



CHILD PROTECTION POLICY



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Ensuring the safety, well-being, and protection of children is of paramount importance to any organisation. This Child Protection Policy outlines the commitment of our organisation, PRISM Impresa Sociale s.r.l. (PRISM), to create a safe and nurturing environment for all children involved in our activities, programs, and projects. It reflects our dedication to upholding the highest standards of child protection, in line with internationally recognized principles and guidelines.

PRISM recognizes that children are vulnerable individuals who deserve special care and protection. We acknowledge the importance of creating a culture of child safeguarding, where every child is respected, protected, and empowered to thrive. This policy serves as a comprehensive framework that guides our staff, volunteers, partners, and stakeholders in understanding and implementing effective child protection measures.

PRISM's internal Child Protection Policy is built upon the National [Convention for minor protection measures](#), serving as guide and reference for daily work activities to both current and future members, who are introduced to the PRISM Child Protection Policy from the very beginning of the collaboration.

As such, when handling child abuse complaints, PRISM will take into account the relevant legislation policies at both the national and international level, in Italy and the country wherein the alleged incident took place.

It is PRISM's obligation to ensure compliance with host country and local child welfare and protection legislation, or international standards, whichever affords greater protection, and in compliance with the European and International law.

Chairman of the Board,
Alessandro Melillo

PRISM Impresa Sociale S.r.l.
Via Falautano (Bulizzio Cimsale) - 94100 Enna
C.F.: 92057690869 - P. IVA: 01284840863
www.prismonline.eu
SDI: SU9YNIA
PEC: prism@pecsoluzioni.it

Introduction

The policy is structured around four key standards, which are widely accepted as essential components of a robust child protection framework:

Standard 1: Policy and Procedures > PRISM has established clear and comprehensive policies and procedures that explicitly state our commitment to child protection. These policies outline our zero-tolerance approach to any form of child abuse, exploitation, or neglect. They provide guidance on reporting mechanisms, handling disclosures, and responding to child protection concerns. Our organisation ensures that all staff, volunteers, and partners are familiar with and adhere to these policies.

Standard 2: Human Resources > PRISM recognizes that the selection, recruitment, and training of personnel play a crucial role in safeguarding children. Our organisation follows rigorous screening processes when hiring staff and volunteers who will have direct contact with children. We prioritise their suitability and commitment to child protection. Additionally, we provide regular training and capacity-building opportunities to enhance their understanding of child protection issues and equip them with the necessary skills to recognize and respond appropriately to safeguarding concerns.

Standard 3: Child Safeguarding Practices > PRISM is committed to implementing child safeguarding

practices that create a safe and protective environment for children. This includes establishing clear guidelines on appropriate behaviour, maintaining appropriate ratios of adults to children, ensuring adequate supervision, and promoting respectful and inclusive interactions. We foster an organisational culture that encourages open communication, where children are empowered to express their views, concerns and opinions.

Standard 4: Reporting and Responding > PRISM has well-defined procedures for reporting and responding to child protection concerns. We ensure that all staff, volunteers, and partners are aware of their duty to report any suspicions or allegations of child abuse or neglect. We provide accessible channels for reporting, maintain confidentiality, and collaborate with relevant authorities and agencies to address and resolve child protection issues. We are committed to supporting affected children and their families throughout the reporting and investigation processes.

By implementing this Child Protection Policy, PRISM strives to create a safe, secure, and supportive environment for children participating in our programs. We are dedicated to continuous improvement and will regularly review and update our policies and procedures to ensure they align with the evolving best practices and standards in child protection.

This comprehensive Child Protection Policy outlines our commitment to preventing child abuse, promoting child safeguarding practices, and responding effectively to any concerns or incidents involving children. This policy is guided by the following four standards as outlined in the "Child Safeguarding: A Toolkit for Child Protection" by Save the Children:

Standard 1: Policy and Principles:

1.1. Policy Statement: PRISM is dedicated to creating a safe and protective environment for all children, free from any form of abuse, neglect, exploitation, or harm. This policy applies to all staff, volunteers, partners, and associates involved in our activities and programs.

1.2. Core Principles:

- a. Best Interests of the Child: All decisions and actions taken by PRISM regarding children's well-being will be based on their best interests.
- b. Non-Discrimination: Every child will be treated with dignity and respect, without discrimination based on their race, gender, religion, disability, or any other characteristic.
- c. Participation and Empowerment: Children will be encouraged to express their views and opinions in matters affecting them, taking into account their age and evolving capacities.
- d. Confidentiality and Privacy: Information shared by children will be treated confidentially, respecting their right to privacy and ensuring appropriate information sharing protocols are followed.
- e. Accountability: PRISM will be accountable for implementing and monitoring child safeguarding measures, and all concerns or incidents will be addressed promptly and appropriately.

Standard 2: Prevention and Safeguarding Measures:

2.1. Risk Assessment and Mitigation: PRISM will conduct regular risk assessments to identify potential risks and vulnerabilities that may expose children to harm. Mitigation strategies will be developed and implemented to minimize risks effectively.

