



Children Policy

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(EN)

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Art. 1 – Purpose of the Policy

This Children Protection Policy aims to define the system of principles, rules, and procedures adopted by People Help the People APS to ensure the protection of children and adolescents involved, directly or indirectly, in its activities.

The Policy aims to prevent any form of abuse, violence, exploitation, neglect, or inappropriate behaviour, while promoting safe, inclusive, and respectful educational environments. It serves as an operational tool to guide the organization's action, protect beneficiaries, and provide clear guidance to all individuals operating on behalf of the Association.

The Policy is not symbolic in nature, but is an integral part of the organization's governance and quality system and is binding at every organizational level. Its implementation also helps strengthen trust among families, institutions, and partners, ensuring transparency, responsibility, and ethical consistency in educational and social action.

Art. 2 – Introduction

People Help the People APS mainly operates in territorial contexts characterized by social, educational, and economic fragility, where minors may be exposed to situations of vulnerability and risk. In such contexts, the role of adults and organizations becomes particularly relevant in ensuring protection, listening, and support.

The Association recognizes that child protection cannot be reduced to a set of formal compliance requirements, but requires an organizational culture based on responsibility, prevention, and the quality of educational relationships.

This Policy therefore stems from the need to establish a shared reference framework to guide behaviours, decisions, and operational practices, promoting an integrated vision of protection as an essential part of social and community action.

Art. 3 – Mission

The mission of People Help the People APS is to promote active citizenship, youth participation, social inclusion, and community well-being through educational, training, and territorial development interventions.

The Association works to strengthen social capital, foster individual and collective responsibility, and build growth environments based on trust, respect, and cooperation. Within this framework, child protection is a structural element



of the mission, as it is an essential condition for delivering truly effective and sustainable interventions.

Every project, service, or initiative involving minors is conceived as a protected educational space in which people's well-being takes priority over any organizational or project-related outcome.

Art. 4 – Terms and Definitions

For the purposes of this Policy, a minor means any person under 18 years of age, regardless of gender, nationality, social origin, legal status, or family condition.

Abuse means any act or omission that causes physical, psychological, emotional, or sexual harm to a minor, compromising their development, dignity, or safety.

Forms of abuse also include neglect, economic exploitation, exposure to inappropriate content, and the instrumental use of a minor's image or personal story. These definitions are based on international standards and constitute the operational reference for the implementation of this Policy.

Art. 5 – Principles and Regulatory References

The Policy is based on the principles set out in the UN Convention on the Rights of the Child, the Lanzarote Convention, and Italian legislation on child protection. Core principles include the best interests of the child, non-discrimination, and the right to participation, protection, and development.

People Help the People APS adopts these references as the legal and ethical framework for its action, integrating them into decision-making processes, project design, and activity evaluation. Respect for children's rights is considered a non-negotiable criterion of organizational quality and social responsibility.

Art. 6 – Policy Statement

People Help the People APS explicitly declares its commitment to preventing all forms of abuse, violence, or exploitation of minors and to promoting safe and inclusive educational environments.

The Association adopts a zero-tolerance approach to inappropriate behaviour and undertakes to act promptly whenever risk situations arise.

Child protection is integrated into all activities, from project design to communication, from staff selection to partnership management.



This Policy represents a shared responsibility agreement between the organization, its staff, and the wider community.

Art. 7 – Organizational Commitments

People Help the People APS is committed to creating safe environments, informing minors and families about their rights, promoting respectful educational practices, and ensuring transparency in its actions.

The Association adopts preventive measures, continuously monitors activities, and fosters an internal culture oriented toward protection and well-being.

In the event of critical issues, it undertakes to promptly activate intervention procedures and cooperate with the competent services, while respecting confidentiality and the dignity of the people involved.

Art. 8 – Responsibilities

All individuals operating on behalf of People Help the People APS are responsible for complying with this Policy. This includes governing bodies, employees, collaborators, volunteers, partners, and suppliers. Everyone is required to maintain professional, appropriate behaviour consistent with the Association's values and to report any risk situations.

Responsibility is not only individual but also organizational, as the entity is required to create structural conditions that facilitate prevention and protection.

Art. 9 – Procedures

People Help the People APS adopts a structured system of operational procedures aimed at preventing, identifying, and promptly managing situations of risk or potential violations of children's rights.

These procedures are an integral part of the Association's organizational processes and apply to all activities involving, directly or indirectly, children and adolescents. They are aimed at building safe environments, promoting adult accountability, and ensuring concrete protection for beneficiaries.

Awareness and Prevention

People Help the People APS actively promotes a culture of protection through awareness-raising actions addressed to staff, volunteers, partners, minors, and families.

The Children Policy is disseminated to all stakeholders and is also made accessible to beneficiaries in clear, understandable language.



The Association integrates protection principles into information materials, educational activities, and communication tools to foster awareness, risk recognition, and shared responsibility. Prevention is understood as a continuous process aimed at reducing conditions that may generate vulnerability, isolation, or relational asymmetries.

Recruitment

In staff and volunteer selection processes, the Association adopts child-protection-oriented criteria, assessing not only technical skills but also candidates' relational and ethical suitability. For roles involving direct contact with minors, profiles with educational experience and sensitivity to protection issues are preferred.

All selected individuals are informed about the existence of the Children Policy and formally accept its contents. The Association reserves the right to exclude or suspend individuals who do not guarantee behaviour consistent with protection principles.

Training

People Help the People APS promotes periodic training sessions for staff, volunteers, and collaborators on children's rights, abuse prevention, the management of educational relationships, and communication with minors.

Training is considered an essential tool to strengthen skills, awareness, and the ability to recognize signs of distress or risk. Training content is updated based on regulatory developments and field experience and may be integrated into onboarding pathways.

Reporting and Response

The Association has appointed a Child Protection Officer responsible for receiving reports related to inappropriate behaviour, risk situations, or suspected abuse.

Reports may be made in written or oral form, including informally, and do not require documentary evidence.

The Officer evaluates reports confidentially, activates internal verification procedures, and, if necessary, involves competent territorial services or relevant authorities. Protection is guaranteed for those reporting in good faith, and retaliation is not permitted. The Association's response is focused on child protection, prevention of further risks, and organizational accountability.



Art. 10 – Monitoring and Updating

This Policy is subject to periodic monitoring by the Association in order to verify its effectiveness and adequacy with respect to operational contexts.

People Help the People APS undertakes to update the document based on regulatory developments, experience gained, and guidance from supervisory bodies and institutional partners.

Continuous improvement of protection practices is considered an integral part of the organization's quality system and social responsibility.