

Child Protection Policy

Fondazione Reggio Children



Fondazione
Reggio Children
Centro Loris Malaguzzi

PURPOSE OF THIS DOCUMENT

The purpose of this document is to ensure the protection of all children and adolescents involved in Fondazione Reggio Children's activities and projects from abuse of any kind.

Fondazione Reggio Children takes the prevention of child abuse very seriously and understands that child abuse and inappropriate contact of children is a pervasive problem throughout the world that must be managed in proactive manner.

The Child Protection Policy document outlines policies regulating the behavior and approaches taken by personnel, interns, volunteers and collaborators of Fondazione Reggio Children within the undertaking of their professional roles.

The policy sets out the basic principles on which it is based, and specifically addresses the following aspects of the professional life of employees, interns, volunteers and collaborators working at Fondazione Reggio Children, within and outside its premises: screening and hiring; conduct when working in contact with children; training and working with other Partners.

This document develops and integrates the Fondazione Reggio Children's Code of conduct, concerning the protection of minors.

Recipients of this document

This document applies to all those working with the Fondazione Reggio Children, as employees or collaborators, on projects and/or activities that directly involve minors (members/volunteers/trainees/collaborators).

Definitions

Child: By "child" we mean all people under the age of 18, unless, under applicable legislation, a person is legally considered an adult before the age of 18.

Child abuse: Any act that causes real or potential harm to a child of either gender, in the form of physical abuse, psychological violence, sexual abuse, abandonment (or neglect), or exploitation for commercial gain or any other purpose.

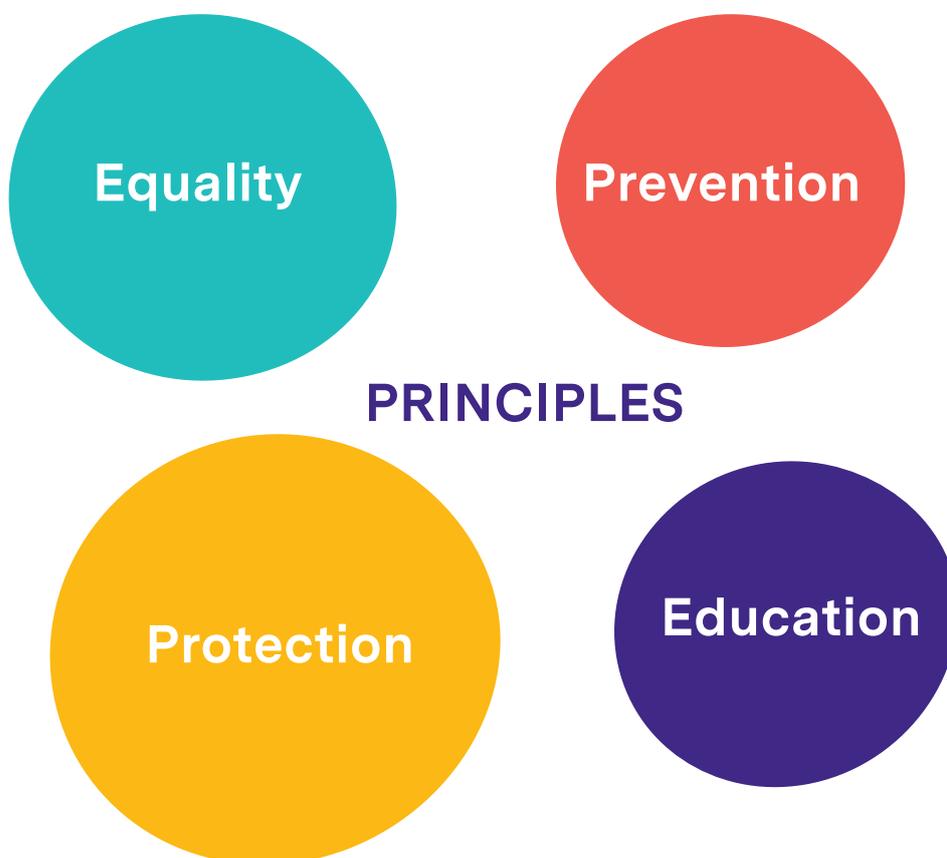
Child maltreatment: Child maltreatment is defined by the World Health Organisation as follows: all types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence as well as sexual or other exploitation which result in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.

WHAT DO WE BELIEVE?

Fondazione Reggio Children believe in **the rights of all children**, including **the right to be protected from all forms of abuse, neglect, exploitation and violence**, and **to develop to their full potential, be healthy and happy**, as set out in the 1989 **UN Convention on the Rights of the Child (UNCRC)** and in the **Council of Europe Convention on Protection of Children against Sexual Exploitation and Sexual Abuse (Lanzarote Convention, 2007)**.

OUR PRINCIPLES

Fondazione Reggio Children respects the principles of the **United Nations Charter** and the **UN Convention on the Rights of the Child** in its statutory values, as also in its projects involving minors, from children to adolescents. In pursuing its social objectives, **Fondazione Reggio Children contributes to promoting and protecting the rights of all minors**.



Equality:

Fondazione Reggio Children values and treats every person without discrimination of any kind, regardless of age race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, language, gender identity or sexual orientation, property, disability, birth or other status.

Prevention:

Fondazione Reggio Children recognizes the right of every child to be protected from harm and abuse. It takes all necessary action to prevent any harm from being done against children, and to report abuse against children.

