

CHILD PROTECTION & SAFEGUARDING POLICY



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The PAL Network is a leading European association dedicated to promoting the rights and inclusion of marginalized children and youth. With members and partners across multiple European countries, PAL Network supports initiatives, advocacy, and programs that empower young people, promote diversity, and uphold social justice.

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Vision

PAL Network works for:

- A world that respects and values every child.
- A world that hears children's voices and learns from their experiences.
- A world where every child has the opportunity to grow, thrive, and shape their future with hope.

Mission

PAL Network is committed to advancing children's rights. We work to bring meaningful and lasting change to children's lives by promoting their protection, empowerment, and active participation across Europe and beyond.

1. Introduction

Child abuse—whether physical, sexual, emotional, or neglect—can occur in any society and setting, regardless of geography or background. At PAL Network, we recognize the serious and lasting impact abuse can have on children and young people, and we are committed to actively preventing harm and promoting a safe and empowering environment for all children involved in our work.

This Child Protection Policy outlines our values, principles, and procedures aimed at ensuring the safety, dignity, and well-being of every child. It reflects our commitment to safeguarding children through prevention, education, accountability, and response mechanisms. We would like to acknowledge the contributions of partner organizations and best practices from child rights institutions across Europe that have informed the development of this policy.

PAL Network is a European civil society association based in Brussels, Belgium, that works to promote inclusive participation, equality, and active citizenship. As part of our mission, we often engage with children and youth through awareness campaigns, events, and educational programs. Ensuring their safety is not only our responsibility—it is a non-negotiable foundation for their empowerment.

This policy is grounded in the principles of the United Nations Convention on the Rights of the Child (UNCRC) and aligns with both international and national standards for child safeguarding. We believe that children must be protected from all forms of abuse, harm, and exploitation in order to fully enjoy their rights and thrive in a safe, respectful, and inclusive environment.

Protecting children is a shared responsibility, and this policy applies to all staff, members, volunteers, consultants, and anyone representing PAL Network in any capacity. Together, we are committed to upholding the highest standards of care and protection for every child we engage with.

2. PAL Network's Background and Mission

PAL Network is a European network based in Belgium, focused on fighting discrimination and supporting the integration of vulnerable groups in education and employment. The network has 71 members from 23 European countries and works on various topics, including education, social policy, and entrepreneurship.

Since its inception, the organization has formed 5 working groups where network partners convene to conduct research and undertake initiatives on diverse subjects. These topics include art, education, employment, policy, and research. PAL Network has developed significant experience into working with pupils, students and youngsters, especially those coming from socially excluded groups, demonstrating the brief presentation of the organization (e.g., its type, size, scope of work, areas of specific expertise, specific social context etc.).

PAL Network has been created with the aim of contributing to different sectors, such as research, policy and practice on topics that fall under the following areas: Education and Lifelong Learning, Career and Employability, Entrepreneurship and Employment, Social Policy and Social Inclusion. Some indicative topics to be addressed by the work of the organization are:

- Non-formal and informal learning
- Career counseling, career development and decent work
- Skills, competences and the world of work
- Literacy and Information and Communication Technologies (digital, computer, information, social, technological, linguistic)
- Vulnerable social groups (e.g., Roma, refugees, immigrants, etc.)
- Human rights and citizenship
- Social policy, social justice, social equality and gender equality
- Social empowerment of vulnerable groups (Roma, refugees, immigrants, etc.)
- Environment, sustainability and education for sustainable development
- Youth entrepreneurship, women entrepreneurship and entrepreneurship in education
- Issues of social and circular economy.

PAL Network is committed to ensuring the safety and healthy development of children involved in its activities. Moreover, the network has worked closely with teachers, school principals, social workers, counselors and mediators in order to develop tools and methods that help them understand students' behavior and provide solutions to their everyday problems within the school arena. Many of the Pal members are also focused on education and children's support and rights. This policy outlines our commitment to protecting children from harm, abuse, exploitation, and neglect.

3. Purpose of this Child Protection Policy

This policy outlines PAL Network's commitment to safeguarding children and applies to all staff, volunteers, members, current and potential project partners, and beneficiaries of PAL Network's work, including schools, parents, teachers, and children.

Its purpose is:

- To ensure the safety, well-being, and healthy development of children in all of PAL Network's activities and projects.
- To guarantee that every child is protected from harm, abuse, exploitation, and neglect in any context involving PAL Network or its representatives.

