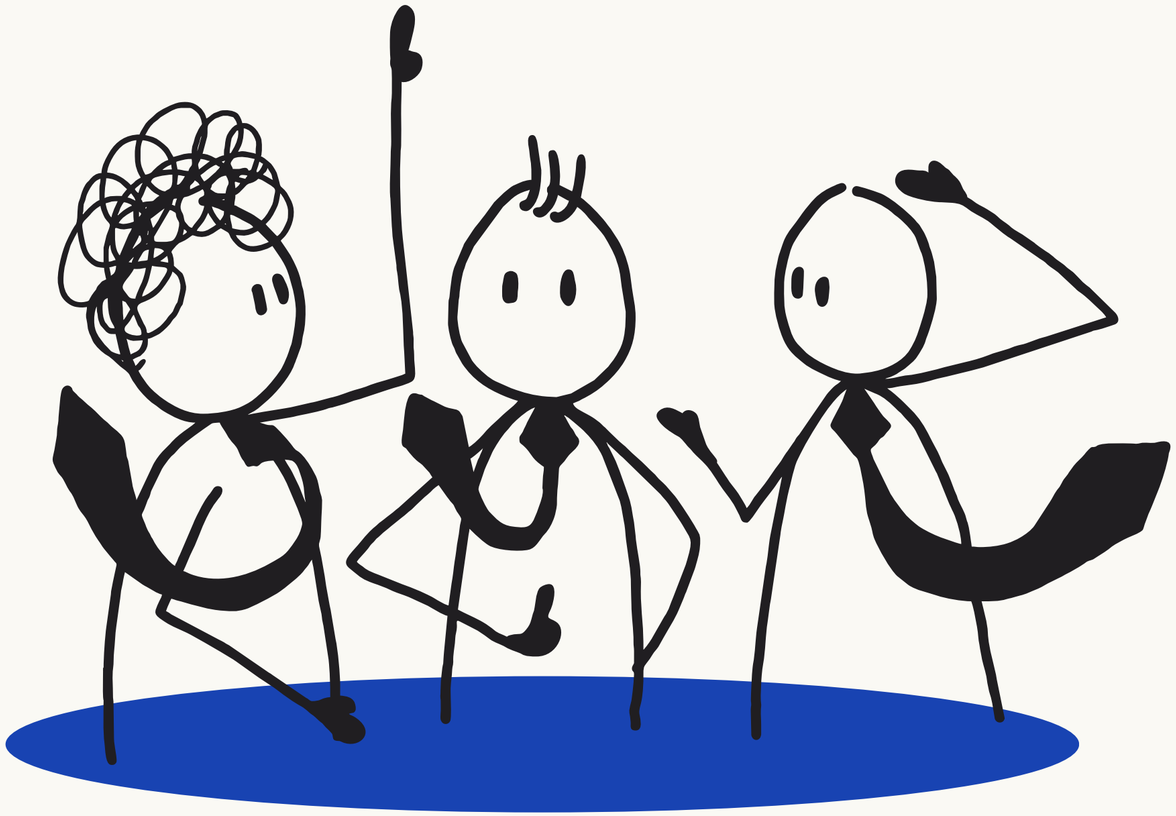
Safeguarding Youth Protection Policy

www.concepti.org
www.leaderacedemy.bg



Creating health and safe enviroment for young people

Protecting children from potential harm & abuse while serving them.

Content

Definitions & Impact

What is the definition, the aim of the policy, and the content of a policy.

Values & Guiding Principles

`What are the values of CONCPEPTI and how do they affect the policy.

Risks

What are the potential risks that could occur in working with youth.

Live events

Career Profiling Program & Interest Clubs according to the key competencies

Educational Excursions

Regulations and rules students need to abide by when being part of the excursions.

Digital community platform

Rules and actions that can be taken in case of identifying a risk behaviour/situation.

Definitions & Impact

- In its work with youth, CONCEPTI assumes its responsibility to create a material and emotional environment for the growth and maturation of young people as individuals with the care and attention that this activity deserves. The team that is formed has proven professional and human qualities for working with young people.
- Child safeguarding is the responsibility CONCEPTI has to make sure its staff, operations and programmes do no harm to children, that is that they do not expose children to the risk of harm and abuse, and that any concerns the organisation has about children’s safety within the communities in which they work, are reported to the appropriate authorities.

Definitions & Impact

- Safeguarding and Child Protection Policy ensures that the impact of the organization on students will be intact. Safe environment, and clear procedures, based on the policy, is the cornerstone of a organization.

