



GTF-Initiative for Sustainable Growth
GTF-Inicijativa za održivi rast

CHILD PROTECTION POLICY

1. Purpose and Objectives

This Child Protection Policy sets out the principles, measures, and procedures through which [Name of the Organization] ensures the protection and safety of children involved in its activities, projects, and programmes.

The organization operates in the field of sustainable development and engages children and young people through educational activities, workshops, campaigns, and research. It is committed to upholding the highest standards of child protection and safeguarding.

The objective of this policy is to prevent all forms of abuse, neglect, exploitation, and harm, and to ensure a safe, supportive, and inclusive environment for children.

2. Legal Framework

The Child Protection Policy of GTF – Initiative for Sustainable Growth has been developed in accordance with relevant legal frameworks for the protection of children’s rights, as well as the organization’s internal standards. It is based on the following international, European, and national documents:

- United Nations Convention on the Rights of the Child (1989)
- Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (2011)
- Constitution of the Republic of Croatia (Official Gazette NN 56/90, 135/97, 08/98, 113/00, 124/00, 28/01, 41/01, 55/01, 76/10, 85/10, 05/14)
- Act on Protection against Domestic Violence (Official Gazette NN 70/17, 126/19, 84/21, 114/22, 36/24)
- Act on the Implementation of the General Data Protection Regulation (Official Gazette NN 42/18), in force since 25 May 2018
- Family Act (Official Gazette NN 103/15, 98/19, 47/20, 49/23, 156/23)
- Protocol on Procedures in Cases of Sexual Violence (2023)
- Protocol on Procedures in Cases of Domestic Violence (2019)
- Protocol on Procedures in Cases of Violence among Children and Youth (2024)
- Protocol on Procedures in Cases of Child Abuse and Neglect (2014)
- EU Strategy on the Rights of the Child and the European Child Guarantee (2021)
- National Plan for the Rights of the Child in the Republic of Croatia for the period 2022–2026 (2022)

3. Guiding Principles

The organization adheres to the following principles:

- **Best interests of the child** are a primary consideration in all actions
- **Zero tolerance for abuse** in any form
- **Safe environment** ensured through risk-aware planning and implementation



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- **Child participation** – children have the right to express their views
 - **Non-discrimination** – equal protection for all children
 - **Accountability and transparency** in all safeguarding practices
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4. Scope of Application

This policy applies to:

- employees
 - external experts and consultants
 - volunteers
 - partners and subcontractors
 - all individuals involved in activities that include children
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5. Risk Assessment and Management

The organization conducts risk assessments for all activities involving children, including:

- identification of potential physical, emotional, and digital risks
 - specific attention to **environmental, social, and legal barriers and risks**
 - implementation of preventive and mitigation measures
 - ensuring appropriate supervision and safe conditions
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6. Code of Conduct

All individuals working with children must adhere to the following standards:

Acceptable behaviour

- treating children with respect and dignity
- using appropriate language and communication
- promoting inclusion and safety
- acting as a positive role model

Unacceptable behaviour

- any form of physical, emotional, or sexual abuse
 - inappropriate physical contact
 - humiliating, intimidating, or discriminatory behaviour
 - exclusion or neglect
 - unauthorized photographing or sharing of children's data
 - contacting children outside a professional context without authorization
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7. Recruitment and Engagement

The organization ensures that:

- appropriate background and reference checks are conducted where applicable



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- all staff and collaborators are informed about this policy
- a declaration of compliance is signed
- training on child protection is provided

8. Reporting and Response Procedures

All staff, volunteers, and partners are required to report immediately:

- any suspicion or evidence of abuse or neglect
- inappropriate behaviour towards children
- any safeguarding concern or incident

Procedure:

1. Report to the designated Child Protection Officer
2. Document and assess the incident
3. Inform relevant authorities when required
4. Ensure the safety and support of the child

Confidentiality will be maintained throughout the process.

9. Data Protection and Privacy

The organization:

- processes children's data in accordance with applicable data protection laws
- obtains written consent from parents/guardians for participation and media use
- ensures that all materials respect the dignity and privacy of children

10. Awareness and Capacity Building

The organization is committed to:

- providing regular training for staff and collaborators
- informing children and parents about safety and rights
- promoting a culture of safeguarding across all activities

11. Monitoring and Review

This policy is regularly reviewed and updated to ensure alignment with:

- legal requirements
- best practices
- lessons learned from project implementation

12. Final Provisions

This policy enters into force upon adoption (20.10.2025.) and is binding for all individuals involved in the organization's work.