

CHILD PROTECTION POLICY

Društvo Gledališče Glej (Glej Theatre) is committed to respecting and promoting children's rights, acting in their best interests, keeping them safe and protecting them from all forms of abuse and harm. For the purpose of this policy and related procedures, a child is recognised as a person under the age of 18.

This Policy is developed to ensure the highest standards of professional behavior and personal practice to ensure no harm occurs in any situation to children during their involvement in any Glej Theatre activities and programmes.

Glej Theatre Child Protection Policy is based on:

- UN Child Rights Convention (Art. 19).
- General Comment No. 13 (2011) of the UN Committee on the Rights of the Child – the right of the child to freedom from all forms of violence.
- Constitution of the Republic of Slovenia (Art. 56).
- The Code of Ethical Principles in Social Protection (Social Chamber of Slovenia).
- Domestic Violence Prevention Act.
- Keeping Children Safe Coalition Child Safeguarding Standards.

Glej Theatre Child Protection Policy applies to:

- All staff and employees of Glej Theatre.
- Associates: all those acting on behalf of Glej Theatre, such as volunteers and interns, consultants, mentors and external contractors who provide services for Glej Theatre.
- Members of Glej Theatre.
- Partner organizations' staff working in the programmes involving children.

PRINCIPLES AND VALUES IN WORKING WITH CHILDREN

- Everybody has a responsibility to support the protection of children.
- All children, whatever their age, cultural background, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have equal rights to protection from all forms of harm and abuse.
- Children have the right to express views on all matters, which affect them, should they wish to do so.
- Organizations shall work in partnership together with children and parents/guardians to promote the welfare, health and development of children.

STANDARDS OF CHILD PROTECTION

The basis of the standard of all Glej Theatre activities is to protect children from any form of abuse, violence and exploitation. Staff, volunteers and member organizations are obliged to prevent and/or to never allow:

- Any kind of physical, psychological or sexual abuse of children.
- Taking advantage of or abusing children for any purposes.
- Beating or kicking children under any circumstances, especially under the pretext of a disciplinary measure.
- Acts that could lead to child abuse or represent a risk of maltreatment and abuse of children.
- Sexually provocative behavior and/or behavior that could embarrass, degrade, underestimate or cause harm to children or in any other way lead to a form of emotional abuse.
- Participating in behavior or practices that are illegal, dangerous or may lead to abuse and exploitation of children.
- Discrimination and discriminatory behavior towards children, as well as favoring certain children in relation to others.
- Photographing or recording children without a consent of their parents/guardians and without giving information about the purpose of the use of documented material.

POLICY OBJECTIVES

- To make all Glej Theatre staff, associates and partner organizations' staff aware about all aspects of child protection and all the procedures about the prevention, disclosure, reporting and responding to the abuses.
- To ensure that all Glej Theatre staff, associates and partner organizations' staff are well supported in meeting their roles and responsibilities in protecting children.
- To ensure that all children involved in actions and programmes directly implemented or supported by Glej Theatre are kept safe from all forms of abuse and harm and that any concerns we have about children's safety within the communities in which we work, are reported to the appropriate authorities.

PROCEDURES TO ENSURE CHILD PROTECTION

- Guarantee high professional standards to be applied during the selection of associates and partner organizations.
- Foreseen specific supervision mechanisms for Glej Theatre staff, associates and partner organizations directly working with children as a space for open and free discussion about child protection concerns coming from any Glej Theatre directly implemented or supported action.
- Promote a safe, free and open environment where children are encouraged to discuss their concerns and rights and to express their point of view.

- Glej Theatre mentors and providers of educational activities should make sure that the space they are using for the activity corresponds to their purpose (e.g. removal of obstacles, familiarization with the fire safety rules, etc.).
- Glej Theatre mentors and providers of educational activities should agree on who is responsible for providing first aid, how they will record potential accidents and who will notify the child protection protocol bearer about the incident and who will notify the child's guardian before the start of the activities.
- Glej Theatre mentors and providers of educational activities should not allow children to go home early without an adult, unless a parent/guardian has specifically said they can do so. They should never allow a child to go home with another adult unless the parent/guardian has informed them that this will happen.

In the event of an accident, the responsible persons must follow the following steps:

- Judging the circumstances.
- Approach to the injured person.
- Examination of the injured person.
- If two employees are present at the activity, the first ensures the safety of the children, while the second informs the child's parents or guardians and the head of the child protection policy about the incident.
- If only one employee leads the activity, the latter must first ensure the safety of the child and the entire group and only then take care of notifying the parents and the head of child protection policy.
- If it is a threatening situation, call the competent service for the implementation of emergency medical service or directly number 112.
- Only when the care and safety of the child is ensured does the employee make a record of the incident in which he gives a complete description of the accident and the circumstances of how the accident occurred.

GLEJ THEATRE'S COMMITMENT

Glej Theatre will:

- Promote the health and welfare of children by providing opportunities for them to take part in Glej's activities safely.
- Respect and promote the rights, wishes and feelings of children.
- Promote and implement appropriate procedures to safeguard the well-being of children and protect them from abuse.
- Train, support and supervise its staff, members and volunteers to adopt best practice to safeguard and protect children from abuse.
- Require staff, members and volunteers to adopt and abide by this Child Protection Policy and its procedures.
- Respond to any allegations of misconduct or abuse of children in line with this Policy as well and implement, where appropriate, the relevant disciplinary and appeals procedures.

- Observe guidelines issued by local Child Protection Committees for the protection of children.
- Regularly monitor and evaluate the implementation of this policy and procedures.

RESPONSIBLE PERSONS

Glej Theatre has appointed a child protection officer whose name appears on the last page of this document and is determined and/or approved by the Artistic Council every year. This person (or more of them) will have the following responsibilities:

- Ensuring policy implementation in practice.
- Ensuring the first point of contact for child protection issues.
- Keeping a record of any concerns raised about child protection issues.
- Informing the superiors and the Artistic Council about any concerns regarding child protection, contacting local authorities, if appropriate.
- Ensuring adequate supervision of paid staff and volunteers.
- Regularly informing (new) employees (and external colleagues) about possible changes and ensuring that employees and volunteers cooperate in accepting difference and diversity and respecting the rights of children and young people.
- Ensuring that everyone involved in the organization is aware of the identity of the child protection representative.
- The policy is reviewed annually to ensure that it is meeting its objectives.

MONITORING AND REVIEW

The policy and the procedures will be regularly reviewed:

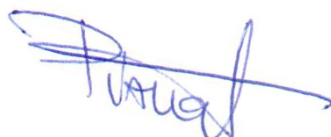
- In accordance with changes in legislation and guidance on the protection of children or following any changes within Glej Theatre.
- Following any issues or concerns raised about the protection of children within Glej Theatre.
- Regularly, in all other circumstances, at least every three years.

Responsible person(s) for the area of child protection at Glej Theatre:



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Ljubljana, March 20 2023