



## Child Protection Policy

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At RJ4ALL Europe (“The Company”), we are dedicated to creating a safe and nurturing environment for every child we serve. As an organization dedicated to restorative justice principles and values, we understand the profound responsibility we bear in ensuring that every child is safe. Our commitment to child protection is a fundamental aspect of our organisation's mission. Through this policy, we affirm our unwavering dedication to safeguarding children from harm and ensuring their well-being in all interactions with our programmes and services.

### a. **Policy Statement**

RJ4ALL recognises that the services it provides are used by children. The Company believes that children have the right to be secure from abuse, and we are committed to protecting all the children in our care from harm. The Company will appoint a member of staff as the Child Protection Officer. This Officer will have suitable experience, training and expertise, and will be responsible for liaising with appropriate outside agencies in any child protection matter.

The Child Protection Officer (CPO) is the Executive Director.

The Company has a duty to ensure the welfare of its clients who may be at risk. This duty involves reporting the risk to an appropriate agency and by promoting a safe environment within the organisation.

The Company will take every possible action to prevent abuse and to deal with it as promptly and effectively as possible if it occurs.

### b. **Aim of the Policy and Scope**

The central aim of the Company’s safeguarding policy is to set out to staff the:

- the Company’s approach to the safeguarding of its clients
- ways in which the Company does this
- the steps taken to avoid abuse taking place
- the actions that will be taken by the Company to deal with abuse if it occurs

This policy applies to all individuals affiliated with RJ4ALL, including staff, volunteers, contractors, and any other personnel involved in our programmes and activities. It encompasses all settings where interactions with children occur, including but not limited to offices, events, and online platforms. Our commitment to child protection extends to every aspect of our organisation's



operations, ensuring that all children engaging with our services are safeguarded from harm and provided with a secure environment conducive to their well-being.

### c. **Definition of Abuse**

Abuse of children may manifest in various forms, including but not limited to:

**Physical Abuse:** Inflicting physical harm or injury on a child, such as hitting, punching, shaking, or burning.

**Sexual Abuse:** Inappropriate or coercive sexual behaviour towards a child, including molestation, rape, exploitation, or exposure to explicit materials.

**Emotional Abuse:** Inflicting psychological harm or distress through verbal or non-verbal behaviours, such as belittling, shaming, threatening, or isolating the child.

**Neglect:** Failing to provide for a child's basic needs, such as food, shelter, medical care, supervision, education, or emotional support, leading to physical or emotional harm.

These forms of abuse can have severe and long-lasting effects on a child's physical, emotional, and psychological well-being, highlighting the critical importance of robust safeguarding measures.

### d. **Responsibility**

The Company has a duty to ensure that staff working with children adopt safe practices. The Company will undertake child protection checks and require Police Criminal Record Certificate on all new and existing staff as appropriate and will undertake regular supervision of staff to minimise any risks to clients posed by staff.

The Company has a duty to report serious concerns relating to abuse to appropriate agencies including the Cyprus Police Headquarters. The Company adheres to all relevant national and international laws, including the Convention on the Rights of the Child, to ensure robust child protection measures.

The Company will:

- Set out and inform staff of the procedures for responding to suspicions or evidence of abuse



- Operate policies which ensure that all new staff are rigorously checked, by the taking up of references and appropriate Police Criminal Record Certificate
- Ensure that all staff are given a copy of the Children protection Policy during their induction, and have its implications explained to them.
- Incorporate material relevant to issues of abuse into staff training at all levels
- Maintain vigilance concerning the possibility of abuse of clients from whatever source
- Encourage a climate of openness which enables staff to pass on concerns about behaviour that might be abusive
- Produce and regularly revise policies and procedures to minimise the risk of abuse
- Provide training and supervision for staff in all aspects of abuse and protection and provide them with any relevant information and guidance
- Ensure that all staff are aware of the main indicators of child abuse
- Investigate any allegations of abuse quickly and thoroughly
- Implement improvements to procedures if an investigation reveals deficiencies in the way in which the Company operates
- Collaborate with other relevant agencies in combating abuse and improving the protection of clients. If a member of staff who works with children in a regulated activity has been cautioned or convicted for a “relevant offence” the Company must make a referral to the DBS and the member of staff will be removed from working in the regulated activity.

The Company expects its staff to:

- Refrain from any abusive action in relation to clients
- Report to the Company anything they witness which is or might be abusive
- Co-operate in any investigation into alleged abuse
- Participate in training activities relating to abuse and protection.

Staff should be aware of who they may turn to for advice if they become aware or suspect that abuse is occurring. Failure by staff to report incidents or suspicions of abuse may lead to disciplinary action.

### e. **Recruitment**

The Company will carry out all relevant checks on recruits to ensure that they are of a high standard. The company will ensure that new employees working with children are checked as appropriate through the Police Criminal Record Certificate.





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Where job involves “regulated activity”, enhanced child protection checks and supervision by the Safeguarding Children/Child Protection Officer will take place.

Regulated Activity involving children includes –

- Regularly undertaking unsupervised activities with children
- Regularly working in certain establishments (eg. children’s homes, schools etc) where there is an opportunity for contact with children
- Providing relevant personal care such as washing and dressing and health care by or supervised by a professional (whether undertaken regularly or otherwise).

### f. **Procedures for Reporting Abuse**

If you suspect abuse may be occurring you should discuss your concerns with Theo Gavrielides. Concerns should be documented.

If your concerns are about a colleague, these should be reported to Theo Gavrielides immediately.

If the alleged abuse is by a professional from another company or agency, the report should be made to Theo Gavrielides who will raise the issue with the organisation who employs the person.

If the alleged abuser is a member of staff and there is sufficient evidence that abuse has or might have occurred, the Company will suspend that person from duty pending the outcome of a disciplinary investigation.

You should record any concerns that you have raised, who you reported them to and if you spoke to the person about the concerns. If you do not hear back from this person, contact them again.

The alleged abuse will be investigated.

The investigation will include interviewing the member of staff involved in the incident, hearing and assessing evidence from any others who might have knowledge of the incident and considering any other possible source of evidence.

Where the Company receives an allegation that a member of staff has

- behaved in a way that has harmed or may have harmed a child;





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- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates that they are unsuitable to work with children the matter

will be referred to the relevant agency.

### Following the Investigation

If it seems from the investigation that abuse may have taken place, and the alleged abuser is a member of staff, the Company will take action under the Company's disciplinary policy.

If the alleged abuser is not a member of staff the Company will involve other appropriate responsible bodies.

The Company will take appropriate steps to inform the relevant authorities if a member of staff has been dismissed or removed from working with children because of concerns over their behaviour towards children.

### Confidentiality and Data Protection throughout the reporting and investigation process

We will maintain strict confidentiality throughout the reporting and investigation process, ensuring that information regarding the child and alleged abuse is disclosed only to individuals with a legitimate need-to-know basis. Access to such information will be limited to authorised personnel directly involved in the safeguarding process, thereby safeguarding the privacy and dignity of all parties involved. This commitment aligns with our obligation to uphold data protection principles and respect the confidentiality rights of those affected by child protection concerns.

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**Dated: 22.2.24**

**Signed off: Dr. Theo Gavrielides, RJ4All Europe Director**



Dr. Theo Gavrielides  
Director



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