This policy serves as a foundation for upholding and promoting children's rights in the following contexts:

- All activities and projects initiated by PAL Network
- Actions taken by PAL Network's partners during collaborative projects
- The conduct of PAL Network's staff and volunteers towards children
- The behavior of PAL Network members
- Anyone representing PAL Network in any capacity
- Conduct at events or activities organized by or under the responsibility of PAL Network

More than just a statement of principles, this policy represents a firm commitment by all individuals and organizations acting on behalf of PAL Network to actively promote, uphold, and protect the rights of children in all aspects of their involvement.

4. Revision of the Child Protection Policy

Considering PAL Network's close contact with many organisations with focus on education, including many schools, institutes, municipalities and universities being members of the PAL Network, and interacting both indirectly and directly with children along EU projects, PAL Network's Child Protection Policy will be reviewed every two years. This Child Protection Policy will be distributed to PAL Network members for approval and comments at each review.

5. Key Principles

- 1. Respect for Children's Rights:** We follow the United Nations Convention on the Rights of the Child and the EU Strategy on the Rights of the Child. Everybody has a responsibility to support the protection of children and if organisations work with partners, they have a responsibility to help partners meet the minimum requirements on protection.
- 2. Do Not Harm:** We actively prevent and protect children from physical, emotional, and sexual abuse, neglect, exploitation, and violence. All children have equal rights to protection from harm
- 3. Active Listening:** We listen to children's needs and involve them in decision-making processes.
- 4. Non-Violent Communication:** We communicate respectfully and empathetically.
- 5. Equity and Inclusion:** We ensure equal treatment and opportunities for all children, regardless of their background.
- 6. Sustainable Futures:** We promote activities that contribute to children's personal and professional growth and the preservation of a healthy environment.

Hiring process

At PAL Network, candidates are informed about the Child Protection Policy during recruitment. Compliance is mandatory for employment.

This process applies only to roles involving direct contact with children with their parents/guardians. In such cases, candidates must:

- Provide two professional references confirming appropriate conduct around children.
- Submit a valid police clearance certificate from their country of origin, confirming no record of child abuse or related offenses.

Contracts will only be finalized once all documents are received and verified.

Code of Conduct

As part of PAL Network's ongoing commitment to safeguarding children and young people, this Child Protection Code of Conduct outlines the expected standards of behavior for all members, staff, volunteers, consultants, and anyone engaged in activities carried out under the PAL Network umbrella.

This Code is a key element in empowering a professional and safe environment where children's rights are fully respected, in accordance with the principles of the United Nations Convention on the Rights of the Child (UNCRC) and the core values of PAL Network.

All PAL Network members and partners must uphold the following standards when working with or around children and young people.

1. Respect and Dignity

Members of PAL Network shall:

Treat all children and young people with respect, dignity, and fairness.

Value each child as an individual, irrespective of their background, ethnicity, gender, religion, disability, sexual orientation, or any other status.

Respect children's right to privacy and personal space.

2. Protection and Safety

All individuals representing PAL Network must:

-Ensure that their actions do not cause any physical, emotional, or psychological harm to children.

-Never engage in or condone any form of abuse, exploitation, neglect, or discrimination.

-Avoid any behavior that could be perceived as threatening, suggestive, or inappropriate.

-Always work in pairs or ensure visibility when interacting with children, especially in private settings.

3. Professional Conduct

In all activities, members shall:

- Act as role models of integrity, professionalism, and non-discriminatory behavior.
- Maintain appropriate boundaries at all times—physical, emotional, and digital.
- Avoid developing personal relationships with children that could be seen as exploitative or crossing professional boundaries.

4. Reporting and Accountability

PAL Network commits to:

-Ensuring that all representatives are aware of the procedures for reporting any suspicion, concern, or allegation regarding child abuse.

-Encouraging a culture of openness where concerns are taken seriously and addressed promptly.

-Taking immediate and appropriate action in the event of suspected or confirmed abuse or misconduct.

5. Compliance

All staff, members, volunteers, contractors, and partners shall:

Sign and commit to this Code of Conduct as a condition of involvement with PAL Network activities.

Attend child protection trainings when required.

Be subject to appropriate screening measures, including background and reference checks, particularly when working directly with children.