- The aim of the POLICY is to describe how CONCEPTI is committed to preventing and responding appropriately to harm to children.

- Child Protection Policy includes mainly the responsibilities and the expectations on the team and associates, and supports them to understand and act in line with these. The safe environment comes as a result of implementing procedures that are applied across CONCEPTI. Any procedure requires the process of monitoring the measures and improving them through accountability.

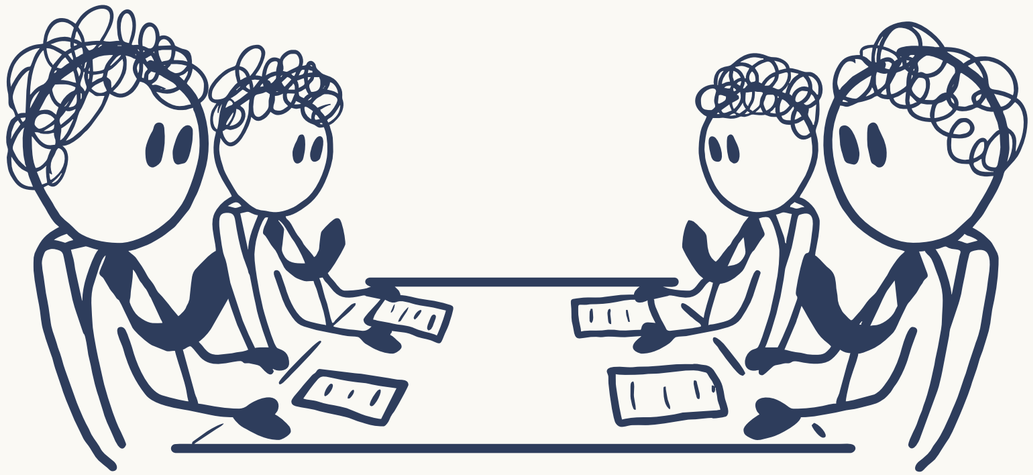
Our Values and Guiding principles

Growth environment & Community of leaders

We create a Growth Environment, a Community of Leaders – soil in which every seed, every talent can sprout.

Striving for Growth & Self-Improvement

We are constantly developing – a constant process of improvement and growth - lifelong learning.



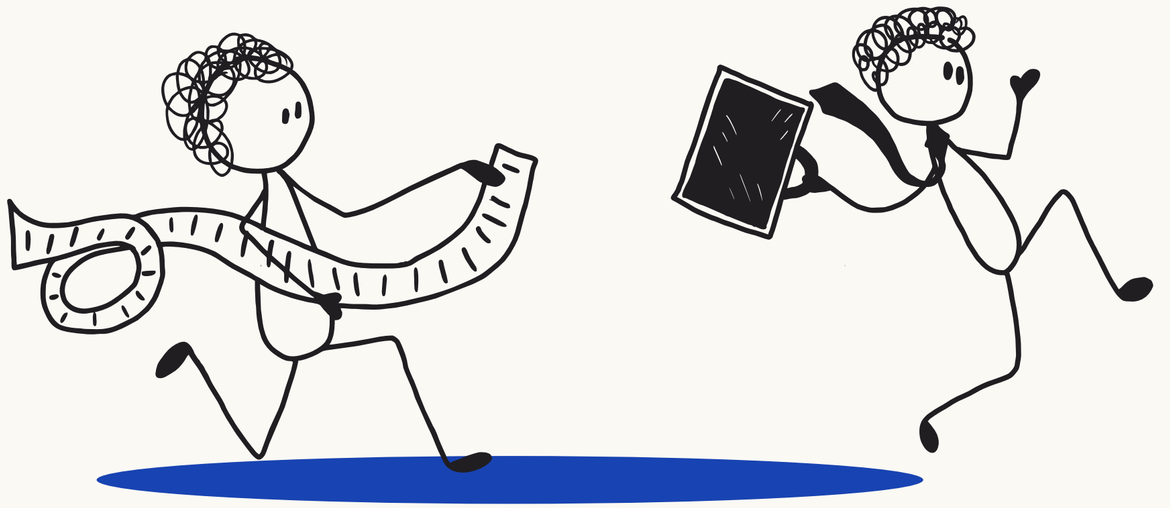
Hands-on Experience & Having Fun

We learn through hands-on experience and have fun while learning.

Care & Acceptance

We care for each other, accept our differences and support each other along the way.