2.2. Recruitment and Selection: All staff, volunteers, partners, and associates will undergo a thorough screening process, including background checks, references, and interviews, to ensure their suitability to work with children. Clear job descriptions and responsibilities will outline expected conduct and adherence to child protection policies.

2.3. Child Safeguarding Training: Comprehensive child safeguarding training will be provided to all staff, volunteers, partners, and associates to enhance their understanding of child protection issues, recognizing signs of abuse, and appropriate response mechanisms.

2.4. Code of Conduct: A clear and enforceable code of conduct will be established, outlining expected behaviour towards children, including appropriate boundaries, communication guidelines, and guidelines for avoiding any form of abusive or exploitative behaviour.

Communication with children

- Communication with children avoids language that speaks of power-based relationships;

- Whenever communicating with children, exemplary photos/videos should be conformable to ethical standards and not represent children as victims. All displayed children should be suitably dressed, and “provocative” poses - potentially awakening sexual associations - are definitely to be avoided;
- When photographing children, it is possible to capture entire groups of children and document their activities or actions;
- Photographs and videos are taken in advance of informed consent by a parent/guardian, clearly identifying the purpose and ways of using the materials. Consent should be given in written form;
- When publishing text material related to past or forthcoming project activities, the identification of children occurs only at the express need and with the informed consent of the parent/guardian and child;
- The publication of video and video material on the Internet (on a web page and/or Social Medias) should meet the above-mentioned requirements;
- When performing activities involving children directly, declarations certifying the consent of the parent/guardian are mandatory;
- All documents containing personal information are collected and stored in accordance with the Personal Data Protection Law, GDPR and the Child Protection Law.

Standard 3: Reporting and Responding:

3.1. Reporting Mechanisms: Clear reporting procedures will be established, allowing staff, volunteers, partners, associates, and children to report concerns, suspicions, or incidents of child abuse or safeguarding violations. Reporting channels will be confidential, accessible, and well-publicised.

3.2. Responding to Concerns and Incidents: All reported concerns or incidents will be taken seriously, investigated promptly, and managed in accordance with established procedures. Interagency cooperation and collaboration will be sought when appropriate. Support and care for the child victim and affected parties will be prioritised throughout the process.

Standard 4: External Engagement and Accountability:

4.1. Collaboration and Partnerships: PRISM will engage with external stakeholders, including relevant government bodies, child protection agencies, and other organisations, to strengthen child protection efforts through knowledge sharing, joint initiatives, and harmonised safeguarding standards.

4.2. Monitoring and Evaluation: Regular monitoring and evaluation will be conducted to assess the effectiveness of child protection measures, identify areas for improvement, and ensure compliance with this policy and relevant legal and ethical standards.

4.3. Reporting to Authorities: PRISM will fulfil its legal obligations by reporting any suspected cases of child abuse or criminal activity to the appropriate authorities.

This Comprehensive Child Protection Policy reflects PRISM's commitment to creating a safe and protective environment for all children. It provides clear guidelines for preventing child abuse, promoting child safeguarding measures, and responding effectively to any concerns or incidents involving children. By adhering to this policy and the four standards outlined by Save the Children, PRISM strives to ensure the well-being and protection of every child it serves.

Monitoring and Evaluation of the Child Protection Policy

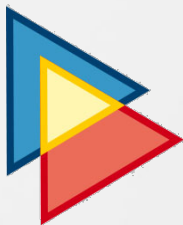
The purpose of monitoring and evaluating the Child Protection Policy is to draw insights from practical case experiences, which will inform policy reviews and potential updates to the Child Protection Policy.

PRISM will regularly monitor the implementation of its Child Protection Policy and procedures. Progress, performance and lessons learned are reported by the Child Protection Focal Person to the Management Board annually and included in PRISM's annual reports. Monitoring and evaluation will be done by checking whether the standards from the Child Protection Policy are implemented and whether safeguards are working. This will be done by carrying out a survey among PRISM staff, interns, and volunteers on how the standards from the Child Protection Policy are being met, how effective they are perceived and what needs further improvement.

Beside the overall monitoring and evaluation of the Child Protection Policy, reactive monitoring will take place. In case of incidents occurring, they will serve as valuable learning opportunities for PRISM, potentially leading to adjustments in the Child Protection Policy or reporting procedures as needed.

Every year, an internal review of the policy will be carried out and its results will be approved by the Management Board. In addition, an external evaluator will review the policy and practices. This will be done by Keeping Children Safe, of which PRISM has become an associate member. PRISM aims to receive the Keeping Children Safe certification. This includes a Safeguarding Children Self-Audit, resulting in a baseline assessment of PRISM's child protection and safeguarding measures.

During the second stage of this certification process, external verification is conducted to confirm the effectiveness of the child safeguarding measures that have been assessed within PRISM.



PRISM Impresa Sociale s.r.l.

Via Falautano (Palazzo Grimaldi), 94100 Enna, Italy

Piazza Verdi 6, 90138 Palermo, Italy

Tax Code 92057680859 | VAT 01284840863

prismonline.eu