6. Commitment to Improvement

PAL Network strives to:

- Continuously improve safeguarding measures and implement best practices across all member organizations.
- Engage children and young people meaningfully and safely in relevant activities.
- Encourage feedback from participants and partners to improve child protection frameworks.

7. Communication and media

At PAL Network, we are fully committed to upholding and protecting the rights, dignity, and well-being of every child involved in our projects and activities. Below is a summary of our core child protection and safeguarding principles and procedures:

a. Use of Personal Data

- PAL Network prohibits the use of any images or videos portraying children in inappropriate, vulnerable, or undignified situations.
- Children's consent and preferences regarding how they are portrayed are prioritized.
- Any personal data (photos, videos, testimonies) is used strictly for professional purposes and only after informed written consent from both the child and their legal guardians.
- Children and guardians have the right to withdraw consent at any time, and PAL will take all necessary steps to cease the use and remove any content accordingly.
- Any misuse of personal data is considered a serious violation of our policy.

b. Use of Technologies

- When technologies are introduced in a project, children will receive a child-friendly orientation session to understand its use, benefits, and risks.
- Children must be consulted and give consent before engaging with any technology-based activity.
- Only trained individuals may use technology within the project.
- All devices will have filters and security checks to prevent access to harmful content. Any breach will lead to immediate support measures for the affected child and staff, and increased security protocols.
- The distribution of harmful content is strictly forbidden and considered a legal offense.
- Emotional support will be provided to both children and staff in case of exposure to harmful content.

c. Research Activities (Interviews, Focus Groups, Surveys)

- All research involving children must comply with international child rights standards.
- Informed written consent from both children and legal guardians is mandatory.
- Collected data will remain confidential and anonymised, and used solely for the stated professional purpose.
- Interviews must be conducted in a safe, inclusive, and respectful environment, with sensitivity to gender, privacy, accessibility, and emotional well-being.
- Children should always feel comfortable and empowered to express their own views freely.

8.Actions to Prevent and Respond to Child Protection Risks

PAL Network projects must prioritize child safety, minimizing risks of harm to any children they directly or indirectly affect. This means considering environmental and contextual factors, including unintended impacts. Even projects focused on economic, legal, or governance improvements can unintentionally harm children if risks aren't assessed properly.

PAL Network must carry out thorough risk assessments for every program, adapt plans to enhance safety, and include specific child protection measures during implementation.

Preventing Harm by Staff, Volunteers, and Associates

Staff, volunteers, and associates may cause harm—intentionally or due to lack of awareness. PAL Network must clearly communicate a zero-tolerance stance on child abuse through its code of conduct, recruitment practices, training, and internal communication. This obligation to safeguard children applies both during and outside of work-related interactions.

Ensuring Safe Events and Activities for Children

When organizing child-focused events or activities, PAL Network must:

- Respect family or community concerns about participation
- Avoid scheduling during times children may have other obligations
- Take extra precautions when activities are held in unfamiliar locations or away from caregivers
- Using Media Responsibly

To protect children when using stories or images, PAL Network should:

- Avoid showing children in undress or inappropriate poses
- Not reveal identifying information or locations
- Exclude recognizable landmarks or geotagging
- Use vetted professionals for media work
- Obtain consent from children and their guardians before capturing or sharing their information

Reporting Abuse in the Community

If PAL Network becomes aware of child abuse in the community, even if unrelated to its activities, it must report it to appropriate authorities or trusted child protection organizations. Reporting must be handled carefully to avoid putting the child or their family at further risk.

9.Building child-safe activities, projects and programmes

a. Dedicated child protection officers

PAL Network appoints a Child Protection Officer (CPO) responsible for integrating safeguarding across all projects. Each project also designates a project-level CPO who ensures adherence to child protection standards and handles complaints. Backup officers are identified in case of absence.

b. Safeguarding integrated in every stage

Child protection is a priority from project design through evaluation. Each project undergoes a risk assessment and must have a prevention plan. If risks are high, the project may be revised or cancelled. The CPO provides guidance and can intervene at any stage if child protection standards are not met.

c. Respectful engagement

All staff, volunteers, and participants are expected to engage with children using respectful, inclusive, and nonviolent communication, while promoting values such as empathy, equity, and active listening. Individuals are responsible for their actions and their impact on others' well-being.

