



# CHILD PROTECTION PLAN

Citizens' Association Eco Logic – Skopje



- 01** Purpose
- 02** Scope
- 03** Definitions
- 04** Principles
- 05** Risk Assessment
- 06** Code of Conduct
- 07** Recruitment and Training
- 08** Reporting and Response Procedures
- 09** Data Protection & Privacy
- 10** Communication & Online Safety
- 11** Monitoring and Review
- 12** Risk Matrix

## 1. Purpose

Eco Logic is committed to ensuring a safe, inclusive, and protective environment for all children involved in its activities. Safeguarding is integrated into all stages of project implementation, from design to evaluation.

- Prevent abuse, neglect, and exploitation
- Respond appropriately to concerns
- Promote a safe environment in all project activities

This policy reflects Eco Logic's responsibility to uphold children's rights in line with international and EU standards.

## 2. Scope

This policy applies to all individuals engaged in Eco Logic's work, regardless of their role or contractual relationship. It ensures a consistent safeguarding approach across all activities and partnerships.

- Staff members
- Volunteers
- Partners and subcontractors
- Consultants
- Anyone representing Eco Logic

It applies to all activities involving children under 18, including workshops, field visits, and online engagement.

## 3. Definitions

To ensure clarity and consistency, Eco Logic adopts the following definitions:

- **Child:** Any person under 18 years old
- **Safeguarding:** Measures taken to protect children from harm

### **Child abuse includes:**

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect

These definitions guide staff in identifying and addressing safeguarding concerns.

## 4. Principles

Eco Logic's safeguarding work is guided by core principles aligned with the United Nations Convention on the Rights of the Child (UNCRC). These principles ensure that children's dignity and rights are always respected.

- Best interests of the child first
- Zero tolerance for abuse
- Non-discrimination
- Confidentiality
- Participation and respect for children's voices

All decisions and actions must prioritize the safety and well-being of children.

## 5. Risk Assessment

Eco Logic conducts risk assessments before all activities involving children to identify potential safeguarding risks and define mitigation measures.

### **Common Risks:**

- Unsupervised interaction between staff and children
- Online communication risks
- Transportation and field visit risks
- Photography and misuse of personal data

### **Mitigation Measures:**

- Ensure at least two adults are present during activities
- Obtain written parental/guardian consent
- Use secure and official communication channels
- Avoid one-on-one isolated situations
- Ensure safe transportation arrangements

Risk management is a continuous process monitored throughout project implementation.

## 6. Code of Conduct

All staff and representatives must adhere to a strict code of conduct to ensure safe and respectful interactions with children.

### Always:

- Treat children with respect and dignity
- Work in open, visible environments
- Use appropriate and non-discriminatory language
- Report concerns immediately

### Never:

- Engage in inappropriate or sexual behavior
- Be alone with a child in private settings
- Use abusive or humiliating language
- Share personal contact details without authorization
- Take or share photos without consent

Compliance with this code is mandatory and monitored.

## 7. Recruitment and Training

Eco Logic applies safe recruitment practices to minimize risks and ensure qualified personnel work with children.

- Conduct background checks where possible
- Require references
- Provide safeguarding training

All team members:

- Receive this policy
- Sign a declaration of compliance
- Participate in safeguarding briefings

Training is adapted to project-specific risks and regularly updated.

## 8. Reporting and Response Procedures

Eco Logic ensures that all safeguarding concerns are reported and addressed promptly, transparently, and confidentially.

### Reporting Steps:

1. Ensure the immediate safety of the child
2. Report to the Safeguarding Officer
3. Record the concern in writing
4. Maintain confidentiality

### Safeguarding Officer:

**Name:** Jasmina Petrovska

**Position:** Safeguarding Officer

**Contact:** [jas.ecologic@gmail.com](mailto:jas.ecologic@gmail.com) | +38978287831

### Response:

- Assess the level of risk
- Take appropriate protective measures
- Refer to relevant authorities if necessary
- Provide support to the child

All reports are handled with sensitivity and professionalism.

## 9. Data Protection & Privacy

Eco Logic ensures that all personal data related to children is handled securely and responsibly.

Eco Logic complies with the **General Data Protection Regulation (GDPR)**:

- Collect only necessary data
- Obtain informed consent
- Store data securely
- Restrict access to authorized personnel

Special care is taken with sensitive data, including images and personal information.

## 10. Communication & Online Safety

Eco Logic recognizes the risks associated with digital communication and ensures safe online engagement.

- Use official platforms and communication channels
- Prohibit private messaging between staff and children
- Monitor online sessions
- Ensure moderated and secure digital environments

Online safeguarding measures are integrated into all digital activities.

## 11. Monitoring and Review

Eco Logic regularly evaluates the effectiveness of its safeguarding measures to ensure continuous improvement.

- Annual policy review
- Updates based on feedback and incidents
- Regular communication with staff and partners

Monitoring ensures that safeguarding remains an active and evolving priority.

## 12. Risk Matrix

<b>Risk</b>	<b>Likelihood</b>	<b>Impact</b>	<b>Mitigation</b>
Unsupervised interaction	Medium	High	Two-adult rule
Online misuse or contact	Medium	High	Official platforms, monitoring
Inappropriate behavior by staff	Low	High	Code of conduct + training
Data/privacy breach	Low	Medium	GDPR compliance
Unsafe transportation	Low	High	Verified providers + supervision

## 13. Declaration

All staff, partners, and representatives of Eco Logic must confirm their understanding and compliance with this policy.

- Have read and understood the policy
- Agree to follow safeguarding procedures
- Accept responsibility for child protection

**Name & Surname:** Nikola Neshkoski

**Position:** Director

Signature:

The image shows a handwritten signature in blue ink on the left, followed by a circular official stamp. The stamp contains the text "eco LOGIC" in the center, with "ЕКО ЛОГИК" below it. The outer ring of the stamp contains the text "Универзитет 'Св. Кирил и Методиј' - Скопје" at the top and "ЕКО ЛОГИК • СКОПЈЕ • БИНАРСКА" at the bottom.



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