

# Child Protection Policy of Childaid Network

At Childaid Network, we are committed to enabling children to have a better future through access to quality education and the realization of children's rights. This includes protection from all threats to child welfare, particularly all forms of violence, including sexualized violence. A zero-tolerance principle applies. We are committed at all times and in all our activities and projects to the prevention of and response to:

- **Violence:** Any form of physical or psychological harm against a child.
- **Exploitation:** The use of a child for the benefit, profit, or advantage of others.
- **Abuse:** Any form of physical, emotional, or sexual harm to a child, as well as neglect.

Child protection is understood as the entirety of processes and measures that contribute to protecting children from violence, ensuring a safe environment, and enabling their unhindered development within our projects, as well as during our events and activities.

## Objectives and Principles of the Child Protection Policy

Through all our activities, we promote a safe, positive, and encouraging environment for children. Children are respected as individuals within their cultural contexts, in their dignity and with their values, enabling them to develop to their full potential. This applies regardless of their abilities, gender, culture, ethnic background, or sexual or religious orientation. The child protection policy is based on a comprehensive risk analysis covering all activities of Childaid Network.

The Childaid Network child protection policy is aligned with international commitments to child protection, particularly the UN Convention on the Rights of the Child (1989), as well as with the legal frameworks for child protection in the countries in which Childaid Network operates. According to the UN definition, children are all human beings under the age of 18.

## Elements of the Child Protection Policy

The Childaid Network child protection policy consists of the following elements. Staff from all departments as well as external experts were involved in their development.

### 1. Self-Commitment to Child Protection

We are concerned with respectful interaction with children and with the avoidance of any form of harassment, humiliation, and violence, including sexualized violence. The signatories commit to traveling to projects only when accompanied, to avoiding one-to-one situations with children, and to not maintaining any personal contact with children in projects – including virtual contact. They also commit to participating in child protection briefings and to reporting suspected cases of risks to child welfare. This document is signed by all staff members, volunteers with regular tasks and all persons who, through Childaid Network, have access to children in projects.

### 2. Child Protection Guidelines for Public Relations

Childaid Network commits to maintaining respectful handling of photos and videos of children in reporting across all media and to portraying them as individuals with many facets, potentials, and strengths. They are not reduced to a victim role or other stereotypical roles. In the interest of child protection, the recordings do not allow any conclusions to be drawn about the children's places of residence, schooling, or work.

### 3. Child Protection Guidelines for the Employment of Staff and Volunteers

In the recruitment of staff, Childaid Network commits to reducing the risks to child welfare. Job advertisements refer to the importance of child protection for Childaid Network. In interviews, attitudes toward child protection are assessed. An extended certificate of good conduct and the signing of the

child protection commitment are prerequisites for employment and for volunteers. Newly recruited persons receive a child protection briefing. The positions in the Child Protection Team of Childaid Network are to be filled at all times.

#### **4. Procedure for Suspected Child Protection Concerns (Case Management)**

Various simple channels are available for reporting a suspicion of a risk to or violation of child welfare. The case management procedure describes a largely standardized process through which the specially trained case management team of Childaid Network examines a suspicion. If the suspicion is confirmed, and depending on the nature and severity of the incident, internal and, where applicable, criminal consequences are imposed. The welfare of the child and the protection of the reporting persons are the highest priority.

#### **5. Child Protection Standards for Project Partners**

The highest risks in the work of Childaid Network concern the children in our projects. Therefore, Childaid Network obliges all local project partners by contract to adopt their own child protection policy. If local partners do not have a policy or do not have a complete one, Childaid Network is prepared to support them in its development and implementation.

### **Responsibilities within the Child Protection Team**

Childaid Network has staff at all levels of the foundation who bear responsibility for child protection and take on different roles in the implementation of the child protection policy. The following positions exist within the Child Protection Team and are to be kept filled at all times:

#### **Child Protection Officer**

- Contact person for all questions relating to child protection
- Receipt of reports of suspected violations of child protection and Leadership of case management
- Coordination of the implementation, review, and further development of child protection policy domestically and internationally
- Conducting risk analyses, the development of prevention measures, and awareness-raising measures

#### **Child Protection Advisor**

- Technical advice on child protection concepts and policy
- Conducting inductions for new staff on child protection policy
- Support in the development of risk analyses and the development of prevention measures
- Support in suspected cases and crisis management

#### **Child Protection Officer of the Board**

- Strategic responsibility for child protection at the organizational level
- Advising the board on the implementation of child protection standards
- Support in suspected cases and crisis management

#### **Child Protection Officer in the Project Countries (India, Nepal)**

- Ensuring the implementation of child protection policy and integration of child protection measures into the projects
- Training and technical support for country teams and partner organizations
- Support in suspected cases as well as accompaniment of appropriate protective measures

#### **Child Protection Case Manager**

- Handling and follow-up of reports of suspected child protection concerns
- Conducting risk assessments and developing protection plans for affected children
- Coordination with involved actors (e.g. youth welfare office, school, family)
- Documentation and follow-up of cases, integration of findings into case management

## Scope and Publication

The child protection policy applies to all individuals who represent Childaid Network. This includes all employees and volunteers, as well as staff in our partner countries. In addition, the child protection self-commitment must be signed by all adults who, through Childaid Network, have access to children in our projects. This includes, among others, external donors and contractors.

The child protection guidelines are published on the Childaid Network website and appropriately communicated to all responsible persons as well as to the children with whom we work directly.

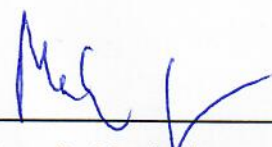
Both the risk analysis and the child protection policy and its components are reviewed every two years and adapted to reflect changes in the operating environment and lessons learned. The most recent revision was adopted in May 2026.

The child protection policy and all elements of Childaid Network's child protection strategy have been adopted by the Childaid Network Board.

Kronberg, 26th May 2026

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Place and Date



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Signature Dr. Martin Kasper



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Signature Sandra Hörbelt



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Signature Michael Legeland