

Child Protection Policy

Politika zaštitе dece

UVOD

Članovi Udruženja Svetlost zajedno su posvećeni prevenciji zlostavljanja dece i zaštiti dece. / Members of the Udrženje Svetlost have a common commitment to the prevention of child abuse and the protection of children.

Ovaj document politike predstavlja zajedničke vrednosti, principe i verovanja kao i korake koje treba poduzeti da bi se ostvarila zaštita dece. / This policy sets out common values, principles, and beliefs and describes the steps that will be taken in meeting our commitment to protect children.

Politika je usvojena na godišnjoj skupštini Udruženja Svetlost u februaru 2023. / The policy was adopted by the Udruženje Svetlost Annual Assembly Meeting in February 2023.

Naše vrednosti, principi i uverenja
Our values, principles and beliefs

- Svako zlostavljanje dece uključuje zloupotrebu ljudskih prava. /All child abuse involves the abuse of children's rights.
- Sva deca imaju ista prava na zaštitu od zlostavljanja i eksploatacije. /All children have equal rights to protection from abuse and exploitation.
- Situacija u kojoj žive deca treba da bude unapređena kroz promociju njihovih prava kako je definisano u N konvenciji o pravima dece. To uključuje pravo na slobodu od zlostavljanja i eksploatacije. The situation of all children must be improved through promotion of their rights as set out in the UN Convention on the Rights of the Child. This includes the right to freedom from abuse and exploitation.
- Zlostavljanje dece nikada nije prihvatljivo. / Child abuse is never acceptable

Šta mi radimo/What we will do

Mi smo posvećeni zaštiti dece od zlostavljanja na sledeće načine: We will meet our commitment to protect children from abuse through the following means:

Razvoj Svesti/Awareness: osiguraćemo da zaposleni i drugi budu svesni problema zlostavljanja dece i rizika po decu. /we will ensure that all staff and others are aware of the problem of child abuse and the risks to children.

Prevenција/Prevention: osiguraćemo kroz razvoj svesti i primere dobre prakse da zaposleni i drugi minimaliziraju rizike po decu. /we will ensure, through awareness and good practice, that staff and others minimise the risks to children.

Izveštavanje/Reporting: učinićemo da zaposleni i drugi znaju koje korake treba da poduzmu gde postoji briga vezana za sigurnost dece. /we will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.

Odgovor/Responding: učinićemo da aktivnosti koje se preduzimaju podrazumevaju podršku i zaštitu dece kada postoji briga vezana za moguće zlostavljanje. /we will ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

Kako ćemo osigurati da naša posvećenosti bude uspešna
How we will ensure our commitments above are met

- All staff will sign and abide by the 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
- Induction will include briefing on child protection issues
- Every workplace will display contact details for reporting possible child abuse and every member of staff will have contact details for reporting.
- Systems will be established by every Member to investigate possible abuse once reported and to deal with it
- Training, learning opportunities and support will be provided by Save the Children members as appropriate to ensure commitments are met.

Svi zaposleni u Udruženju Svetlost upoznati su i ponašaju se u skladu sa Kodeksom ponašanja. / All Udruženje Svetlost staff must sign up to and abide by this Code of Conduct.

Osoblje i drugi nikada ne smeju/ Staff and others must never:

- Udariti ili na drugi način fizički napasti ili zlostavljati decu/ hit or otherwise physically assault or physically abuse children
- Ući u fizičku/seksualnu vezu sa decom/ develop physical/sexual relationships with children
- Razviti veze sa decom koje na bilo koji način mogu biti štetne za decu/ develop relationships with children which could in any way be deemed exploitative or abusive
- Raditi na način koji može biti uvredljiv ili može dovesti dete u opasnost. /act in ways that may be abusive or may place a child at risk of abuse.
- Koristiti jezik, davati predloge ili savete koji nisu prikladni i uvredljivi./ use language, make suggestions or offer advice which is inappropriate, offensive or abusive
- Ponašati se neprikladno ili seksualno provokativno / behave physically in a manner which is inappropriate or sexually provocative
- Odobravaju ili učestvuju u ponašanju dece koje je nezakonito, nesigurno ili uvredljivo. /condone, or participate in, behaviour of children which is illegal, unsafe or abusive
- Postupaju na način koji ima za cilj da posrami, ponizi, omalovaži ili degradira decu, ili na drugi način izvrše bilo koji oblik emocionalnog zlostavljanja. / act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse
- Diskriminišu, pokazuju različit tretman ili

favorizuju određenu decu uz isključivanje druge. /discriminate against, show differential treatment, or favour particular children to the exclusion of others.

- Ovo nije potpuna ili isključiva lista. Princip je da osoblje treba da izbegava radnje ili ponašanje koje može predstavljati lošu praksu ili potencijalno uvredljivo ponašanje. / This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

Važno je da svo osoblje i ostali u kontaktu sa decom: / It is important for all staff and others incontact with children to:

- bude svesno situacija koje mogu predstavljati rizike i da znaju upravljati njima. /be aware of situations which may present risksand manage these
- trebaju planirati i organizovati rad i radno mesto tako da se rizici svedu na minimum. / plan and organise the work and the work place so as to minimise risks
- obezbediti da postoji kultura otvorenosti kako bi se omogućilo pokretanje i rasprava o svim pitanjima ili nedoumicama. / ensure that a culture of openness exists to enable any issues or concerns to be raised anddiscussed
- obezbediti da postoji osećaj odgovornosti između osoblja tako da loša praksa ili potencijalno nasilno ponašanje ne ostanu zaboravljeni. /ensure that a sense of accountability existsbetween staff so that poor practice or potentially abusive behaviour does not go unchallenged
- razgovarati sa decom o njihovom kontaktu sa osobljem ili drugima i ohrabrite ih da izraze bilo kakvu zabrinutost. /talk to children about their contact with staffor others and encourage them to raise any concerns
- osnažiti decu – razgovarajte sa njima o njihovim pravima, šta je prihvatljivo, a šta neprihvatljivo i šta mogu da urade ako postoji problem./ empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

Generalno, neprikladno je:/
In general it is inappropriate to:

- provoditi previše vremena sami sa decom daleko od drugih / spend excessive time alone with children awayfrom others
- voditi decu svojoj kući, posebno tamo gde će biti sama sa vama./ take children to your home, especially wherethey will be alone with you.