

S A F E

F R O M

H A R M



SCOUTS®

Creating a Better World

**CREATING A SAFE ENVIRONMENT
FOR CHILDREN A YOUNG PEOPLE
IN YOUTH ORGANISATIONS**



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CONTENTS

- 3** WELCOME OF THE REGIONAL DIRECTOR FOR EUROPE, WSB
- 4** WHAT IS CHILD PROTECTION
- 5** HISTORICAL PERSPECTIVE ON CHILD PROTECTION IN SCOUTING
- 8** BENEFITS AND CHALLENGES OF THE SCOUT METHOD IN CHILD PROTECTION
- 11** PROJECT DESCRIPTION
- 12** IMPLEMENTATION OF THE PROJECT IN THE PARTNER ORGANISATIONS
- 30** KEY LEARNING
- 31** GETTING STARTED IN YOUR ASSOCIATION
- 33** KEY REFERENCES AND RESOURCES
- 38** CREDITS

DEAR FRIENDS,

Scout Region of WOSM has sought to give guidance and support for child protection, extending back to the development of a euroscoutdoc on “Child Protection” resulting from a Symposium on the topic held in 2000, and a euroscoutdoc in 2002 on “The Internet: Opportunities and Challenges for Scouting”, the Child Protection Kit published jointly with WAGGGS in 2007 and full buy-in to the online Child Protection training for IST at the 21st and 22nd World Scout Jamborees.

This publication draws on the experiences of a number of our associations and shows that together we can contribute to a greater understanding of the issues, can encourage others through our experiences and make Scouting a safer place for young people to grow and develop.

Please share this publication and its contents widely. Contribute to the development of more ideas and better networking and help others to enjoy this great game of Scouting.

Yours sincerely,



David McKee
Regional Director
World Scout Bureau - European Region



WHAT IS CHILD PROTECTION

AND WHY WE NEED A CHILD PROTECTION POLICY IN SCOUTING

Safe from Harm! is a project focusing on implementing and improving child protection in Scout organisations. While we can all have an intuitive understanding of what child protection is, it is worth to see a brief definition, and detail why we think it is important to raise awareness about child protection in Scout organisations.

According to UNICEF child protection is “A broad term to describe philosophies, policies, standards, guidelines and procedures to protect children from both intentional and unintentional harm. In the current context, it applies particularly to the duty of organisations – and individuals associated with those organisations – towards children in their care”.¹



Reading the definition, when it comes to ‘philosophies’ we immediately think about the Scout values and educational method that play a significant positive part in child protection. Acknowledging that “the best way to protect children is to empower them to protect themselves”¹ and that through the Scout method we do empower children and young people we are certainly already two steps forward in the good direction. Thus we might think that Scouting is a safe place for children by default, but we must be realistic and look critically at the broader picture.

Looking at data on violence against children we sadly observe that it happens everywhere, even in the supposedly safest places such as in families and in schools. Scout organisations are not in a bubble, we are not impermeable from the outside world. Statistically violence against children might happen in Scouting too. For this reason Scout organisations have the responsibility to put in place and implement an integrated child protection policy, looking – for example – at: recruitment of volunteers and employees, training, educational programme, management structures, communication guidelines, reporting and reaction system.

Many Scout organisations in Europe already have a child protection policy in place, and are constantly working to improve it. The partners of the Safe from Harm! project are some of these organisations, which decided to take the challenge to get engaged in improving and developing their child protection policy. Only with a proactive approach we can ensure a safe environment for children and young people in Scouting, and also for our volunteers and employees.

In the following publication we will explore the historical path of Scouting in child protection and we will detail the benefits and risks connected with the Scout method. We will then present you how the project partners have developed actions to improve child protection policies in their organisations. Finally we will share with you our key learning and 10 tips to implement child protection in a youth organisation, in the hope that you will be able to take from Safe from Harm! the inspiration to make the next step in your association too!

