



National Center for Development of
Innovation and Entrepreneurial Learning

CHILD PROTECTION POLICY

CHILD PROTECTION CODE OF CONDUCT

Association National Center for Development of Innovation and
Entrepreneurial Learning

June 2022, Skopje

President: prof. Radmil Polenakovikj, PhD



CHILD PROTECTION POLICY

Introduction

National Centre for Development of Innovation and Entrepreneurial Learning (NCDIEL) is a non-governmental and non-for-profit organisation with main aim to support all processes of creation of a competitive knowledge-based and innovative economy. Our organisation main aims, among others stipulated in our Statute, are to:

- Analyze and evaluate the current state in the area of innovations, entrepreneurship, technological development and competitiveness of enterprises and national economy,
- Stimulate development of new entrepreneurial culture to match the knowledge and innovation society,
- Encourage entrepreneurial learning at all levels of education, both formal and informal, in order to spread entrepreneurial spirit among the population,
- Providing training related to strengthening entrepreneurial, green and live competences, for students, teaching staff and administration (both via formal and non-formal education), etc.

NCDIEL is working with different target groups like small and medium enterprises, policy makers (state institutions/agencies), business support organizations, chambers of commerce and business associations, international organisations and donor community, etc. However, among main NCDIEL beneficiaries are educational institutions (universities and schools) and its teaching staff and administration, and **youth - students at all levels of education (in primary and secondary schools and university)**.

Because, students, and youth in general, are among main NCDIEL beneficiaries this child protection code of conduct is developed and placed in practice since June 2022.

Objectives

The purpose of this child protection policy is:

- to protect children from abuse and exploitation;
- to raise awareness of the children rights and increase commitment to child protection;
- to propose good practices to minimise risks and inappropriate behaviour promptly and systematically;
- to serve as a practical tool for the supervisors to introduce child protection issues to the staff;
- to protect staff from false accusations and allegations.



Child Protection Policy

The National Center for Development of Innovation and Entrepreneurial Learning (hereinafter referred to as NCDIEL) firmly **upholds a ‘zero tolerance’ approach to any forms of abuse, exploitation or other misconduct which poses potential risk to any children.** All suspicions and allegations of abuse will be taken with the highest degree of seriousness, investigated to the fullest extent, and responded to swiftly and appropriately. NCDIEL will not engage (knowingly) staff, external experts, volunteers or subcontract legal entity that poses a risk to children.

NCDIEL believes the welfare of the child is paramount and that all children without exception have the right to protection from harm or abuse. NCDIEL recognizes that it is the shared responsibility of all adults to prevent child exploitation and abuse.

Basic value of NCDIEL is that all children are to be treated equally, regardless of any personal characteristic, including their age, gender, ability, culture, racial origin, religious belief and sexual identity.

NCDIEL is committed to taking all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. NCDIEL works continuously to minimise or eliminate, if possible, the risks of child exploitation and abuse in the all implemented activities. NCDIEL’s usual, day-to-day program activities does not require or facilitate Direct Contact with children. In all activities concerning children, the primary consideration is the best interests of the child.

NCDIEL measures against child violation includes strict recruitment and selection processes for staff, external experts and volunteers who work directly with children, and clear reporting procedures for incidents and suspicions.

This policy applies to all representatives of NCDIEL, regardless of their location or affiliation. Each staff member, external experts and volunteers will be required to sign our Child Protection Code of Conduct.

Any violation of this policy will result in disciplinary procedures, including termination and other legal recourse in accordance with the National legislation and the jurisdiction of the court in Skopje.

15 June 2022, Skopje



Prof. Radmil Polenakovikj PhD
President of NCDIEL



CHILD PROTECTION CODE OF CONDUCT

The Code of Conduct aims to protect children and reduce any opportunities for abuse or harm to occur. It also helps staff, external experts, volunteers or subcontracted legal entity by providing them with guidance on how to best support children and how to avoid or better manage difficult situations. This Code of Conduct applies to all people involved in NCDIEL's activities.

All National center for development of innovation and entrepreneurial learning staff, external experts, volunteers or subcontracted legal entity **are responsible** for promoting the safety and wellbeing of children and young people by:

- Adhering to our Act of Incorporation, our Child Protection Policy and this Code of Conduct
- Taking all reasonable steps to protect children from abuse
- Behave respectfully, courteously and ethically towards children and their families and towards other staff
- Listen and respond to the views and concerns of children, particularly if they communicate (verbally or non-verbally) that they do not feel safe or well
- Promote the human rights, safety and wellbeing of all children
- Demonstrate appropriate personal and professional boundaries
- Consider and respect the diverse backgrounds and needs of children.
- Create an environment that promotes and enables children's participation and is welcoming, culturally safe and inclusive for all children
- Identify and mitigate risks to children's safety and wellbeing
- Report all suspected or disclosed child harm or abuse as required by the national law on Child protection
- Respecting the privacy of children, and only disclosing information to people who have a need to know.

National center for development of innovation and entrepreneurial staff, external experts, volunteers or subcontracted legal entity **MUST NOT**:

- Seek to use children in any way to meet the needs of adults
- Ignore or disregard any concerns, suspicions or disclosures of child abuse
- Use prejudice, oppressive behavior or language with children
- Discriminate on the basis of age, gender, race, culture, vulnerability or sexuality
- Engage in any unlawful activity with or in relation to a child



- Engage in any activity that is likely to physically, sexually or emotionally harm a child
- Arrange personal contact, including online contact, with children working with for a purpose unrelated to NCDIEL's activities.
- Use inappropriate language in the presence of children
- Work with children while under the influence of alcohol or prohibited drugs
- Ignore or disregard any suspected or disclosed child harm or abuse

The **following guidelines** are offered in order to prevent representatives being placed in a position where they are made vulnerable to allegations of misconduct and to protect children from external threats:

- Where possible, the “Two-Adult Rule” shall be followed, wherein two or more adults supervise all activities where children are involved and are present at all times;
- Do not take any photos of children without the consent of a parent or guardian;

By observing these standards, you acknowledge your responsibility to immediately report any behaviour that is suspected of being child exploitation or abuse or any breach of this code to:

National centre for development of innovation and entrepreneurial learning (NCDIEL)

Ms. Nastasija Shterjova Uzunovska

Email: nastasija.shterjova@ncdiel.mk

This Code of Conduct will be reviewed by National centre for development of innovation and entrepreneurial learning (NCDIEL) every two years.

I have read this Code of Conduct and agree to abide by it at all times.

Name: _____

Signature: _____

Role: _____

Date: _____