CS introduction

Center for Sustainability (CS) is an educational and research center based in Nicosia, Cyprus. CS is dedicated to promoting sustainable practices in various sectors, including environmental, social, and economic domains, to achieve a balanced and healthy planet.

CS is committed to promote the cultural, social, educational and economic development at local, national, European and international levels. CS contributes to growth and development through the active participation of people, civil society and institutions, always valuing diversity.

Center for Sustainability (CS) creates international opportunities for the people of Cyprus and other countries and builds trust between them worldwide. We believe child protection requires everyone to take responsibility. We recognize that the care and welfare of children is paramount and that all children have the right to protection from all types of harm.

Accordingly, CS carries out its activities in order to achieve the following results:

a. Purposeful activities that magnify the benefits to society;

b. Participation in the public sphere by facilitating the conduction of structured democratic dialogues which unleash the spirit of creativity and teamwork among citizens, thus enabling them to face or prevent forthcoming crises;

c. Citizens' Welfare through the deployment of humanitarian and sustainable development programs;

d. Multiculturality by valuing diversity in ideas, in our staff and in those we serve;

e. Proactive mentality by forecasting and analyzing potential social, economic and environmental risks and challenges while predicting future trends in education and research;

f. Creation of synergies that are recognized for their high-quality in terms of capacities and ethics, thus aspiring to produce a combined effect which is much greater than the sum of scattered attempts;

g. Commitment towards our local communities to bring about an evidence based, long term social impact through our currently running programs; and

h. Innovation for the constant investigation of more sustainable and streamlined solutions.

All of these activities may involve children under the age of 18. The purpose of creating our Child Protection & Safeguarding Policy is to clearly and unambiguously state the basic rules of treatment of and responsibility for children in connection with all the activities of the Foundation, as well as the conditions for enforcing the rules.

Child Protection Policy

Center for Sustainability (CS) recognizes that we have a fundamental duty of care towards all children we engage with, including a duty to protect them from abuse. We achieve this through compliance with Cyprus child protection laws and relevant laws in each of the country we collaborate with, as well as by adherence to the United Nations Convention on the Rights of the child (UNCRC) 1989.

This policy is mandatory for all staff of Center for Sustainability (CS). This includes anyone who works for the Center for Sustainability (CS), either in a paid or unpaid, full or part time capacity. This includesdirectly employed staff, trustees, contractors, agency staff, consultants, volunteers, interns and anyone working on behalf of the Center for Sustainability (CS).

GENERAL PRINCIPLES:

1. In accordance with the Children Law, Chapter 352, in Cyprus, all persons under the age of 18 are considered to be children.

2. In the treatment of children, we observe and comply with all the provisions and provisions of the UN Convention on the Rights of the Child and the Cyprus Social Welfare Services.

3. All persons under the age of 18, regardless of nationality, legal status, social status, gender identity and potential disability, are eligible to participate in our programs and events appropriate to their age and current condition.

4. All children have the right to equal treatment, health care services, well-being, quality education, adequate protection and participation.

5. In order to fully enforce children's rights, we cooperate with other professional and / or advocacy organizations and professionals, if necessary.

6. All children, irrespective of ability, ethnicity, faith, gender, sexuality and culture participate equally in our activities.

Center for Sustainability (CS) is committed to:

- Valuing, respecting and listening to children,
- Ensuring all necessary checks are made when recruiting staff,
- Maintaining strong child protection systems and procedures for staff,
- Training our staff and providing a common understanding of child protection issues to inform planning and practice,
- Sharing information about child protection and good practice with children and parents/carers,
- Sharing information about concerns with agencies who need to know, and involving parents and children appropriately,
- Providing effective management for staff through clear processes, supervision, and support,
- We will provide adequate and appropriate resources to implement this policy and will ensure it is communicated and understood,

- Center for Sustainability (CS) will review this global policy statement annually to reflect newlegal and regulatory developments and ensure good practice.

The Organization will ensure that:

Article 1: The welfare of the child and/or vulnerable adult is paramount and it is our utmost concern. Within the context of this policy 'child' and 'children' can also be taken to cover vulnerable adult(s), namely those persons who lack the absolute most basic human life skills.

Article 2: All children whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/ or sexual orientation have the right to be protected from harm and all adults involved in the Organization should be fully respect, protect and promote this right.

Article 3: All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately in accordance with the Organization's policies and guidelines and in full compliance with the vision and aims of the Organization and the relevant laws.

Article 4: All staff, including volunteers and any other person involved in the Organization (paid/ unpaid) working in the Organization have a responsibility to report concerns to (their supervisor/head of their department) as soon as those concerns are being raised or as soon as possible after those concerns have being raised.

Article 5: All concerns regarding individuals' practice/s should be reported to your supervisor or head of your department as soon as those concerns are being raised or as soon as possible after those concerns have being raised.