¹ Child protection policies and procedures toolkit, how to create a child-safe organization, 2005, Elanor Jackson and Marie Wernham and Childhope uk for UNICEF

SAFE FROM HARM

HISTORICAL PERSPECTIVE
ON CHILD PROTECTION IN
SCOUTING

In over 100 years, Scouting's successful existence has been based on the fact that it has taken responsibility to provide a safe environment for children and young people to support their development. The relationship between youth members and adult leaders proposed by Baden-Powell and the focus on leader training have been key pillars that help Scouting retain its attractiveness to young people and retain quality and consistency in the Movement. "Keeping Scouts Safe From Harm" has been a focus of World Scouting for a long time. Over the years several policies, statements and resolutions have been made, to remind National Scout Organisations (NSOs) of the importance of keeping Scouts safe from harm, and to keep up with the developments in this area in a constantly changing society where new terminologies are created each day to strengthen emphasis on various aspects of the issue. In several countries, WOSM has been a pioneer in this field and has many examples of contributing to improving policy and practice in other youth organisations and in some cases pushing their governments to take action.

Within months of the adoption of the UN Convention on the Rights of the Child² (CRC), WOSM passed a resolution in its Paris World Conference in 1990 (Conference resolution 16/90), calling on its NSOs "to find creative means to familiarise their leaders with the articles" and "to play an active role in encouraging their Government to ratify the Convention and in promoting its dissemination among adults and children". A growing number of NSOs developed policies, procedures and practices as their response to ensure that all Scouts were provided with a safe passage through the Movement. A survey of Scout associations in 2000 however revealed that only a small number (14%) had

2 <http://www.unicef.org/crc/>
3 <http://scout.org/node/5986>

UN Convention
on the Rights of the Child
In Child Friendly
Language

"Rights" are things every child should have or be able to do. All children have the same rights. These rights are listed in the UN Convention on the Rights of the Child. Almost every country has agreed to these rights. All the rights are connected to each other, and all are equally important. Sometimes, we have to think about rights in terms of what is the best for children in a situation, and what is critical to life and protection from harm. As you grow, you have more responsibility to make choices and exercise your rights.

Article 1

Everyone under 18 has these rights.

Article 2

All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis.

Article 3

All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

Article 4

The government has a responsibility to make sure your rights are protected. They must help your family to protect your rights and create an environment where you can grow and reach your potential.

Article 5

Your family has the responsibility to help you learn to exercise your rights, and to ensure that your rights are protected.

Article 6

You have the right to be alive.

Article 7

You have the right to a name, and this should be officially recognized by the government. You have the right to a nationality (to belong to a country).

Article 8

You have the right to an identity – an official record of who you are. No one should take this away from you.

Article 9

You have the right to live with your parents, unless it is bad for you. You have the right to live with a family who cares for you.

Article 10

If you live in a different country than your parents do, you have the right to be together in the same place.

Article 11

You have the right to be protected from kidnapping.

Article 12

You have the right to give your opinion, and for adults to listen and take it seriously.

Article 13

You have the right to find out things and share what you think with others, by talking, drawing, writing or in any other way unless it harms or offends other people.

Article 14

You have the right to choose your own religion and beliefs. Your parents should help you decide what is right and wrong, and what is best for you.

Article 15

You have the right to choose your own friends and join in an organized group, as long as it isn't harmful to others.

Article 16

You have the right to privacy.

Article 17

You have the right to get information that is important to your wellbeing, from radio, newspapers, books, computers and other sources. Adults should make sure that the information you are getting is not harmful, and help you find and understand the information you need.

Article 18

You have the right to be raised by your parents if possible.

Article 19

You have the right to be protected from being hurt and mistreated, in body or mind.

Article 20

You have the right to special care and help if you cannot live with your parents.

Article 21

You have the right to care and protection if you are adopted or in foster care.

Article 22

You have the right to special protection and help if you are a refugee (if you have been forced to leave your home and live in another country), as well as all the rights in this Convention.