d. Children's participation

Children's participation is strictly voluntary and based on informed consent from both the child and their guardian. Children must be fully informed about the activity, its purpose, and their role in a child-friendly manner. Their feedback must be sought before and after each activity. Children have the right to withdraw or propose changes to an activity.

e. Ongoing safeguarding monitoring

Safeguarding is continuously monitored during the project. Feedback is collected from children and teams to inform future practices. A summary safeguarding report is prepared by each project team and reviewed centrally to inform updates to the policy and shared learning across partners.

f. Vetting potential partners

All potential partners must sign PAL Network's Child Protection Pledge and provide their own child safeguarding policy. If gaps are found, PAL may request revisions or reject partnerships. From 2024–2025 onward, partnerships without safeguarding policies may be refused.

g. Partner responsibilities

All project partners must ensure their staff and volunteers undergo background checks. When projects are run in partner facilities, they must also submit a brief context analysis to support risk assessments.

If any serious violations of child rights are identified, PAL Network will immediately terminate the partnership. Affected children will be supported—emotionally, psychologically, or legally—through coordinated actions led by the project's CPO in collaboration with partners and relevant stakeholders.

Relevant Projects

PAL Network has participated in several EU-funded projects aimed at supporting vulnerable groups, including:

- **PAL ENROLL:** Supporting Romani children's enrollment in education.
- **PAL SOUND:** Promoting social inclusion and music co-creation for Roma musicians.
- **PAL LAB:** Upskilling teachers and mediators working with Romani children.
- **E-playing in Social Entrepreneurship:** Developing game-based social entrepreneurship education.
- **Proud Ambassadors:** Supporting LGBTQIA+ youth's mental well-being.
- **ROMDIEM:** Raising awareness about the Roma Holocaust and combating anti-gypsyism.

10. Definitions

Definition: Child

Anyone under the age of 18 (UN Convention on the Rights of the Child). PAL Network aligns with the definition stated in the United Nations Convention on the Rights of the Child, which is also endorsed by the European Commission. According to this definition, a child is any person under the age of eighteen, unless legal adulthood is reached earlier under national law.

Definition: Child maltreatment

It is the abuse and neglect that occurs to children under 18 years of age. It includes all types of physical and/or emotional ill-treatment, sexual abuse, neglect, negligence and commercial or other exploitation, which results in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power. Exposure to intimate partner violence is also sometimes included as a form of child maltreatment. (WHO, 2016).

Definition: Quality Education

Quality education is viewed as a dynamic process that enables each learner to fully develop their potential. This development takes place in connection with themselves, others, and the wider world, through a flexible and learner-centered approach. It encourages lifelong learning and the acquisition of skills in a comprehensive way. Quality education acknowledges that learning is influenced by various political, cultural, and economic contexts, and that it happens in diverse, safe, and supportive environments.

To put this into practice, quality education includes eight key components:

- Ongoing learning and growth among educators
- Building relationships based on trust
- Encouraging motivation from within
- Supporting personal development in democratic settings
- Valuing unstructured, free play
- Engaging with real-world experiences
- Focusing on context and the learning process itself
- Ensuring inclusion by avoiding all forms of discrimination and segregation

Definition: Well-Being in Education

Well-being in education refers to a blend of positive emotions and personal growth experienced by both students and educators. It depends on a secure and nurturing learning environment that supports a deep sense of connection—to oneself, to others, and to the world.

In practical terms, and as described by the European Education Area, well-being in schools means:

- Feeling safe, appreciated, and respected
- Actively and meaningfully involved in both learning and social life
- Having strong self-worth, confidence in one's abilities, and a sense of independence
- Building supportive and caring relationships with teachers and peers
- Feeling included and part of the school community
- Experiencing happiness and satisfaction with school life

Definition: Direct contact with children

Being in the physical presence of a child/children in the context of PAL Network's work, whether contact is occasional or regular, short or long-term. This includes all PAL Network work and could involve attending meetings and conferences at which children are present.

Definition: Indirect contact with children

PAL Network has a responsibility to ensure appropriate child protection processes are in place in instances of indirect contact which include having access to information on children in the context of PAL Network's work, such as children's names, locations (addresses of individuals or projects), photographs and case studies.

Definition: Physical Abuse

This refers to any actual or potential harm inflicted on a child by another person—whether an adult or another child. It can include actions like hitting, shaking, burning, poisoning, or drowning. Physical abuse may also involve a caregiver intentionally causing or faking symptoms of illness in a child.