Risks



01.
Physical abuse

Physical abuse - actual or potential physical harm perpetrated by another person. t may involve hitting, shaking, poisoning, drowning and burning.

02.
Sexual Abuse

Forcing or enticing a child to take part in sexual activities that he or she does not fully understand and has little choice in consenting to.

03.
Negligent treatment

Allowing for context, resources and circumstances, negligent treatment refers to a persistent failure to meet a students' basic physical and/or psychological needs.

04.
Emotional Abuse

Persistent emotional maltreatment that impacts on a child's emotional development. Emotionally abusive acts - restriction of movement, humiliating, bullying, scaring etc.

05.
Labour exploitation

Exploiting a child in work or other activities for the benefit of others and to the detriment of the child's physical or mental health, education, moral or social-emotional development

Our Commitments

Career Profiling Programs & Interest Clubs

A video recording for the students to know what actions to take in case of noticing or being involved in such situations.

A presentation prepared for delivery before the start of any training course aiming to onboard and train the teachers / professors / facilitators how to act, and behave.

Responsible people are responsible to prevent, avoid and act on situations including the above mentioned abuses.

Get in Touch

I. Train-the-Train Career Profiling Program:
Andrey Iliev
andrei.iliev86@gmail.com

II. Interest Clubs
Professors /to be announced prior the start of the Interest Club/
Georgi Temelkov:
ekotem@abv.bg for Interest Clubs Gotse Delchev,
Denitsa Ivanova,
denitsa_a_ivanova@abv.bg for the Interest Clubs in Pernik.

III. Or fill in the form:
https://epicmedia.typeform.com/to/nWC0xkdl

Code of Conduct

Educational Excursions

Each of the Students is informed and signs the following form for the Code of Conduct:

- be appropriately dressed and equipped, according to the form and nature of the trip

and its program;

- immediately inform the group leaders in case of health

problems or incidents;

- move in a group, accompanied by a teacher;
- do not separate from the group for any reason without the knowledge of the group leader;
- do not violate the announced order for access and stay at the relevant tourist site/attraction;
- resolve all disputes, misunderstandings and problems with the group leader;
- cross streets only in designated places;
- treat other participants in the travel group with respect, take care of each other and help each other if necessary;
- adhere to the established program of the trip and stay;
- in connection with the emergency epidemiological situation in Bulgaria, comply with the hygiene requirements of the hotel.

Appointed Trusted Person

Denitsa Ivanova,
denitsa_a_ivanova@abv.bg

Community Platform

The community is a space for connection, support, and further development for the participants. Our intention is for members to feel safe, free to express themselves, ask questions, and share their experiences.

Steps

The policy will be published in a written form plus video introduction will be recorded and added.

The document will be revised based on feedback and monitoring.

Students will be asked anonymously for their feedback on the dynamics and how the policy could be improved.

Code of Conduct

Community Platform

What is the expected as a behavior and will be tolerated:

- Using welcoming and inclusive language
- Respecting diverse perspectives and experiences
- Openly accepting constructive criticism
- Showing empathy for other community members
- Providing help and support when possible

Code of Conduct

Community Platform

What is NOT going to be tolerated:

- Offensive comments related to gender, sexual orientation, disability, mental illness, appearance, political affiliation, age, race, national origin, ethnicity, language, religion or lack thereof, or any other measure of identity;
- Unwanted comments about a person’s lifestyle choices and practices, including those related to food, health, parenting, relationships, drugs, and work;
- The use of sexualized language or imagery or unwanted sexual attention;
- Negative or aggressive behavior towards an individual or group of people in the community;
- Posting someone else’s personal information, such as a physical or email address, without explicit permission;

Get in Touch

Concepti

If you are being harassed by a member of our community or notice that someone else is being harassed, or have other concerns, please write to us at info@leaderacademy.bg, andrei.iliev86@gmail.com or just raise a concern here in the community platform.

This code of conduct applies to our community spaces, but if you are being harassed by a member of our community outside of our space, we still want to know about it.

Any report of a violation of the code of conduct will be treated seriously and with care. If the immediate safety and security of a member is threatened, an individual administrator may take any action they deem appropriate, including removing the offender from the community. The decision of the administrators involved in the case of a violation will be considered final.

Consequences:

Participants who are asked to stop any negative behavior are expected to comply immediately. If, even after a warning, such behavior continues, the participant will be removed from the community and the whole program as a whole.

Concepti

The safety of young people is our priority and responsibility!

Date:
30.01.2025

Georgi Temelkov:
Signature: