

Child Protection Policy

Beyond Barriers Association

1. Introduction

Beyond Barriers Association (BBA) is committed to ensuring a safe, inclusive, and protective environment for all children and young people involved in its activities. As an organisation working extensively with youth, including those under 18 years old, BBA recognises its responsibility to safeguard children from harm, abuse, neglect, and exploitation.

This policy applies to all staff members, volunteers (including European Solidarity Corps participants), interns, partners, and any individuals representing or working with BBA.

2. Scope and Principles

BBA follows a **zero-tolerance approach** to any form of child abuse or exploitation. The organisation is guided by the following principles:

- The **best interests of the child** are always a primary consideration
- All children have the right to protection regardless of gender, ability, ethnicity, religion, or background
- Safeguarding is everyone's responsibility
- All concerns and allegations will be taken seriously and addressed promptly

3. Policy Framework (Keeping Children Safe Standards)

3.1 Policy

This document serves as BBA's official Child Protection Policy. It is:

- Publicly available and shared with staff, partners, and stakeholders
- Integrated into organisational procedures and project implementation
- Reviewed regularly to ensure compliance with international safeguarding standards

3.2 People (Safe Recruitment & Conduct)

BBA ensures that all individuals working with children are suitable and trained:

Recruitment & Vetting:

- Clear role descriptions outlining safeguarding responsibilities

- Interviews include safeguarding-related questions
- Background checks and references are required where applicable
- Screening procedures for volunteers, including ESC participants

Code of Conduct:

All staff and volunteers must:

- Treat children with respect and dignity
- Never engage in inappropriate or exploitative behaviour
- Avoid situations where they are alone with a child without supervision
- Use appropriate language and communication at all times

3.3 Procedures (Reporting & Response)

BBA has clear procedures to respond to safeguarding concerns:

Reporting:

- Any concern, suspicion, or allegation must be reported immediately to the designated safeguarding focal point
- Reports can be made confidentially and without fear of retaliation

Response:

- All cases are documented and assessed promptly
- Immediate action is taken to ensure the safety of the child
- External authorities are contacted where necessary, in line with national legislation

Risk Management:

- Risk assessments are conducted before all activities involving children
- Safeguarding measures are integrated into all project planning and delivery

3.4 Accountability (Monitoring & Training)

BBA ensures continuous improvement and accountability through:

Training:

- Mandatory safeguarding training for all staff and volunteers
- Induction sessions for newcomers, including ESC volunteers
- Ongoing capacity-building on child protection and ethical engagement

Monitoring:

- Regular review of safeguarding practices
- Feedback mechanisms for participants and stakeholders
- Internal documentation and reporting systems

Responsibility:

- A designated safeguarding focal point oversees policy implementation
- Management ensures compliance across all programmes and activities

4. Communication and Visibility

- This policy is shared internally and externally
- It is made available upon request and can be published on BBA's official communication channels
- Safeguarding information is included in volunteer onboarding and partner agreements

5. Review and Updates

This policy will be reviewed annually or as required, based on:

- Changes in legislation
- Organisational learning
- Feedback from stakeholders

6. Declaration

Beyond Barriers Association is fully committed to upholding the highest standards of child protection and safeguarding across all its activities.

Approved by:

Ana Mullanji
Legal Representative / Executive Director
Beyond Barriers Association

Signature:




Date: 05/01/2026