



## **Center for Education initiatives (CEI)**

### **Child protection policy<sup>1</sup>**

#### **Introduction:**

CEI Child protection policy is based on:

- The United Nations Convention on the Rights of the Child (UNCRC)
- Law on the Protection of the Children's Rights of the Republic of Latvia.

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

#### **Our commitment to protect children**

##### **Our values, principles and beliefs:**

- All children have equal rights.
- We have a commitment to protecting children's rights and their best interests.
- We have no tolerance for child abuse. Child abuse is never acceptable
- Placing the child as the first priority when dealing with all identified or suspected cases of child abuse.
- The situation of all children must be improved through promotion of their rights as set out in UNCRC.
- We believe in empowering and educating children on their rights, personal safety and steps they can take, if there is a problem.
- When we work through partners, they have a responsibility to meet minimum standards of protection for children in their programmes.
- We integrate child protection into all aspects of our organizational strategy, structures and work practices.

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<sup>1</sup> This policy is based on ICDI Child Protection Policy

**We will meet our commitment** to protect children rights and their best interests through the following means:

- we will ensure that all staff and others are aware of the problem of child abuse and the risks to children.
- we will ensure, through awareness and good practice, that staff and others minimize the risks to children.
- we will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.
- we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

In order to ensure that the above standards are met staff, board members and volunteers of CEI will also:

- listen to and take seriously the views and wishes of children,
- work in partnership with parents/carers and/or other professionals to ensure the protection of children,
- take seriously any concerns raised
- take positive steps to ensure the protection of children who are the subject of any concerns
- support children, staff or other adults who raise concerns or who are the subject of concerns.

#### **How we will ensure our commitments above are met**

- All CEI staff, board members and volunteers will sign up to and abide by the attached code of conduct
- All staff and volunteers will have access to a copy of the child protection policy
- Recruitment procedures will include checks on suitability for working with young people
- Introduction will include briefing on child protection issues
- Training, learning opportunities and support will be provided by CEI as appropriate to ensure commitments are met.

### **Code of Conduct**

All CEI staff, board members and volunteers must sign up to and abide by the following Code of Conduct.

CEI staff and others should avoid any actions or behaviour, which may constitute poor practice or potentially abusive behaviour, such as (but not limited to):

- hit or otherwise physically assault or physically abuse children
- develop physical/sexual relationships with children

- develop relationships with children which could in any way be deemed exploitative or abusive
- act in ways that may be abusive or may place a child at risk of abuse
- use language, make suggestions or offer advice, which is inappropriate, offensive or abusive
- behave physically in a manner, which is inappropriate or sexually provocative
- have a child/children with whom they are working to stay overnight at their home unsupervised
- sleep in the same room or bed as a child with whom they are working
- do things for children of a personal nature that they can do for themselves
- condone, or participate in, behaviour of children, which is illegal, unsafe or abusive
- act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse
- discriminate against, show differential treatment, or favour particular children to the exclusion of others.

It is important for all staff and others in contact with children to:

- be aware of situations that may present risks and manage these - it is inappropriate to spend excessive time alone with children away from others or take children to your home, especially where they will be alone with you).
- plan and organise the work and the workplace so as to minimize risks
- as far as possible, be visible in working with children
- ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed
- talk to children about their contact with staff or others and encourage them to raise any concerns
- empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

I understand and will oblige to all the above.

Name and signature:



Daiga Zake, director

Date: 01/08/2021