



Senest revideret februar 2024

## Red Barnets børnebeskyttelsespolitik

Den børnesikre organisation Red Barnet arbejder med udgangspunkt i FN's Børnekonvention, der i 54 artikler definerer barnets rettigheder.

Red Barnets Børnebeskyttelsespolitik omfatter alle ansatte i Red Barnet, bestyrelsesmedlemmer, frivillige, praktikanter, konsulenter og andre, der repræsenterer organisationen. Børnebeskyttelsespolitikken læner sig op ad af den globale SCI Policy: Child Safeguarding, som gælder for alle medlemsorganisationer under Save the Children, herunder Red Barnet.

Red Barnets Børnebeskyttelsespolitik dækker alle former for overgreb på børn, herunder seksuelle overgreb, psykisk- og fysisk vold, følelsesmæssige krænkelser, omsorgssvigt og enhver form for udnyttelse.

Red Barnets Børnebeskyttelsespolitik tager udgangspunkt i barnet. Red Barnet definerer et barn som enhver person under 18 år (jv. FN's Børnekonvention).

### Formål

Det er vores individuelle og fælles ansvar at sikre, at Red Barnet er en børnesikker organisation, hvor de børn, der er i kontakt med Red Barnet og deltager i vores aktiviteter føler sig sikre og i trygge hænder, trives og udvikler sig og ikke udsættes for nogen former for krænkelser, omsorgssvigt eller overgreb, hverken fysisk eller psykisk.

Red Barnet har en særlig forpligtelse til at beskytte de børn, som vi kommer i kontakt med i forbindelse med vores arbejde og aktiviteter. Red Barnet tager derfor alle rimelige tiltag både som organisation og i vores daglige virke for at sikre, at Red Barnet er en børnesikker organisation, hvor:

- Alle børn har de samme rettigheder.
- Alle børns vilkår skal forbedres, så alle deres rettigheder jf. børnekonventionen kan efterleves
- Alle overgreb på børn uanset om det foregår fysisk eller digitalt er krænkelser af børns rettigheder.

Alle samarbejdspartnere til Red Barnet har ansvar for at sikre at aktiviteter udført sammen med Red Barnet lever op til Red Barnets børnebeskyttelsespolitik.



## Sådan beskytter Red Barnet børnene

Red Barnets Hovedbestyrelse og øverste ledelse sikrer, at børnebeskyttelse indgår i Red Barnets programmer og projekter, samt at Red Barnet til en hver tid lever op til sin forpligtelse i forhold til at etablere den børnesikre organisation.

For at kunne beskytte børnene har Red Barnet defineret fire særlige opmærksomhedsområder således, at:

### Oplysning:

- Red Barnet sikrer, at Børnebeskyttelsespolitikken, Ethiske regelsæt, rapporteringsprocedurer og samværspolitikker er tilgængelige og kendte af alle.
- Alle ansatte og frivillige deltager i påkrævet og relevant uddannelse tilpasset den funktion den ansatte eller den frivillige skal varetage.

### Forebyggelse:

- Der indhentes børneattester på alle frivillige, og på de ansatte, der har direkte kontakt med børn under 15 år (direkte kontakt omfatter både fysisk, skriftlig eller telefonisk kontakt).
- Der indhentes straffeattest på alle ansatte.
- I udvalgte indsatser indhentes der straffeattester på frivillige og øvrige repræsentanter for Red Barnet.
- Alle ansatte og frivillige underskriver Red Barnets Ethiske regelsæt.
- Red Barnet har fokus på børnebeskyttelse i forbindelse med rekruttering og screening af både ansatte og frivillige.

### Rapportering:

- Alle i Red Barnet har den tilstrækkelige viden til at kunne reagere i overensstemmelse med de relevante rapporteringsprocedurer i forhold til mistanke om alle former for krænkelse, omsorgssvigt og overgreb på børn.
- Red Barnet har en børnefaglig rådgivning, hvor frivillige og ansatte skal indberette bekymringer og/eller mistanke om alle former for krænkelse, omsorgssvigt og overgreb på børn som kunne lede til en underretning.
- Red Barnet har en Whistleblower-ordning, hvor det er muligt at indberette alle forhold, der strider mod Red Barnets politikker og retningslinjer som ikke omhandler bekymringer vedrørende et barn. I disse tilfælde skal Den Børnefaglige Rådgivning kontaktes.

### Reaktion:

- Red Barnet foretager en individuel vurdering af behov for bistand og støtte til den krænkede og eventuelt den krænkedes familie i forbindelse med alle hændelser om overgreb på børn, herunder seksuelle overgreb, psykisk- og fysisk vold, følelsesmæssige krænkelse, omsorgssvigt og enhver form for udnyttelse.
- Overtrædelse af Red Barnets politikker og retningslinjer kan have ansættelsesretlige konsekvenser for ansatte og kan, i forhold til frivillige, føre til bortvisning og eventuel overdragelse af sagen til myndigheder.