Article 23

You have the right to special education and care if you have a disability, as well as all the rights in this Convention, so that you can live a full life.

Article 24

You have the right to the best health care possible, safe water to drink, nutritious food, a clean and safe environment, and information to help you stay well.

Article 25

If you live in care or in other situations away from home, you have the right to have those things arranged, looked at regularly to see if they are the most appropriate.

Article 26

You have the right to help from the government if you are poor or in need.

Article 27

You have the right to food, clothing, a safe place to live and to have your basic needs met. You should not be discriminated so that you can't do many of the things other kids can do.

Article 28

You have the right to a good quality education. You should be encouraged to go to school to the highest level you can.

Article 29

Your education should help you use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people.

Article 30

You have the right to practice your own culture, language and religion – or any you choose. Minority and indigenous groups need special protection of this right.

Article 31

You have the right to play and rest.

Article 32

You have the right to protection from work that harms you, and is bad for your health and education. If you work, you have the right to be safe and paid fairly.

Article 33

You have the right to protection from harmful drugs and from the drug trade.

Article 34

You have the right to be free from sexual abuse. Article 34 also one is allowed to know or tell you.

Article 35

You have the right to protection from any kind of exploitation (being taken advantage of).

Article 36

No one is allowed to punish you in a cruel or harmful way.

Article 37

No one is allowed to punish you in a cruel or harmful way.

Article 38

You have the right to protection and freedom from war. Children under 15 cannot be forced to go into the army or take part in war.

Article 39

You have the right to help if you've been hurt, neglected or badly treated.



The UNCRC in a child friendly language

effectively risen to the challenge to develop and implement policies and procedures to ensure that Scouts were free from abuse. In order to broaden knowledge and understanding of child protection issues in Scouting, a **Symposium³** on Safe from Harm took place at Gilwell Park, United Kingdom, in November 1999.

In 2002, at the 36th World Scout Conference⁴ held in Thessaloniki, Greece, WOSM adopted a Resolution 07/02 on 'Keeping Scouts Safe From Harm' which has since been WOSM's key policy statement on Child Protection.

Following the adoption of this resolution, much work has been done by WOSM and its NSOs. At national level, several NSOs have developed and implemented their own child protection policies, guidelines and volunteer training. At European level the European Region of WOSM in partnership with the Europe Region WAGGGS⁵ developed in 2007 a Child Protection toolkit⁶.



The need to encourage all NSOs to work on child protection received further impetus from WOSM in 2005 when a small work group was identified to take this forward. It was decided that the World Scout Jamboree⁷ in the United Kingdom (UK) in July-August 2007 could be a useful focus for this work.

A test e-learning child protection exercise called "Safe from Harm" was then developed. Every adult volunteer attending had to complete this exercise prior to coming to the Jamboree. A section on child protection was also included in the generic training all adult volunteers had to attend.

As direct follow up from the test made at the World Scout Jamboree in United Kingdom, three very important initiatives were developed to further extend the cause of keeping Scouts safe from harm:

1 E-learning training on child protection at the 22nd World Scout Jamboree in Sweden. Throughout the years the Swedish Scout and Guide Council has been one significant organisation within Scouting which has put in place policy, procedures and practice to ensure the safety of children and young people in their membership. As host of the Jamboree in 2011 they developed, in collaboration with WOSM, an e-learning training on child protection that achieved amazing results: in total 12700 people completed the training before the event including some for whom it was not mandatory to take the training.

2 International Conference Seminar "Keeping Scouts Safe from Harm", 2011. On 1 August 2011, with the backdrop of the 22nd World Scout Jamboree in Sweden, WOSM, again in partnership with the Swedish Guide and Scout Council, organised a one-day Conference on Keeping Children Safe From Harm. The high profile international conference was attended by many dignitaries starting with His Majesty the King of Sweden Carl XVI Gustav, who was there to support Her Majesty Queen Silvia, whose Childhood Foundation supported the Conference. Other participants (250 from over 75 countries) included representatives of many NSOs, heads of Government and Non Government Organisations working with children and youth, Young Correspondents, World Scout Committee members, senior staff of the World Scout Bureau Central & Regional offices and invited guests. The conference highly contributed to raise the profile of Scouting in child protection and was the occasion of launch the e-learning tool-kit as a tool to develop child protection in every NSO around the world.

