
ENOROS CONSULTING

Child Protection Policy

January, 2020

Rationale for the Child Protection Policy

Child abuse and neglect are violations of a child's human rights and are obstacles to the child's education as well as to their physical, emotional and spiritual development. The rights of the child are part of human rights: rights that the EU and EU countries must respect, protect and fulfil. As laid down in the **UN Convention on the Rights of the Child (UNCRC)**, a child is any human being below the age of 18. The **Charter of Fundamental Rights of the European Union (EU)** guarantees the protection of the rights of the child by the **EU institutions** and by **EU countries** when they implement EU law. **Enoros Consulting (Enoros)** endorses the **UN Convention on the Rights of the Child**, as is ratified by Cyprus.

Statement on the role of ENOROS and staff in protecting children, and supporting families to remedy issues of child abuse or neglect.

Enoros Consulting, through its participation and implementation of education/training and development of projects and initiatives, under **European and National Funds**, fills a special institutional role in society towards children. The company is committed to protecting and respecting children and people under the age of 18, from any abuse (physical, emotional or sexual), neglect or exploitation of any kind. Therefore, Enoros needs to insure that all children which come into contact and participate in the regarding activities are afforded a safe and secure environment in which to grow and develop. The staff and educators/experts of Enoros, having the opportunity to observe and interact with children, are in a unique position to identify children who are in need of help and protection. As such, Enoros staff has a professional and ethical obligation to identify children who are in need of help and protection, and to take steps to insure that the child and the family avail themselves of the services needed to remedy any situation that constitutes child abuse or neglect.

We genuinely value our partnership with our staff/experts and the relevant stakeholders (such as parents and children, partner institutions and persons) in providing for the safety and care of all children. It is for this reason that Enoros has endorsed a **Child Protection Policy and Human Rights Policy** that define the standards by which all children should be treated with respect and dignity.

Our guiding principles are:

- Promote the welfare of children and young person as a value of great importance.
- Promote the right of every person under the age of 18 to equal protection from abuse, neglect, exploitation, irrespective of age, disability, gender, race, religious belief, and sexual orientation.
- Work in partnership with local government agencies and child protection organisations to ensure the legality and effectiveness of our actions.
- Train our employees on this policy and ways of identifying and reporting incidents of child abuse, neglect or exploitation.
- Share our concerns about vulnerable children or young people with local community organisations and individuals.

The Management of Enoros sets objectives and actions to achieve and measure the performance of this policy and regularly reviews their progress. In addition, the company's management system is used for planning, implementing, measuring and controlling the guiding principles.

Mandate for Reporting Suspected Abuse

All staff employed at Enoros must report suspected incidents of child abuse or neglect whenever the staff member has reasonable cause to believe that a child has suffered, or is at significant risk of suffering abuse or neglect. Reports of physical or psychological violence, aggression, harassment, and physical or sexual abuse must be reported immediately or within 24 hours directly towards the Management of Enoros. Children are encouraged to report incidents for which they themselves or others may be victims. Reporting and follow-up of all suspected incidents of child abuse or neglect will proceed in accordance with all needed steps and regulations defined by the law.

Communicating our Policies

Enoros seeks to be a safe home and opportunity for children, who may be experiencing abuse or neglect in any aspect of their lives. As such, Enoros informs accordingly of its regarding Policies in any event or contact/activities with children and stakeholders/experts/educators.

Local and international laws and local resources

Enoros Consulting Child Protection Policy is based on International law and on the **United Nations Convention on the Rights of the Child** of which, Cyprus, is a signatory. The following key articles from the **U.N. Convention on the Rights of the Child**, fully respected by EU law, are important and we wish to draw your attention to them:

Article 19 - Protection from abuse and neglect The State shall protect the child from all forms of maltreatment by parents or others responsible for the care of the child and establish appropriate social programs for the prevention of abuse and the treatment of the victims.

Article 24 - Children shall have the right to such protection and care as is necessary for their well-being. They may express their views freely. Such views shall be taken into consideration on matters which concern them in accordance with their age and maturity. In all actions relating to children, whether taken by public authorities or private institutions, the child's best interests must be a primary consideration.

Article 32 - The employment of children is prohibited. The minimum age of admission to employment may not be lower than the minimum school-leaving age, without prejudice to such rules as may be more favourable to young people and except for limited derogations. Young people admitted to work must have working conditions appropriate to their age and be protected against economic exploitation and any work likely to harm their safety, health or physical, mental, moral or social development or to interfere with their education.

Article 34 - Sexual Exploitation the State shall protect children from sexual exploitation and abuse, including prostitution and involvement in pornography.

For more information on the *Rights of Child* in Cyprus, including all relevant laws, please visit the website of the **Commissioner for Child's Rights**, in Cyprus (the information is provided both in Greek and English): http://www.childcom.org.cy/ccr/ccr.nsf/index_en/index_en?opendocum



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Date