

CILC policy on child protection

Purpose and scope of this policy

The purpose of this policy statement is:

- to protect children and young people who receive CILC's services from harm;
- to provide CILC staff with the overarching principles that guide our approach to child protection.

CILC is a mission driven organisation aimed at promoting the rule of law worldwide. This policy applies to anyone working for or on behalf of CILC, including experts and trainers, and who is engaged in working with children or working on projects dealing with child rights.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the Netherlands. A summary of the key legislation and additional guidance is available from:

- <https://wetten.overheid.nl/BWBV0002508/2002-11-18> (UN Treaty on the rights of children)
- <https://www.kinderrechten.nl/>
- <https://www.kinderombudsman.nl/kinderrechten>

Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents:

- CILC words we live by
- CILC code of conduct
- CILC code of ethics
- CILC suggestions and complaints procedure
- External designated trusted person
- CILC policy for reporting suspected misconduct
- CILC policy on prevention against harassment
- CILC data protection policy
- CILC policy on safeguarding information
- CILC social responsibility policy

We believe that

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that

- the welfare of children is paramount when we work with children or implement projects related to children
- in this work and projects the welfare of children is paramount in the decisions we take
- when we work in partnership with children, young people, their parents, carers and other agencies it is essential to respect and promote young people's welfare
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues

- extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

We will seek to keep children and young people safe by:

- valuing, listening to and respecting children and young people
- appointing a nominated child protection lead for children and young people when the case arises to, a member of the management team for safeguarding (in certain cases we will ask the “External designated trusted person” to act as a first tier safeguard)
- adopting child protection and safeguarding good practice through our policies, procedures and code of conduct for staff and experts
- developing and implementing an effective online safety policy and related procedures
- providing effective management for staff and experts through supervision, support, training and quality assurance measures so that staff and experts engaged in work with children or projects related to children know about and follow CILC policies, procedures and behaviour codes confidently and competently
- recruiting and selecting relevant staff and experts safely, ensuring the necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance in the CILC data protection policy
- making sure that children, young people and their families know where to go for help if they have a concern
- using CILC’s safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff and volunteers appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place (CILC suggestions and complaints procedure)
- ensuring that we provide a safe physical environment in case we work with children, young people, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff and expert working with children treat each other with respect and are comfortable about sharing concerns.

Child safe organisation principles

1. Safeguarding children comes first and is embedded in organisational leadership, governance, and culture. This means the best interests of the child are paramount in our considerations about their welfare and protection, including when to maintain confidentiality and when to share information about them.
2. Children are listened to, informed about their rights, participate in decisions affecting them and are taken seriously. Children have a right to participate in decisions about their lives. Their views, wishes, feelings and experiences are evident in our work with them.
3. Families and communities are informed about and involved in promoting the safeguarding of children. Working together with children, their parents, carers, and other agencies is essential to promoting children’s welfare/wellbeing and ensuring their protection.
4. Equality is upheld, and diverse needs respected in policy and practice -All children have a right to protection from harm and abuse, regardless of age, ability, gender, racial heritage, religious beliefs, sexual orientation, identity, or additional vulnerabilities, including protected characteristics.
5. People working for us are suitable and supported to promote the safeguarding of children in their work. All those who work for or on behalf of CILC, staff, and experts, are required to abide by the

CILC's safeguarding policies including the CILC code of conduct, the CILC policy for reporting suspected misconduct and the CILC policy on prevention against harassment.

6. CILC staff and experts are equipped with the knowledge, skills, and awareness to safeguard children through ongoing learning and training.

CILC's child safe safeguarding framework

CILC's safeguarding comprises the following seven key areas of activity referred to as our building blocks:

Culture and values

Safeguarding is at the heart of the culture and values of CILC. CILC's culture supports, enables, and mandates an approach to safeguarding. CILC values embody promoting the rule of law and reflect what we stand for. Value-based behavioural framework sets out what we do in general and for children in particular. CILC's child safe organisation framework acts as a driver to embed a safeguarding culture among staff and experts.

Safe recruitment

CILC applies a fair and consistent approach to recruitment to draw our workforce from the widest pool and select the best people on merit. CILC has a robust recruitment policy and procedure to ensure that we appoint staff and experts that are appropriately qualified and have the skills and knowledge to deliver a quality service. It minimises the risk of engaging anyone, as a staff member or expert, who may pose a risk to children.

Effective policies procedures and guidance

CILC has safeguarding policies, procedures and guidance that set out the expectations of staff and experts. CILC policies are reviewed and updated on an annual basis or as required. Policies reflect new learning and are consistent with best safeguarding practice and legislation and guidance in the Netherlands.

Competent and confident teams

CILC provides mandatory safeguarding induction and refresher training and role-specific training based on actual needs. This includes the training and the developing of our workforce within professional regulatory requirements. In case, CILC ensures that staff and experts have the skills they require, and CILC supports everyone to trust their judgement and act on safeguarding concerns.

Actively managing safeguarding risk

Managing risks is central to how we safeguard children and vulnerable adults. In addition to this policy CILC also has a risk management policy.

Supervision and one-to-one meetings

There is an expectation that all supervision and one-to-one meetings include safeguarding, proportionate to the role undertaken by staff and experts.

This policy is reviewed and reconfirmed by the CILC board on 23 March 2023:



Willem van Nieuwkerk



Eric Vincken

Director

Deputy Director

The electronic version of this policy, procedure or guidance will always supersede any printed version.