3 E-learning "Keeping Scouts Safe from Harm". At the International Conference Seminar mentioned above was also launched the new e-learning tool-kit on Keeping Scouts Safe From Harm. The e-learning is available on DVD and was distributed to WOSM NSOs.

4 http://www.scout.org/en/our_organisation/governance/conference/36_wsc

5 <http://europe.wagggs.org/en/home>

6 <http://scout.org/node/5984>

All this has been further strengthened by the revision of the Adult in Scouting⁸ policy adopted at the World Scout Conference in Brazil⁹ in 2011 that includes important aspects of keeping Scouts safe from harm, especially when thinking about recruitment and training of adult volunteers.



From March 2013 until August 2014 the WOSM European Region supported 8 Scout Associations in the implementation of the project 'Safe From Harm!', also supported by the Daphne III programme of the European Union.

The project directly involved 911 Scouts from 7 different European countries, and was concluded by a network meeting and a final conference attended by 24 National Scout Organisations.

When working with global issues such as child protection, WOSM has always strived to work in partnership with other organisations, be it a UN body or another NGO, sharing its best practices and learning from others. In the past, WOSM and its NSOs have worked notably with UNICEF, Save The Children, WAGGGS, CRIN and ILO on various projects, activities and campaigns, in support of child protection and keeping Scouts safe from harm.

The project "Safe from Harm!" stems from these efforts and is another step to bring more NSOs on board to make child protection policy a reality in their contexts.



Scout at a Scout camp

7 <http://scout.org/node/6095>

8 http://scout.org/sites/default/files/library_files/Adults%20in%20Scouting%20Policy_EN.pdf

9 <http://scout.org/node/6493>

BENEFIT AND CHALLENGES OF THE SCOUT METHOD IN CHILD PROTECTION

The Scout Method¹⁰ is an educational method that enables boys and girls, young men and young women, are enabled to live a self-determined life as citizens of their local communities in a globalised world.

Scouting seeks to create a safe environment for young people. The principles of Scouting support the holistic development of young individuals towards self-confident, reflective personalities. However, the principles of the Scout Method can be at the same time vulnerable to abuse, misunderstanding and misuse, which is inherent to their nature of trust, independence of the learner and freedom. Therefore, both sides of the coin need to be considered: the Scout Method is a very valuable and supportive tool to the development of young people; however it is also vulnerable to violation. To minimise the risks, it is important to be aware of the potential threats and to develop strategies to counter them.

The double-edged ambivalence of high benefit and high risk in the same structural element of Scouting will be illustrated through five examples:

LEARNING BY DOING

Learning by doing is one of Scouting fundamentals. Peer-to-peer learning and working in small groups is also very important in Scouting. Both elements lead to youth empowerment, where children and young people are fully involved in the project development of their group activities and their association; moreover young leaders are very important as positive role models. They are much less distant than adults, they speak the language of the children and young people, and are much closer to their life situation and their worries. Nonetheless we have to keep in mind that empowering young leaders also means providing structured support to them, especially when it comes to prevention and reaction in safeguarding. Training in the Scout Method and on child protection is as important as providing a stable support structure in the association, such as a direct line to a specialist in safeguarding that can support leaders and parents if any specific matters occurs. Learning by doing is very important also when it comes to child protection assessment and reaction. We should not misunderstand or misrepresent it by not providing expert guidance at all levels. Also very well trained leaders need support over time: training them and then leaving them alone to deal difficult matters is not empowering, but is exactly the opposite and leads to increased risks.