Article 6: Child abuse is a term used to describe ways in which children are harmed, usually by adults and often by people they know and trust. It refers to the damage done to a child's physical or mental health. Children can be abused within or outside their family, at school or in a sports or community environment. Vulnerable adults may also be subject to similar abuse. The Organization expects all persons involved in the Organization to fully understand and acquaint themselves with this term.

PART II:

The Organization is committed to the following values and principles, which should be fully promoted, protected and respected by all persons involved in the Organization,

Article 7: The Organization values children and their protection.

Article 8: The Organization is committed to protecting the personal data of children.

Article 9: The Organization wants to safeguard children through the provision of courses/presentation/workshops and other activities that the Organization implements.

Article 10: The Organization wants to fulfill its duty of care and provide a safe assessment environment or safe training or work placement, with full respect of human rights and with full endorsement of the principle of non-discrimination.

Article 11: The Organization wishes to give clear direction to staff in situations that may be distressing to all people, including children, involved in the Organization.

Article 12: The Organization wishes to address and reduce to the fullest possible extent any harm to which a child is being or may be subjected to.

PART III:

The Organization notes the following in relation to what it is expected from all persons involved in the Organization to do in cases that a child / young person reports abuse:

Article 13: If someone discloses that they are being abused, then upon receiving the information you should,

(a) React calmly.

(b) Reassure the child that they were right to tell and that they are not to blame and take what the child says seriously.

(c) Be careful not to be deemed as putting words into the child's mouth, the easiest way of doing this is by asking questions.

(d) Do not promise confidentiality.

(e) Inform the child/ young person what you will do next.

(f) Make a full and written record of what has been said as soon as possible and do not delay in passing on the information.

Article 14: The report should include:

(a) The child's known details including name, date of birth, address and contact numbers where possible.

(b) Whether or not the person making the report is expressing their own concerns or those of someone else.

(c) The nature of the allegation, including dates, times, specific factors and any other relevant information.

(d) Make a clear distinction between what is fact, opinion or hearsay.

(e) A description of any visible bruising or other injuries. Also any indirect signs, such as behavioral changes.

(f) Details of witnesses to the incidents.

(g) The child's account if it can be given, of what has happened and how any bruising or other injuries occurred.

(h) Accounts from others, including colleagues and parents.

Article 15: Things to be aware of:

(a) Staff/associates and any other person/s involved in the Organization should not undertake any investigations themselves, referring evidence instead to the appropriate authorities, such as Social Welfare Services and/or the Police.

(b) Staff/associates and any other person/s involved in the Organization may make preliminary enquiries, if the incident concerns the child's school. The school has the principal responsibility for dealing with child protection issues and will involve the appropriate authorities.

PART IV:

The Organization reiterates and understands that,

Article 16: The majority of the staff/interns/associates/chairs of the Center for Sustainability (CS) come in contact with children and young people. This contact may be

direct, such as provision of counseling services, answering telephone calls or indirect for example through anemail report/social media message where the child asks for help.

Article 17: Additionally, staff and associates will have occasional contact with children in schools or on work placements and may be privy to information or situations which give cause for concern.

Article 18: Wherever staff/associates are required to have contact with children, the Organization will only recruit or appoint staff who are deemed suitable to work with children, based on objective criteria.

Article 19: Staff/associates coming in contact with children are requested to submit to the Organization a certificate of clean criminal record and a certificate of clean criminal record in relation to crimes against children.

Article 20: Staff/associates are required to sign a declaration of confidentiality upon the initiation of their cooperation with the Organization.

Article 21: Staff/associates should acquire a written consent of parents or legal guardians for all activities with children.

Article 22: Staff and visitors must conduct themselves appropriately in the presence of children and always in line with the Organization's policies.

Article 23: Staff/associates working with children, will be issued with a copy of this policy and this policy will be also available in an electronic form. Any member of staff found in breach of the guidance will be subject to immediate removal from their position/contract, as this policy forms an integral part of such a contract

Article 24: Staff/associates who engage in external placements for work experience and training programmes are required to ensure that placement providers are aware of child

protection issues and obligations when seen to be violated based on the UN Convention on the rights of the Child (UNCRC).

PART V:

Article 25: The Organization notes that all provisions of this Policy are material and that all persons involved in the Organization need to adhere to these.

DATA PROTECTION

When organizing and conducting our programs, we keep in mind the regulations on the protection of children's data. Issues of participation, data provision and publicity are handled in accordance with the law for all age groups (under 14, 14-16 and 16-18). Children under the age of 16 are shown in photos, audio and video recordings of each program for the public only with parental / guardian permission, and in all cases with full respect for the rights and dignity of the child and young person.

REMEDIES

If an external person raises an objection to the rights, protection and safe participation of children in connection with any program, event or work process of Center for Sustainability (CS), you may submit this objection in writing to info@center4sustainability.com. The responsible person of the Organisation is obliged to deal with the substantive objection within a maximum of 7 working days, and to provide a written answer to the objector.

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