

Child Protection Policy (CPP)

Organisation Name: **C.F.C.D.C. CENTRE FOR COMPETENCE DEVELOPMENT
CYPRUS – COMCY**

Date: 05/01/2025

1. Statement of Commitment

Our organisation is fully committed to safeguarding the rights and well-being of all children involved in our programmes. We will do everything in our power to prevent abuse and ensure safe environments for children.

2. Scope

This policy applies to all staff, volunteers, interns, board members, contractors, and anyone acting on behalf of our organisation.

3. Child Safeguarding Principles

- Zero tolerance for abuse or exploitation
- Acting in the best interests of the child
- Ensuring meaningful child participation
- Promoting equality and non-discrimination

4. Safe Recruitment

We ensure:

- Mandatory background checks for all staff and volunteers
- Interviews include safeguarding questions
- References are verified before employment begins

5. Code of Conduct

All personnel must:

- Treat all children with dignity and respect
- Never be alone with a child without another adult present
- Avoid physical punishment, sexual comments, or favouritism
- Report any concerns immediately

6. Reporting and Response

- All concerns or allegations must be reported to the Safeguarding Focal Point (Name, Email)
- Reports are taken seriously and handled confidentially
- A clear procedure exists for investigation and response

7. Training and Awareness

- All staff and volunteers receive child protection training
- Regular refreshers and updates are provided
- Training is tailored to staff roles

8. Monitoring and Review

- This policy is reviewed annually
- We engage children in improving our safeguarding practices

9. Approval

Signed:  _____

Name: **Giorgos Giorgakis, Director**

Date: **05/01/2025**

For more information on the Rights of your Child in Cyprus, including all relevant laws, please go to the website of the Commissioner for Child's Rights here in Cyprus (the information is in both Greek and English): www.childcom.org.cy