to harm.

CHILD SAFEGUARDING: Safeguarding is set of policies, procedures and practices employed to actively prevent harm, abuse and distress. PLAYING adopts safeguarding practices within our organization to ensure our employees, volunteers, partners, vendors, and other representatives do not deliberately or unintentionally harm or abuse children or young people.

Safeguarding means:

- protecting children from abuse and maltreatment
- preventing harm to children’s health or development
- ensuring children grow up with the provision of safe and effective care
- taking action to enable all children and young people to have the best outcomes.

DIRECT CONTACT WITH CHILDREN / WORK WITH CHILDREN: The physical contact and live communication of the PLAYING's staff with children during the execution of the various events and activities.

IMMEDIATE CONTACT WITH CHILDREN: Staff and volunteer access to various information such as names, addresses, photos, family environment, religious habits and beliefs.

STAFF: All PLAYING’s employees and volunteers.

A Note to the Reader on Definitions

Different languages and different professional fields can use different terminology to refer to all the issues above. In some contexts the term child maltreatment is used to refer to all forms of abuse, neglect and exploitation carried out by a parent or carer. In other context, the term child abuse is used as the generic term that includes physical, sexual and psychological abuse as well as neglect and exploitation. For some people violence is the generic term that covers all these forms of harm.

KEY PRINCIPLES

The fulfilment of children's rights is structured around the following principles

- 1. Equal treatment (Non-Discrimination):**
Children's rights apply to all children without discrimination of any kind, irrespective of the child's or his/her parent's or legal guardian's race, color, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth, sexual orientation, gender identity, or other status.
- 2. Best interests of the child:**
In all actions concerning children, the best interests of the child shall be a primary consideration. PLAYING incorporates provisions aimed at supporting the child's needs for safety, health, wellbeing, family relationships, physical, psychological and emotional development, identity, freedom of expression, privacy and agency to form their own views and have them heard. Put simply, the best interests of the child are whatever is best for that individual child.
- 3. Right to life and development:**
Children have an inherent right to life and to protection from violence, abuse, exploitation and neglect. Their right to development should be interpreted in its broadest sense, covering but not limited to the child's physical, mental, spiritual, moral, psychological, intellectual and social development.
- 4. The right to be heard:**
Children have the right to be listened to and taken seriously, they are entitled to give their opinion on all matters affecting them and due regard and consideration should be given to their views.
- 5. Do not harm principle:**
PLAYING shall strive against and minimize any harm that may be caused inadvertently to children as a result of its activities in accordance with the International Child Safeguarding Standards and the Ubud-Höör Declaration.
- 6. Transparency and accountability:**
Any harmful behaviour or practice shall be addressed and challenged appropriately.
- 7. Privacy:**
All personal data of children and parents / careers , should be conducted in line with the relevant EU and national legislation in force.

SAFEGUARDING STATEMENT

All members of the public, as well as professionals, have a responsibility for the protection of children and reporting concerns about a child's welfare or safety.

All PLAYING staff and volunteers who come into contact with children, young people and their families will:

- be able to identify potential indicators of abuse or neglect
- have read the Child protection Policy
- know their role and responsibilities within their team
- know how to communicate and record concerns
- know to act upon concerns in line with the principles and procedures for local child protection management and legislation

TRAINING OF STAFF AND VOLUNTEERS

All PLAYING staff and volunteers are aware of PLAYING'S Child Protection Policy as part of their induction and training. Staff and volunteers who are involved in events and projects in which they have direct contact with children and parents attend a child protection training course.

PLAYING'S code of conduct sets clear boundaries of behaviour for working with children and promotes a safe and open working environment. Staff and volunteers are expected to follow this code of conduct and breaches of the code will be addressed in accordance with PLAYING'S disciplinary policy and procedure.

CODE OF CONDUCT

All PLAYING staff and volunteers must:

1. Ensure that parents and carers are made fully aware of the nature of PLAYING's work with their children
2. Ensure that parents and carers are made aware of PLAYING's child protection policy and who they should contact if they have child protection concerns
3. Empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if they have any concerns or problems
4. Treat all children with respect and dignity
5. Respect children's right to privacy
6. Ensure that the principles of PLAYING's equality, diversity and inclusion policy are applied to all children
7. Be aware of situations which may present risks and manage these
8. Ensure that any materials that are used in the Company's actions are from safe, non-toxic materials to prevent any harm to children
9. Plan and organize the work with children so as to minimise unnecessary risks
10. Give children the freedom to participate or not in events and activities, without any form of direct or indirect pressure or direction towards any choice.
11. Announce to every competent institution immediately everything that comes to our attention and concerns all kinds of child abuse, always in consultation with the Scientific Director of PLAYING.
12. Always ask prior to any action, work, study, research to obtain the written consent of the parents, representatives, or commissioners of the children to be involved and if the child is considered mature to provide his or her own consent to receive and his own consensus.
13. Use appropriate and easy to understand language when addressing children.
14. Use gender-neutral language and inclusive language. The purpose of gender-neutral language is to avoid word choices which may be interpreted as biased, discriminatory or demeaning by implying that one sex or social gender is the norm.

REPORTING PROCEDURES

All staff, volunteers, experts, researchers should be alert to signs that may suggest a child is in need of help. All PLAYING staff and volunteers have a responsibility to ensure that children are protected. The reporting procedure is made widely available to ensure that everyone is clear what steps to take regarding the safety of children and other witnesses.

All staff and volunteers will be immediately reported to the Child Protection Representatives (CPR) – using a reporting form (Annex 1). These records will be stored securely with access limited to the CPR's.

NOMINATED CHILD PROTECTION REPRESENTATIVES

The Child Protection Representatives (CPR's) are responsible for:

- Promoting awareness and implementation of the Child Protection Policy throughout the organization
- Monitoring implementation of the Policy and reporting on developments at Team meetings and for the Management Board
- The development of child protection training resources
- Maintaining and updating knowledge of best practices and statutory requirements
- Acting as a source of support and information for staff on safeguarding issues
- Acting as the persons in charge for handling the reporting procedure.

Names and contact details for PLAYING's two child protection representatives are:

- Dimitra Kalpogianni (Director)
- Constantinos Fissas (Project Manger)

Both child protection representatives can be contacted:

telephone: 6986-755306

email: info@playing.gr

5. Additional relevant information (please detail anything else that you believe to be helpful or important)

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6. I have completed this form and provided information that is factual and does not contain my own views or opinions on the matter.

Name	
Date	
Signature	
Submitted to	

EMERGENCY SERVICES- ANNEX 2

If you're worried that a child or young person is at risk or is being abused contact:

OMBUDSMAN – CHILD OMBUDSMAN

213 1306744 / 213 1306710 / 213 1306703

Monday to Friday 9:00 – 16:00

CHILD LINE

800 1132000 (free of charge)

Monday to Friday 9:00 – 16:00

DEPARTMENT OF MENTAL HEALTH AND SOCIAL WELFARE OF THE CHILDREN'S HEALTH INSTITUTE

210 7715791

Monday to Friday 9:00 – 17:00

SOCIAL ASSISTANCE OF THE NATIONAL CENTRE FOR SOCIAL SOLIDARITY

197 (free of charge)

TOGETHER FOR THE CHILD HELP LINE

11525

Monday to Friday 9:00 – 21:00

Document identifier

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The content of this policy document has taken into account, was inspired of and has include principles concerning children rights and protection thereof as inspired by the relevant international framework, guidelines, policy principles and provisions that are proposed and/or adopted by other institutions engaged in child and youth protection.

