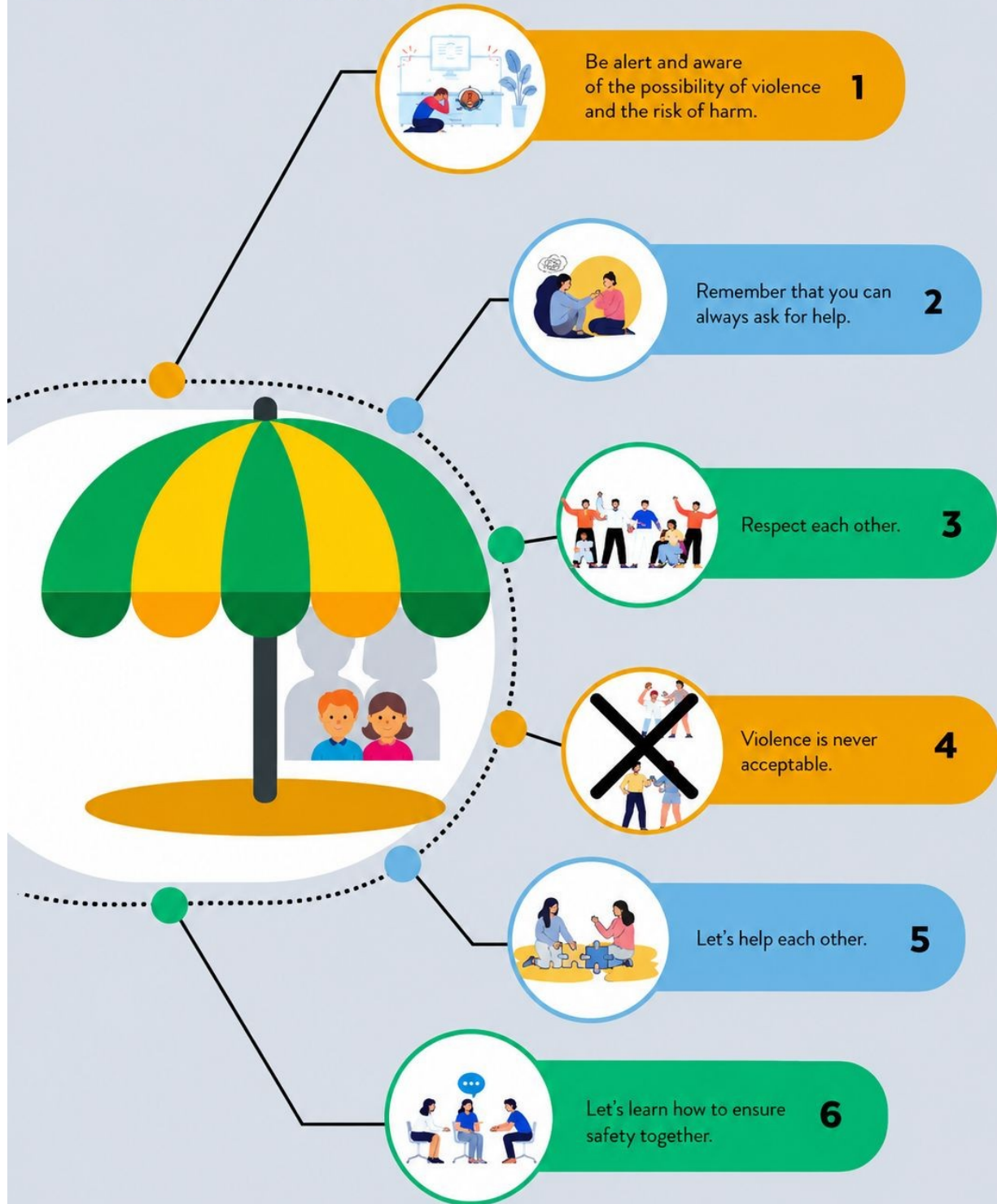


Child Protection Standards



Child Protection Standards ICF (International Christian Fellowship) Bydgoszcz

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1. Standard I – Policy

Child Protection Standards are a set of principles designed to create a safe and welcoming environment for children.

At ICF Bydgoszcz we want everyone working with children to understand these rules and know how to apply them daily.

1.1. Preamble

ICF Bydgoszcz aims to be a friendly, accessible, empathetic, and safe place for all people, especially minors.

1.2. Legal Acts

These standards are based on Polish child protection law, the Convention on the Rights of the Child, and regulations concerning domestic violence prevention and criminal law.

1.3. Definitions

Child abuse includes physical abuse, psychological abuse, sexual abuse, and neglect. Personnel means every employee, volunteer, or person serving at ICF Bydgoszcz. A child or minor means every person under 18 years of age.

2. Standard II – Personnel

Recruitment and onboarding of personnel are supervised by the Pastor or a designated safeguarding person.

2.1. Recruitment

All personnel working with minors:

- must read and accept these standards,
- are verified in the Sex Offenders Register,
- provide criminal record documentation when required,
- submit declarations regarding previous countries of residence.

2.2. Introduction to Duties

Personnel receive guidance regarding safeguarding responsibilities and the needs of children, including children with disabilities and special educational needs.

2.3. Safe Relationships Between Personnel and Children

Personnel must:

- treat children with respect and patience,
- communicate appropriately for the child's age,
- respect privacy and boundaries,
- ask for consent before physical contact,
- avoid humiliation, violence, favoritism, or inappropriate relationships.

2.4. Safe Relationships Between Minors

Children should treat each other respectfully and avoid aggressive behaviour, humiliation, insults, or physical violence.

2.5. Contact Information for Institutions

Helplines for children and youth:

- 116 111 – Child and Youth Helpline
- 800 12 12 12 – Children's Ombudsman Helpline

3. Standard III – Procedures

Any suspicion of child abuse must be reported immediately to the Pastor or designated safeguarding person.

All incidents are documented and managed according to safeguarding procedures.

4. Monitoring

The Child Protection Standards are reviewed at least once every two years to ensure compliance with current legal requirements and safeguarding practices.

Final Provisions

These standards come into force on the date of publication and are available in both full and simplified versions.