

Child Protection Policy The Beit Project association (Spain)

1. Purpose and Scope

The Beit Project association is committed to ensuring the highest standards of child safeguarding in all its activities. This policy applies to all staff, volunteers, trainees, contractors, and partners who work with or may come into contact with children under 18 years of age.

All children, regardless of age, gender, race, social background, disability, religious belief, or sexual orientation, have the right to be protected from abuse, neglect, exploitation, and harm. This policy sets out clear standards, definitions, responsibilities, and procedures to guarantee that right.

2. Legal and Ethical Framework

This policy is guided by: - The United Nations Convention on the Rights of the Child (1989). - The EU Charter of Fundamental Rights (2015). - The Vienna Declaration and Programme of Action (1993). - Spanish law, including **Ley Orgánica 8/2021, de protección integral a la infancia y la adolescencia frente a la violencia (LOPVI)**. - GDPR (Reglamento General de Protección de Datos).

3. Definitions

- **Child:** any person under the age of 18.
 - **Child abuse:** all forms of physical, emotional, or sexual abuse, neglect, exploitation, and exposure to violence.
 - **Neglect:** persistent failure to meet a child's basic physical and/or emotional needs.
 - **Exploitation:** use of children for labor, sexual purposes, or personal gain.
 - **Risk factors in The Beit Project:** workshops in public spaces, group interactions, contact with volunteers, digital communication.
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4. Code of Conduct

The following behaviours are strictly prohibited: - Physical punishment, violence, or any form of degrading treatment. - Sexual activity or inappropriate contact with children. -

Discrimination, harassment, bullying, or humiliating language. - Being alone with a child without the presence of another adult. - Private online communication with minors outside official channels. - Use of images of children without prior written consent of the parent/guardian.

All adults working with children **must**: - Respect children's dignity and rights at all times. - Create a safe, inclusive, and supportive environment. - Report immediately any suspicion or allegation of abuse.

5. Safe Recruitment Procedures

- All staff, trainees, and volunteers must provide:
 - **Criminal background check (Certificado de Delitos de Naturaleza Sexual).**
 - **Professional references** attesting to suitability to work with children.
 - Contracts and agreements include a clause requiring compliance with this policy.
 - No individual may work directly with children without clearance.
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6. Data Protection

- Compliance with GDPR and Spanish data protection law (LOPDGDD).
 - Children's personal data is collected only when necessary, stored securely, and accessed only by authorised staff.
 - Retention is limited to the time strictly required.
 - Families may request access, correction, or deletion of data.
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7. Training and Awareness

- All staff, volunteers, and trainees **must** receive induction training on child protection before beginning activities.
 - Annual refresher training is mandatory.
 - Specialized training is provided for the Child Protection Officer.
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8. Review of Policy

This policy is reviewed annually or earlier if required by law or incidents.

9. Child Protection Officer (CPO)

- The Beit Project Spain designates a **Child Protection Officer** responsible for receiving and managing child protection concerns.
 - Contact details: Nicolas Stolypine, nicolasstolypine@thebeitproject.org
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10. Reporting Procedures

1. Any staff member, volunteer, or trainee who suspects abuse **must report immediately** to the Child Protection Officer.
2. A written incident report form (see Annex 1) must be completed within 24 hours.
3. The CPO informs the President and, where necessary, external authorities.
4. Allegations of criminal acts are referred directly to **Fiscalía de Menores, Servicios Sociales**, or the **Policía Nacional/Guardia Civil**.

Reporting timeline: all suspicions must be reported internally **within 24 hours**.

11. External Referral Systems

The Beit Project Spain cooperates with: - **Fiscalía de Menores**. - **Servicios Sociales** of local authorities. - **Oficinas de Protección al Menor**. - **Policía Nacional / Guardia Civil**. - **Teléfono ANAR (900 202 010)** for children and adolescents at risk.

12. Complaint Mechanism

- Children, parents, or third parties may submit concerns through:
 - A dedicated email: proteccion@beitproject.org.
 - Confidential meeting with the CPO.
 - Anonymous written submissions in a secure complaints box during activities.
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13. Transparency and Availability

- This policy is published on The Beit Project Spain official website.
 - Copies are available on request and distributed to all staff and volunteers.
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14. Enforcement and Sanctions

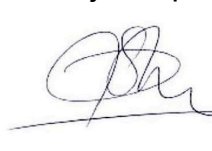
Non-compliance with this policy will result in disciplinary measures up to dismissal, termination of contracts, and legal action where appropriate.

15. Revision and Signature

This policy was revised on **25 September 2025**. It will be reviewed annually.

Signed:

David Stoleru, President
The Beit Project Spain



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Annex 1: Incident Reporting Form

Child Protection Incident Report - Date of report: - Name of reporter: - Role (staff/volunteer/other): - Child's name and age: - Description of incident/suspicion (facts only): - Action taken so far: - Persons notified: - Signature:

To be submitted to the Child Protection Officer within 24h.