Definition: Sexual Abuse

Sexual abuse involves pressuring or forcing a child into sexual acts they are too young to understand and cannot truly consent to. This may involve rape, oral sex, penetration, or non-penetrative acts such as fondling, touching, kissing, or masturbation. It also includes exposing children to sexual images or activities, encouraging them to watch or produce such content, or influencing them to act in sexually inappropriate ways.

Definition: Child Sexual Exploitation (CSE)

CSE is a form of sexual abuse where a child engages in sexual activity in exchange for something they or their family need—such as money, gifts, food, shelter, status, or affection. It often involves manipulation, coercion, or grooming tactics, such as gaining the child's trust or exposing them to substances like drugs or alcohol.

The power imbalance in these situations limits the child's ability to refuse or escape. CSE may appear consensual but is inherently exploitative.

It can take several forms:

- An older individual using emotional, financial, or physical power to control a young person
- Peer exploitation through manipulation or pressure, sometimes in gang environments
- Organized or opportunistic groups profiting from trafficking children to different locations for sexual purposes

Definition: Neglect and Negligent Treatment

Neglect involves the ongoing failure to meet a child's fundamental physical or psychological needs, leading to serious harm to their physical, emotional, spiritual, or mental well-being.

This includes:

- Lack of supervision or protection from harm
- Inadequate access to nutrition, shelter, or safe environments
- Prenatal neglect due to substance abuse
- Failing to meet the specific needs of children with disabilities

Definition: Emotional Abuse

Emotional abuse refers to consistent actions that damage a child's emotional health and development.

This may include:

- Limiting freedom of movement
- Bullying, including cyberbullying
- Verbal abuse such as humiliation, threats, or insults
- Discrimination, ridicule, or rejection
- Any behavior that makes a child feel unsafe, unwanted, or unworthy

Definition: Commercial Exploitation

This type of abuse involves using children for labor or other activities that benefit others while negatively impacting the child's health, education, or emotional and moral development. It includes, but is not limited to, child labor. Commercial exploitation means exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development. It includes, but is not limited to, child labour.

Definition: Criminal exploitation, children being forced to participate in illegal activities such as forced begging, shoplifting and pickpocketing, cannabis cultivation, drug dealing. A child who is being abused may often experience more than one type of cruelty.

People – General Information

PAL Network will ensure that all personnel are informed about the organization's child protection policy.

As a prerequisite for working with PAL Network, all employees, Board members, interns, volunteers, and individuals representing the organization—such as consultants or trainers—must acknowledge and commit to adhering to the Child Protection Policy and the Code of Conduct (see Annex).

11. Implementation

1. Implement a comprehensive Child Protection Policy that applies to all staff and organizational activities, and ensure it is accessible to all relevant stakeholders.
2. Introduce a staff code of conduct to promote safe and responsible behavior.
3. Align its practices with international and national child rights and protection frameworks.
4. Provide clear information on child protection procedures to children, parents, and staff.
5. Require all individuals involved in activities with direct contact with children to present a valid criminal background check.

12. PAL Network Code for Working with Children

The following code must be fully understood and signed by every staff member who will interact with children.

All individuals in contact with children must not:






- ✘ Engage in any form of sexual activity or inappropriate behavior with children.
- ✘ Exhibit any conduct that could result in physical harm or abuse.
- ✘ Use crude, offensive, or inappropriate language in the presence of children, even outside formal activities.
- ✘ Display obscene, indecent, or unlawful behavior.
- ✘ Intimidate, threaten, or pressure children in any way.
- ✘ Develop relationships with children that could lead to sexual, physical, or emotional exploitation.
- ✘ Discriminate against, humiliate, shame, or demean children, or show favoritism.
- ✘ Be alone with a child in situations that could be misinterpreted or questioned.
- ✘ Take photos, record videos, or request personal information unless necessary for PAL Network activities and with proper consent.
- ✘ Ignore or condone breaches of this code by colleagues, interns, consultants, or others.