Scout at a Scout camp

10 Seven related elements in Scout and Guide educational proposals: Law & Promise; Learning by doing; Team work; Symbolic framework; Personal progression; Nature; Adult support; and for Guides; Service in the community

HIGH DEGREE OF CLOSENESS AND PROXIMITY

In Scouting, young people experience intense closeness to others. By being on camps and hikes for several days, but also in the patrol (small group) that meets regularly, members develop intense friendships. Experiencing adventures together brings people close together. To have close friends and relationships is utterly important for the development of young people. Especially in adolescence, where young people gain more and more independence from their parents, strong peer-relations are an important source of well-being. This high closeness and proximity we create in Scouting may however possibly create misunderstanding, and make it more difficult to identify inappropriate behaviour. As it is more difficult to identify inappropriate behaviour it might be challenging to speak up if we see something unsuitable happening. It requires a lot of strength and self-confidence to say that we are not comfortable with something and take the risk to 'spoil' an apparently good atmosphere. Also, a high level of closeness and intimacy may be a precursor for creating dysfunctional dependences.

STRUCTURES ARE BASED ON TRUST AND CONFIDENCE

Scouts interact with trust and confidence. In many aspects of Scout life, we do not need strict regulations or control mechanisms. When Scouts are together it is, per se, an environment in which they can rely on each other. For the positive development of young people, it is extremely important to feel that they are trusted, not controlled. Experience shows that if you trust people and give them a chance, it is unlikely that they will exploit it. However, someone who wants to build inappropriate relations with young people may misuse this system. In this case it is more difficult to find out about it than in a system of control. As we want to maintain this spirit of trust, it is extremely important to show a high degree of attentiveness towards the processes going on. Trust and confidence should not be mixed up with arbitrary or laissez-faire attitudes.

SIMPLE LIFE AT SCOUT CAMPS AND TRIPS

Scouts love the simplicity of the life outdoors. In a materially saturated world it is beneficial to concentrate on the essentials and to go back to the beauty of a simple life. A simple life however can imply compromises especially when it comes to privacy and intimacy for example in washing yourself at the river, or sleeping together in a tent. In an atmosphere of trust and respect, it can be quite beneficial to live life with simplicity. However again, we must be aware of the challenges related to a lower level of privacy, especially when working with children and teenagers in developing age. It's not because we are comfortable with something that our Scouts are as well. We might want to keep this in consideration while planning Scout activities, ensuring our members feel comfortable enough to say if they need more privacy, and to give them the time to adapt to the simple life.



Scouts kayaking at the 14th M00T, Canada 2013

TRADITIONS AND RITUALS

Repeating traditions and rituals are important for the healthy development of individuals. They give stability and reliability in an unsteady world. In Scouting, traditions and rituals are very important. They give the frame to events, camps and trips. They mark the beginning and the end of the weekly group sessions and they indicate the transitions to a new age group of Scouting. Sometimes, however, rituals lose their initial idea and become independent from their intended purpose. It then may happen that someone labels a humiliating or degrading action as a ritual. We know that in all our activities we mean well, but that does not excuse if we do harm unintentionally. It is important to be very attentive to ensure that rituals and so-called traditions still meet the intended idea and have sound educational purpose. We need to re-evaluate them, and do so in a systematic way. If they do not serve an educational purpose anymore, it is time to change.

To sum up, the Scouting Method is a multi-faceted and strong tool to support young people in their holistic development. It is a fac-

tor in prevention of violence in itself, educating to respect of oneself and others, we develop a safe environment for children and young adults. However, the activities and structures of Scouting, based on the Scout Method, may be misunderstood or may encourage people to have harmful behaviours. As Scouting wants to be a safe place for young people, it is important for leaders at all levels to be highly attentive to what is going on. Attentiveness is the keyword, not control or over-regulation. Further, children and teenagers need to be empowered to express discomfort openly and to embrace the challenge to find their own comfort with others. They must be sure that they are well heard and competently helped in situation of abuse.

