



KEEPING CHILDREN SAFE & CHILD SAFEGUARDING POLICY

1. Purpose and Scope

This Keeping Children Safe / Child Safeguarding Policy sets out the principles, responsibilities and procedures applied by **Aetoi Thessalonikis** to ensure that all children and young people under the age of 18 who participate in our activities are protected from any form of physical, emotional or psychological harm, abuse, neglect, harassment, bullying or exploitation.

This policy applies to all staff members, volunteers, coaches, trainers, external collaborators and any other persons acting on behalf of or in association with the organization.

2. Core Principles

All actions involving children and young people are guided by the following principles:

- The **best interests of the child** are paramount at all times
- All children are treated with **respect, dignity and equality**, without discrimination of any kind, including on the grounds of gender, disability, origin, religion or social background
- **Zero tolerance** is applied to any form of abuse, exploitation, neglect, harassment or violence
- Children and young people have the **right to be heard**, to feel safe, and to raise concerns without fear

3. Core Principles

Aetoi Thessalonikis appoints a **designated Safeguarding Officer**, who is responsible for receiving, recording and managing any safeguarding concerns or incidents in a prompt and confidential manner, and for taking appropriate action in accordance with national legislation and internal procedures. All staff, volunteers and collaborators working with minors:

- Are informed about this policy and their safeguarding responsibilities
- Are required to report any concern or suspicion of abuse or unsafe behaviour immediately

4. Recruitment, Training and Capacity Building

All persons who work directly with children and young people:

- Are approved through the relevant national and Ministry procedures

- Have completed the required legal, health and psychiatric checks, where applicable
- Are trained in **first aid** and basic child safeguarding principles
- Participate in **regular refresher seminars or trainings** related to child protection, safety and ethical conduct

5. Safe Activities and Environments

Aetoi Thessalonikis ensures that:

- All training and activity venues comply with applicable **health and safety standards** and legal requirements set by the competent authorities
- Activities are planned and delivered in ways that minimize risks and promote children's physical and emotional safety
- Professional conduct rules and clear boundaries are respected at all times

Communication with minors is conducted through **official and transparent channels**, and one-to-one situations in closed or isolated spaces are avoided whenever possible.

Any necessary physical assistance (e.g. for safety, mobility or inclusion of children with disabilities) is provided **only when essential**, with prior explanation, respect for the child's dignity, and - where feasible - in the presence of a second adult.

6. Privacy and Data Protection

Aetoi Thessalonikis respects the **privacy and personal data** of children and their families. Personal data are collected and processed only when strictly necessary and in accordance with applicable data protection legislation.

Photos and videos of minors are taken and used **only with prior written consent** from parents or legal guardians.

7. Parental Consent and Information

Participation of minors in activities requires:

- Written consent from parents or legal guardians
- A responsible declaration acknowledging the rules of participation and the inherent risks of sport and physical activities
- Clear information on safeguarding rules and reporting mechanisms

8. Reporting and Response

Aetoi Thessalonikis is not a law-enforcement body and does not investigate allegations of abuse. Its responsibility is to:

- Ensure the immediate safety of the child
- Record concerns accurately
- Refer cases to the **competent authorities**
- All safeguarding concerns are handled **seriously, confidentially and without retaliation.**

9. Legal Framework (Greece)

This policy is implemented in accordance with the applicable national and international legal framework for the protection of children and minors in Greece, including in particular:

- The **United Nations Convention on the Rights of the Child**, as ratified by Greece
- The **Greek Constitution**, which guarantees the protection of childhood and human dignity
- **Law 3500/2006** on combating domestic violence
- **Law 3727/2008** and subsequent amendments concerning sexual exploitation and abuse of children
- Relevant provisions of the **Greek Penal Code** and **Code of Criminal Procedure** related to crimes against minors
- **Law 4624/2019** and the **General Data Protection Regulation (EU) 2016/679 (GDPR)** regarding the protection of personal data of minors
- The applicable **sports, youth and safety regulations** issued by the competent Greek authorities and Ministries governing the lawful operation of sport clubs and youth activities

Aetoi Thessalonikis complies with all mandatory reporting obligations under Greek law and cooperates fully with the competent authorities when required, prioritizing at all times the safety and best interests of the child.