All individuals in contact with children must:

- ✔ Understand and recognize the different forms of abuse.
- ✔ Empower a safe, respectful, and supportive environment where children feel secure and valued.
- ✔ Support children's personal, physical, social, emotional, moral, and intellectual development.
- ✔ Listen to and respect children's opinions and concerns.
- ✔ Remain alert and open to any issues children may raise and provide a safe space for them to speak freely.
- ✔ Always maintain confidentiality regarding children's personal data.
- ✔ Secure written consent from the child and their parent/guardian when collecting personal information or taking photos/videos for project purposes.
- ✔ Ensure at least two staff members are present during meetings with children to respond to any immediate needs appropriately.
- ✔ Promptly report any suspicions of abuse to the designated supervisor and act in a way that protects and reassures the child involved.
- ✔ Remain visible and accessible during activities involving children.
- ✔ Sign both the organization's Code of Conduct and Child Protection Policy and uphold them at all times.

ANNEXES

13. Helplines for children

-  1107 – National Child Protection Line
-  1056 – National SOS Helpline for Children - The Smile of the Child
-  115 25 – Together for the Child Helpline
-  116 111 – Child Helpline international (supported by The Smile of the Child)
-  800 11 32 000 – Children's Ombudsman

14. Conclusion: Our Readiness and Responsibility

ANNEX 1

All staff, members, volunteers and potential partners must read, understand, and commit to following this policy.

Statement of Commitment to PAL Network's Child Protection Policy I,, have read and understood the standards and guidelines outlined in the Child Protection Policy. I agree with the principles contained therein and accept the importance of implementing and promoting the child protection policy, procedures and practices contained within this document while working or associated with PAL Network. I understand that any failure to respect this policy may result in the termination of my engagement with PAL Network, or further disciplinary or other proceedings as mentioned in the Policy. Furthermore, I declare that I have no criminal records regarding an offence towards a child (which I have not previously declared) and nor do I know of any reason why anyone would deem me unsuitable to work with children.

Signature:

Position:

Date:

ANNEX 2

PERSONAL CONSENT

Your name and age:

Your address:

Your phone number:

Your mobile number (if available):

Your email address:

Are you happy to take part in _____(e.g. meeting/event/etc)?

YES NO

Do you have any allergies we should know about?

YES NO

Please give details:

Do you have any additional support needs you'd like us to know about (physical or learning disability, mental health issues, low confidence, difficulties with communication, things you find it hard to talk about)?

YES NO

Please give details:

Is there anything extra we can do to make sure that you can come along and participate fully?

YES NO

Please give details:

21 Are you taking any medication we should know about?

YES NO

Please give details:

Do you have any dietary requirements?

YES NO

Please give details:

If you practice a religion, please tell us if there's anything connected to taking part in the event that we should know about:

ANNEX 3

CONTACT PERSONS IN CASE OF EMERGENCY: (It is very important you fill in this section fully)

Person 1:

Name:

Relationship to you:

Phone number:

Mobile:

Person 2:

Name:

Relationship to you:

Phone number:

Mobile:

MY CONSENT:

Signature:

Location (where you live):

Today's Date:

ANNEX 4

PARENT/LEGAL GUARDIAN CONSENT (IF UNDER 18):

My child/young person under 18 (please tick as appropriate):

- is allowed to participate in.....(event)
- is allowed to take part in media activities at (event)
- has been informed about the event goals, the voluntary nature of participation and anonymity in an age appropriate way
- has been informed that they can refuse to participate at any time with no consequences
- is allowed to receive appropriate medical attention from a registered practitioner if at any time my child requires urgent medical attention,

Full name:

Relationship to child/young person:

Signature:

Location:

Date:

ANNEX 5

PHOTO AND VIDEO CONSENT FORM

PAL Network is a network based in Brussels that provides collaboration among grassroots organizations, civil society, and institutions in sectors such as education, social policy, career development, equality, inclusion and diversity, particularly for vulnerable groups and minorities. If you have received this form, your child or yourself appear in the footage/pictures produced on [date] [redacted] and we need your consent on the points stated below.

I, [redacted]

[redacted recorded person's full name] do hereby consent to the use of my image, video, voice, or all three of them.

