



## INTRODUCTION

Child Protection is a very important matter for us and as such we set out below the Bank of Cyprus Cultural Foundation's (BOCCF) Child Protection Policy. This document outlines our commitment to protecting children.

The BOCCF is fully committed to safeguarding the welfare of all children in its care. It recognises the responsibility to promote safe practice and to protect children from harm, abuse and exploitation. For the purposes of this policy and associated procedures a child is recognised as someone under the age of 18 years.

The BOCCF operates within the context of these five basic Guiding Principles of Child Protection:

- Zero-tolerance for child abuse.
- Protecting children's rights and their best interests.
- Placing the child as the first priority when dealing with all identified or suspected cases of child abuse.
- Empowering and educating children on their rights, personal safety and steps they can take, if there is a problem.
- Integrating child protection into all aspects of our organizational strategy, structures and work practices.

### 1. PURPOSE

The purpose of BOCCF's Child Protection Policy is to ensure that BOCCF has guidelines in place to ensure children are protected from deliberate or unintended actions that place them at risk of child abuse, sexual exploitation, injury, discrimination and any other harm within the context of its activities.

### 2. PRINCIPLES

These guidelines are based on the following principles:

- ✓ The welfare of children is the primary concern.
- ✓ All children, whatever their age, culture, disability, gender, language, racial origin, socio-economic status, religious belief and/or sexual identity have the right to protection from all forms of harm and abuse.



- ✓ Child protection is everyone's responsibility.
- ✓ Children have the right to express views on all matters which affect them, should they wish to do so.
- ✓ The organisation shall work in partnership together with children and parents/carers to promote the welfare, health and development of children.

### **3. GOALS**

The BOCCF will at all times strive to:

- A. Promote the health and welfare of children by providing opportunities for them to take part in any activities organised by BOCCF safely.
- B. Respect and promote the rights, wishes and feelings of children.
- C. Promote and implement appropriate procedures to safeguard the well-being of children and protect them from abuse.
- D. Recruit, train, support and supervise its staff, members and volunteers to adopt best practice to safeguard and protect children from abuse and to reduce risk to themselves.
- E. Require staff, members and volunteers to adopt and abide by this Child Protection Policy and these procedures.
- F. Respond to any allegations of misconduct or abuse of children in line with this Policy and these procedures as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
- G. Observe guidelines issued by local Child Protection Committees for the protection of children.
- H. Regularly monitor and evaluate the implementation of this Policy and these procedures.

### **4. RESPONSIBILITIES**

All staff members of the BOCCF shall:



- A. Be aware of the local and international laws applying to child protection;
- B. Provide adequate support to ensure that any children involved in the BOCCF activities are protected;
- C. Be trained on the rights of the child and how to recognize child abuse and exploitation and what the appropriate action to take is;
- D. Ensure they are aware of procedures for reporting concerns;
- E. Report any incident of concern about child protection to the appropriate authorities.

## 5. TRAINING

Appropriate and adequate training and refresher courses on our Child Protection Policy are planned and offered to all staff members and partners.

The following information are made available to all staff members:

- Local laws relating to child labour, abuse, exploitation and trafficking;
- Contact details and information for various governmental authorities and bodies;
- Information on how to recognise child abuse;
- Procedures on how to report child abuse

All new employees are also trained and commit to following the policy and protocols.

## 6. CONTACT DETAILS

Our full contact details are:

Full name of legal entity: Bank of Cyprus Cultural Foundation  
Name or title of Responsible Person: Margarita Ioannou  
Email address: [info@cultural.bankofcyprus.com](mailto:info@cultural.bankofcyprus.com)

The Foundation's contact form: <https://boccf.org/contact/>  
Postal address: Phaneromenis 86-90, 1011, Nicosia, Cyprus  
Telephone number: 22128157



## **CHANGES TO THE PRIVACY NOTICE AND YOUR DUTY TO INFORM US OF CHANGES**

This version was last updated on 28 June 2022.

This Policy and these Procedures will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of children or following any changes within BOCCF.
- Following any issues or concerns raised about the protection of children within BOCCF.
- In all other circumstances, at least every three years.

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):

URL: <http://www.childcom.org.cy>

Via E-mail: [childcom@ccr.gov.cy](mailto:childcom@ccr.gov.cy)