



CHILD PROTECTION AND SAFEGUARDING POLICY

1. PURPOSE AND SCOPE (Area 1: Policy)

The purpose of this policy is to protect all children and young people (under 18) who engage with Y4ID activities, whether onsite, online, or through our partners. Y4ID operates under a zero-tolerance policy against any form of abuse, neglect, or exploitation.

- **Legal Anchors:** This policy complies with the UN Convention on the Rights of the Child, the EU Strategy on the Rights of the Child (2021), and Bulgarian national child protection laws.
- **Core Principles:** Best interests of the child, non-discrimination, inclusion, and the right to be heard.

2. ROLES AND RESPONSIBILITIES (Area 2: People)

Y4ID ensures that everyone working for or with the organization understands their responsibilities.

- **Staff & Volunteers:** All personnel must sign a Code of Conduct and undergo a background check (criminal record check) before engaging in child-facing activities.
- **Designated Safeguarding Lead (DSL):** Y4ID has appointed a DSL responsible for handling disclosures and ensuring policy compliance.
- **Training:** All staff receive annual induction training on recognizing signs of abuse and safe digital practices.

3. SAFEGUARDING PROCEDURES (Area 3: Procedures)

Y4ID implements clear steps to prevent and respond to risks:

- **Risk Assessment:** Every project activity involving minors requires a documented risk assessment to identify and mitigate potential harms (physical or digital).

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- **Reporting Protocol:** Any suspicion or allegation of harm must be reported to the DSL within 24 hours. If a child is in immediate danger, local authorities (112 or Bulgarian Child Protection Agency) will be contacted immediately.
- **Safe Programming:** We maintain appropriate adult-to-child ratios and ensure "two-adult" rules for any off-site or overnight activities.
- **Digital Safety:** Strict rules apply to photographing children; informed parental consent is mandatory, and no identifying personal data is published without explicit permission.

4. MONITORING AND ACCOUNTABILITY (Area 4: Accountability)

We hold ourselves accountable to the highest standards of safety:

- **Policy Review:** This document is reviewed annually by the Board of Directors to reflect new legal requirements and lessons learned.
- **Whistleblowing:** Staff and volunteers can report safeguarding concerns about their colleagues or leadership without fear of retaliation through a secure internal channel.
- **Partner Compliance:** All partners and sub-grantees working with Y4ID must either adopt this policy or provide a policy of equal standard before collaboration begins.

DECLARATION OF COMMITMENT

Youth for Innovative Development (Y4ID) commits to creating a safe environment where children's rights are respected and protected.

Date: 01/12/2025 **Location:** Sofia, Bulgaria

Signed by: Serdar Mentes Legal Representative, Y4ID



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