[This authorization grants permission to use my image (still or moving) and/or my spoken words for educational, communication and dissemination purposes of PAL Network, in order to promote the importance of democratic, sustainable and inclusive education. By signing this document, I agree: 1. To allow the recording of my image and voice (e.g., photographs, audio, or video) 2. To distribute my image or recording in any medium, be it print or electronic form, which may include the Internet. 3. To grant permission to the PAL network to reproduce the images or recording for educational, communication and dissemination purposes. 4. That there is no reimbursement for the right to take, or to use my photograph or video or recording. 5. That my image or recording may appear publicly as part of PAL Network's website, social media and/ or other dissemination material. Children retain the right to change their mind regarding the publication and dissemination of their image/voice. In such case, PAL Network will do its best within its power to withdraw the content and not use it in further communications. I have read and fully understand the intent and purpose of this document and am signing it without reservation.

If the recorded person is a minor:

Signature of Minor:

Signature of Guardian:

If the recorded person is an adult:

Date:

Signature

ANNEX 6

CHILD PROTECTION PLEDGE

By acting on behalf of PAL Network, I pledge :

1. To respect and treat every child equally, which means :

- a. Offering equitable opportunities to children, taking into account their specific social, economic, cultural and personal characteristics
- b. Protecting equally every child from harm, abuse and neglect
- c. Actively listening to every child's perceptions, ideas, voice and emotions Answering to every child's learning needs and adapting learning activities accordingly
- d. Sharing information, my own perceptions and ideas in a respectful, responsible and child-friendly way, using nonviolent communication
- e. Respecting the children's right to privacy and confidentiality relating to any data I might have been exposed to.

2. To act continuously towards protecting every child's rights, which means :

- a. Having read rigorously the Child Protection Policy and systematically implementing it with my team
- b. Guaranteeing a safe and healthy learning space for all present and future children, through activities, actions and words promoting a culture of peace, collaboration, democracy and respect of the environment
- c. Making sure that none of the activities, of my actions or my words can harm a child, including those not taking part in activities
- d. Alerting and triggering the safeguarding mechanisms depicted in the Child Protection Policy if having witnessed or having been brought aware of a right violation.
- e. Acting responsibly and proportionally to protect the harmed child as well as the rest of the participants.

3. To promote children's participation in every matter affecting their life, which means :

- a. Encouraging children to share their ideas, perspectives to the group while respecting their choice if choosing not to participate
- b. Creating spaces for children to take part in decision making surrounding matters affecting their own lives
- c. Facilitating collective decision making processes by sharing values of meaningful collaboration, active listening and empathy
- d. Supporting children's participation in the design, implementation, evaluation and communication of their learning activities, projects and opportunities
- e. Federating children with their broader communities
- f. Spreading the vision of children as positive change makers in society

Name:

Date & Signature :

Position:

Project/Activity:

ANNEX 7

PROTECTION EVALUATION FOR CHILDREN

Did you like participating in this project?

Yes No

Would you like to tell us why?

During the project have you felt that your voice counted?

Yes No

Would you like to tell us why?

Did you learn about your own rights during the project?

Yes No

Would you like to tell us which ones?

According to you, what could we improve to make children feel that their rights are respected?

Yes No

During the project have you felt that you could participate in activities, propose changes or new activities?

Yes No

Would you like to tell us why?

PROTECTION EVALUATION FOR CHILDREN

Have you felt safe in all the activities of the project?

Yes No

Would you like to tell us why?

Did you know who to talk to if you felt unsafe?

Yes No

Would you like to tell us why?

Did you know you could make an anonymous complaint, and where to do so, in case you needed to?

Yes No

Would you like to tell us which ones?

Did you need to make a complaint?

Yes No

If so, did you like the project team's reaction?

Do you have any feedback you would like to give us?

Thank you for your answers!
PAL Network team

ANNEX 8

PROTECTION EVALUATION FOR ADULTS

Have you been informed at the beginning of the project about the Child protection measures put into place to prevent any incident from happening?

Yes

Not sufficiently, specify why :

No

Was this information clear?

Yes

Not sufficiently, specify why :

Who gave the information?

Do you know the names of the Child Protection Officer team for the project?

Yes, specify the names :

Only one Child Protection Officer, specify the name :

No

Were all child protection measures implemented to prevent incidents?

Yes

Not sufficiently, specify why :

No

Do you think that all the project activities were safe for children?

Yes

Not sufficiently, specify why :

No



Do you think that children’s rights were respected all along the project?

- Yes
- Not sufficiently, specify why :
- No

Has any right violation been reported?

- Yes
- Not sufficiently, specify why :
- No

What would you have done differently?

Any other feedback?

Thank you for your answers!
PAL Network team



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