

CHILD PROTECTION POLICY

JOANNA RADZIWIŁŁ

CARING WINGS FOUNDATION

ABOUT THE JOANNA RADZIWIŁŁ CARING WINGS FOUNDATION

The Joanna Radziwiłł Caring Wings Foundation supports children who, due to social and financial reasons, cannot count on sufficient support from their guardians.

We counteract the social exclusion of children and level their opportunities in our day homes, modeled on a family home.

Activities for children and youth are carried out in our day homes located in Warsaw and Kamionka. The children we support often face numerous social, educational, and emotional deficits. Children under our care typically stay with us for 5–7 years. During this time, they are provided with nourishment (second breakfast, lunch, and afternoon snack), assistance with schoolwork, and the opportunity to participate in daily workshops and activities.

Children and youth are given a warm, safe, and friendly environment where they can always count on support and help in solving their difficulties and problems. They learn to build good, friendly relationships with peers, develop socially and psycho-educationally, and overcome developmental deficits. During this time, they gain a sense of security, discover their strengths, boost their self-esteem, enhance their social and educational skills, and learn to dream and make those dreams a reality.

OBJECTIVE OF THE CHILD PROTECTION POLICY

The objective of the Joanna Radziwiłł Foundation - Caring Wings' Child Protection Policy is:

1. To raise awareness among all employees and volunteers of the Foundation about the importance of actions aimed at protecting children from harm.
2. To define acceptable boundaries of interaction with children for employees and volunteers of the Foundation.
3. To undertake appropriate interventions in cases of suspected harm to children and/or immediate threats to their health and life.

HARM TO CHILDREN

Harm refers to any intentional or unintentional action, or failure to act, by an individual, institution, or society as a whole, and any result of such action or inaction that violates the equal rights and freedoms of children and/or disrupts their optimal development.

Forms of harm to children:

1. Physical abuse: Violence that causes actual physical harm to the child or poses a potential threat of harm. This can result from action or inaction by a parent, a person responsible for the child, or someone the child trusts or is under the authority of. Physical violence can be either a one-time or repeated act.
 2. Emotional abuse: A chronic, non-physical harmful interaction between a child and their caregiver, including both actions and inactions. This includes emotional unavailability, neglect, hostility, blame, rejection, inappropriate or inconsistent interactions, failure to recognize a child's individuality, and overstepping psychological boundaries.
 3. Sexual abuse: Involving a child in sexual activity that they cannot fully understand or consent to due to their developmental maturity. This includes activities between a child and an adult or a child and another child, particularly when a relationship of dependence or authority exists.
 4. Neglect: Chronic or incidental failure to meet a child's basic physical and psychological needs and/or failure to respect their basic rights, resulting in health issues or developmental challenges. Neglect occurs in a relationship where a caregiver is responsible for the child's upbringing, care, and protection.
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PRINCIPLES FOR SAFE RELATIONSHIPS BETWEEN FOUNDATION STAFF/VOLUNTEERS AND CHILDREN

1. All employees and volunteers of the Foundation act in the best interest of the child.
2. The goal of all employees and volunteers is to counteract social exclusion and equalize social-educational opportunities by supporting children in emotional, social, educational, therapeutic, and nutritional areas.
3. Employees and volunteers must not engage in behaviors that:
 - a. Discriminate against children,
 - b. Violate the dignity of a child,
 - c. Shame, humiliate, or degrade a child,
 - d. Constitute physical or emotional abuse,
 - e. Involve illegal activities involving the child,
 - f. Are of a sexual nature toward the child.

Any irregularities in behavior toward children must be immediately reported to superiors and promptly clarified.

4. Physical contact with children:

The Foundation's approach is based on creating a homelike environment to ensure emotional closeness and understanding. Employees and volunteers may, for example, hug children for comfort or greeting purposes. Specific guidelines:

- For children aged 6–12: Acceptable contact includes hugs, pats on the back, or sitting on laps for comfort. However, only if the child initiates or agrees.
 - For children above 12: Hugs (“bear hugs”) for greetings or comfort are acceptable; sitting on laps is not.
5. Verbal communication: Speak to children with respect and understanding. Avoid sarcasm or ridicule.
 6. Equal treatment: Employees should treat all children and their families fairly, without showing favoritism.
 7. Online and phone contact: Contact outside work hours should be limited to urgent matters.
 8. Transportation and accommodation:
 - Children under 12 cannot sit in the front seat without meeting safety regulations.
 - Overnight stays are only permitted at Foundation-organized events, ensuring the presence of adult supervision.
 9. Hygiene and discipline:
 - Assistance with hygiene for children aged 6–12 requires prior consent.
 - Employees never shout at children; in crisis situations, interventions focus on safety and involve contacting parents when necessary.
 10. Training: All employees and volunteers must undergo training on this policy and strictly adhere to it.
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PROTECTION OF CHILDREN ONLINE

1. Children may use the Internet only under supervision.
 2. All computers used by children must have safeguards against accessing harmful websites.
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PROTECTION OF PERSONAL DATA AND IMAGE

The Foundation adheres to personal data protection regulations, ensuring the safety of sensitive data by:

1. Obtaining written consent from parents for data processing.
 2. Appointing a person responsible for data security.
 3. Establishing clear rules for sharing information with third parties (e.g., courts, prosecutors, interdisciplinary teams).
 4. Requiring both parent and child consent for using a child’s image in promotional activities.
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INTERVENTION IN CASES OF SUSPECTED CHILD HARM

All employees and volunteers of the Joanna Radziwiłł Caring Wings Foundation work to protect children from harm. In their work, they adhere to the provisions of Polish law. Any information regarding suspected harm to a child is taken seriously and investigated, regardless of whether it comes from a child, volunteer, guardian, caregiver, or professional, and regardless of whether it concerns suspected harm caused by another child, the child's guardian, a professional, or an employee or volunteer.

Any irregularities or suspicions of harm to a child are reported to the substantive director of the respective home.

In cases of suspected harm to a child, employees of the Joanna Radziwiłł Caring Wings Foundation take immediate action (e.g., contacting the parent, guardian, or court). The decision on the type of intervention is made by a team consisting of the substantive director and caregivers.

All activities related to the intervention are documented.

COMPLAINT MECHANISM

Complaints should be addressed in writing or verbally to Board Member Magdalena Kryńska.

- Phone: 601401517
- Email: m.krynska@fundacjajoannyradziwill.pl
- Address: Omulewska 19, 04-128 Warsaw

The person responsible for implementing the Child Protection Policy: Magdalena Kryńska