# Red Barnet

De forskellige politikker og retningslinjer kan læses på hhv. Red Barnets hjemmeside [www.redbarnet.dk](http://www.redbarnet.dk) og Red Barnets Frivillignet [www.redbarnet-frivillignet.dk](http://www.redbarnet-frivillignet.dk).



Review date February 2024

## Save the Children Denmark's Child Safeguarding Policy

### The child-safe organisation

Save the Children Denmark works on the basis of the UN Convention on the Rights of the Child, which defines the rights of the child in 54 articles.

Save the Children Denmark's Child Safeguarding Policy covers all staff of Save the Children Denmark, board members, volunteers, trainees, consultants and others who represent the organisation. The Child Safeguarding Policy is based on the global SCI Policy: Child Safeguarding<sup>1</sup>, which applies to all member organisations under Save the Children, including Save the Children Denmark.

Save the Children Denmark's Child Safeguarding Policy covers all forms of child abuse, sexual assault, mental, physical and emotional abuse, neglect of care and any form of exploitation.

#### Purpose

It is our individual and shared responsibility to ensure that Save the Children Denmark is a child-safe organisation where the children who are in contact with Save the Children Denmark and participate in our activities, feel safe and in safe hands, thrive and develop and are not exposed to any form of neglect or abuse, either physical or mental.

Save the Children Denmark has a special obligation to protect the children we come into contact with during the course of our work and activities. Therefore, Save the Children Denmark takes all reasonable steps, both as an organisation and in our daily work, to ensure that Save the Children Denmark is an organisation where:

- All child abuse is a violation of children's rights.
- All children have the same rights to protection against abuse and exploitation.
- All children's conditions must be improved by promoting children's rights under the UN Convention on the Rights of the Child, which includes the right not to be subjected to abuse and exploitation.
- Child abuse is never acceptable, whether through physical contact or digital.
- All partners, etc., are responsible for complying with minimum child protection standards in their programmes.

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<sup>1</sup> The Global SCI Policy: Child Safeguarding, April 2019



## How Save the Children safeguards the children

Save the Children Denmark's Child Safeguarding Policy is centred on the child. Save the Children Denmark defines a child as any person under the age of 18 (see the UN Convention on the Rights of the Child from 1989).

Save the Children Denmark's executive committee and senior management ensure that child protection is included in Save the Children Denmark's programmes and projects, and that Save the Children Denmark lives up to its commitment to establishing a child safe organisation at all times. To protect children, Save the Children Denmark has defined four areas of attention so that:

- No representative of Save the Children Denmark abuses the position of trust, respect and authority that comes with being part of our organisation.
- Everyone in the organisation is aware of and responds appropriately to issues of child abuse, violence, neglect, and child sexual exploitation.

## Information:

- All staff, volunteers and partners must be aware of issues with children who are subjected to abuse, neglect, violence, sexual abuse and other risks, including the use of unauthorised or abusive photos to which children may be exposed.
- Therefore, Save the Children Denmark ensures that the Child Safeguarding Policy, Code of Conduct and reporting mechanisms are accessible and known by all.

## Prevention:

Through information and good practice, all staff, volunteers and partners must be aware of how to minimise risks to children. Save the Children Denmark has drawn up a number of internal contact policies, guidelines and information material targeted at staff, volunteers, partners and other representatives so that:

- Save the Children Denmark obtains a child certificate on all volunteers and on staff that will have direct contact with children under the age of 15 (direct contact includes physical contact as well as contact through writing or by phone).
- Save the Children Denmark obtains a criminal record on all staff.
- All staff sign Save the Children Denmark's Code of Conduct.
- Save the Children Denmark integrates a rights perspective and ensures awareness of child protection in the recruitment of both staff and volunteers.
- All staff and volunteers are introduced to Save the Children Denmark's Child Safeguarding and Contact Policies.
- Save the Children Denmark provides information to our partners about child protection.

## Reporting:



All staff, volunteers and partners must be aware of the steps to take if children are suspected of being subjected to abuse, neglect, violence and sexual abuse or other abusive behaviour. Therefore, all staff, volunteers and other representatives of Save the Children Denmark should always be aware of any concerns about the behaviour of others involving children.

- Save the Children Denmark has established a Whistleblower scheme where it is possible to report all matters that violate Save the Children Denmark's policies and guidelines.
- Save the Children Denmark has established a special notification team, The Child Counseling, where volunteers and staff can file a concern or a suspected violation of the Child Safeguarding Policy.

### **Reaction:**

All staff, volunteers and partners shall be aware that support must be provided. Save the Children Denmark will act and follow up if there is any suspicion of abuse, neglect, violence, sexual abuse or other abusive behaviour. This means, among other things:

- Violation of Save the Children Denmark's policies and guidelines can have employment consequences for staff and may, in the case of volunteers, lead to expulsion.

In this way, we exercise our duty of care towards the children whose lives we come into contact with, ensuring that, while in contact with us, they can be safe and secure and are respected and protected from risks.

The various policies and guidelines are available on Save the Children Denmark's website [www.redbarnet.dk](http://www.redbarnet.dk) and Save the Children Denmark's Volunteer Intranet [www.redbarnet-frivillignet.dk](http://www.redbarnet-frivillignet.dk).