The Fondazione Reggio Children's commitment to child protection is such that it also extends to minimizing the risks in order to prevent potential harm to minors, creating an environment where their rights are always protected and potential abuses prevented.

Protection:

The best interest of the child always comes first in the undertaking of our Fondazione Reggio Children's activities.

Fondazione Reggio Children promotes the right of children to be heard and share their views and supports this approach in its activities.

Education:

Fondazione Reggio Children provides all necessary guidance to its employees, interns, volunteers and collaborators who work in close contact with children.

The Fondazione Reggio Children's commitment to child protection is such that it also extends to taking effective action to report any abuse cases to the relevant authorities.

SCREENING AND HIRING PRACTICES

Fondazione Reggio Children has a zero tolerance standard for abuse and inappropriate behaviour by staff members.

Fondazione Reggio Children establishes and sustains proper hiring and volunteer, staff, intern, associates selection practices, including completed applications, reference checks, Criminal Background Checks, Social Security checks and documented personnel files and includes specific reference to Child Protection in its Code of Conduct.

At the time of the recruitment of potential collaborators, Fondazione Reggio Children ensures that all those who come into contact with the children are highly qualified persons, also through the careful check of the references, indicated in the curriculum vitae, relating to the positions previously held by the candidate, in areas related to projects and / or activities with the children.

Applications:

1. All prospective staff members/volunteers/trainees/collaborators must:
 - a. declare to have read this document;
 - a. declare, in accordance with art. 46 D.P.R. n. 445/2000, the absence of crimes against minors and their integrity.

Reference checks:

Fondazione Reggio Children reserves the right to apply the following reference check procedures to any candidate applying for a post:

1. Contacting previous employers/agencies to check if the prospective staff or volunteer is eligible for rehire, as well as to ask about the ability of the applicant to work with children.
2. Verbally verifying written references via telephone or other means of contact.
3. Researching a candidate online and checking for red flags for working with children (i.e. Google Search, any national sexual predator web sites, and social networking sites).

Interviews:

1. Before the interviews Fondazione Reggio Children could ask to the potential employees, interns, volunteers and collaborators to provide a certificate of their national criminal record, according to national legislation.

Contract

1. When entering into the contract/partnership, the staff members/volunteers/trainees/collaborators must sign the agreement and adhere to the rules of conduct set out in this policy.

SCREENING AND HIRING PRACTICES

In order to perform activities related to projects that involve minors, Fondazione Reggio Children requires all its collaborators and employees to comply with the following rules of conduct:

- a. maintain upright moral and professional conduct;
- b. recognise the equal dignity of all children and interact with them accordingly, regardless of sex, race, language, religion, political opinion or personal and social situation;
- c. report all cases of abuse, in compliance with the internal procedures and with those laid down by existing legislation.

Is strictly forbidden:

- a. exhibit behaviours that set a bad example to minors;
- b. act in ways that may place minors at risk of exploitation, maltreatment or abuse;
- c. tolerate illegal or abusive behaviour towards minors, or behaviour that puts their safety at risk;
- d. behave towards minors in a discriminatory, humiliating or offensive way;
- e. behave towards minors in a way that is ambiguous or provocative, also in the sexual sphere;
- f. behave towards minors in a way that might in any way impede their healthy personal and socio-relational development;
- g. conduct relationships with children that can be interpreted as constituting exploitation, maltreatment or abuse;
- h. use inappropriate, offensive or discriminatory language in the presence of minors;
- i. use personal online communication (email, chat, social networks etc.) for the purpose of exploiting or molesting minors;
- j. give a minor money or any other item outside the parameters and scope of the project based activities, or without the knowledge of one's own supervisor.

IMAGES AND PHOTOS

All children have the right to privacy and dignity, including in relation to images of themselves.

Fondazione Reggio Children adopts an image-use policy for children that ensures they are respected as

individuals. The policy is based on the following rules:

- a. any photo taken of a minor must respect their dignity and privacy;
- b. before any images of a minor may be used, permission must always be requested from the parents or legal guardians, who must also be informed of the intended use of the image;
- c. should permission be denied, the decision of the parents or legal guardians must be respected.

DATA PROTECTION

All the Fondazione Reggio Children activities are carried out in full respect of the principles of confidentiality and the protection of data and information regarding children.

Fondazione Reggio Children has adopted the requisite, adequate and proper measures for best protecting minors' data in accordance with Reg. 2016/679 on privacy.

All persons that are subject to those Rules of Conduct are required to respect in full the directives issues by the Fondazione Reggio Children with regard to the processing of personal data.

Any confidential information of which persons subject to those Rules of Conduct become aware in the process of undertaking their respective activities must neither be shared outside Fondazione Reggio Children nor used to serve any personal ends, such as achieving a privileged position or obtaining benefits.

CONTROL

Fondazione Reggio Children is committed to appoint a specific figure, with the necessary skills - the Child Protection Officer -, who oversees the application of the protection protocol by all collaborators and employees of the foundation, who work in direct contact with children / youths under the age of 18 and to monitor the application of the policy itself.

The Child Protection Officer is the Director and he also:

- provides for the implementation of the established procedures over time, in view of any new necessity;
- is the one who collects the warnings about any possible abuse and promptly reports them to the competent authorities.

EFFECTIVENESS AND INFRINGEMENT

This document is binding on all its recipients.

All the recipients are obliged to read this document.

In cases of non-compliance to those Rules of Conduct, Fondazione Reggio Children will take suitable action with regard to the employee or collaborator, and, if necessary, report the transgression in question to the appropriate authorities.