By standing together for the rights of children and young people, by being attentive and active, the Scout movement can be a leader in achieving the vision that Scouting is a safe place for all young people. Communicating openly that Scouting is a safe environment for all children and young people is an important step towards prevention as it shows internally and externally that Scouts stand up for ensuring child protection in Scouting.



Tent at the 14th MOOT, Canada 2013

***IF YOU MAKE LISTENING
AND OBSERVATION YOUR
OCCUPATION
YOU WILL GAIN MUCH MORE
THAN YOU CAN BY TALK.***

ROBERT BADEN-POWELL

PROJECT

DESCRIPTION

WHY SUCH A PROJECT IS STILL NEEDED TODAY

Considering all that WOSM has been doing on child protection so far, this project wanted to re-state once again that child protection is not and will never be out of fashion in the Scout Movement. It must remain one of the key priorities in every single National Scout Organisation, and in youth organisations in general, despite the different cultural and organisational backgrounds. We believe that as a youth movement we must ensure a safe environment for all children and young people. The project was built on the work that has been done so far in this field, inside and outside Scouting, in order to not start over again from the scratch but to better exploit the existing resources/tools available. The excellent results achieved and the interest created around the project has confirmed how this topic is still very relevant.

THE OBJECTIVES

- 1) **Deepen the understanding of violence against children and young people as well as harmful practices.**
- 2) **Offer a space for peer-to-peer learning and reflection.**
- 3) **Review and creation of policies or tools about violence against children.**
- 4) **Training local leaders.**
- 5) **Spreading the knowledge, sharing the results.**

WE FOCUSED ON VOLUNTEERS!

One of the key features of the project was the focus on awareness raising and training of leaders. Being a volunteer-based and -led movement, most of the work was achieved by volunteers, for volunteers. Professional staff members were involved at the European and national levels to ensure the coordination, the follow up of the administrative work and to provide expertise when needed and relevant. A Steering Group, composed of selected experts from different



European Mid-term Meeting, Bratislava November 2013

European countries ensured, with the Project Staff, the coherence and the delivery of the project, both at the European and national level. We identified as essential:

THE METHODOLOGY - A MIX OF EUROPEAN AND NATIONAL ACTIVITIES

The project ensured a quality, relevant and insightful output by combining European and national approaches. The European approach facilitated the exchange of knowledge, perspectives, practices and expertise but also the creation of a like-minded community. This European approach enriched the work done at the national level. Indeed, the project sought to facilitate the delivery of tailor-made policies or tools for each partner, to fit and answer the needs and the specificities of each of them; the European added value was necessary to broaden the understanding, use the practices in place in other countries and adapt to ever changing societies. We provided the partners with a framework to first reflect on their own practices and standards, then review or create new policies and/or tools for their organisation in an organised process, with experts inputs, exchange of practices, with the proper time and means to ensure the quality and relevance of the end result.

EUROPEAN NETWORKING

OBJECTIVES

- a) Provide sharing space.
- b) Give the possibility for partners to gain experience.
- c) Reflection for the partners.
- d) Collection and sharing of the results.

ACTIVITIES DEVELOPED

Three European meetings. To provide a space for sharing best practices, increase knowledge in the field of child protection, have a shared reflection about safeguarding in Scouting, monitoring the progress and challenges of the implementation of the project and to evaluate, the partners met three times at European Level. A kick-off meeting, a mid-term meeting and an evaluation meeting were organised to ensure a European dimension to the project.

Distance Networking. The partners had the opportunity to network on-line by exchanging updates on the national activities and to share new ideas, resources, experiences worthy to be spread with the other partners.

European Network Meeting. To disseminate the results of the project within the Scout Movement and discuss about the future of safeguarding in the European Scout Region, a European network meeting was organised. 21 Scout Associations from 19 different countries participated in the network meeting, evaluating it as highly valuable for their organisations.

Closing Conference. To share the results of the project beyond the partners, a Closing Conference was organised, inviting EU institutions, other National Scout Organisations, external partners active in the field of violence against children and youth movements, as well as other stakeholders to present the main findings, exchange the practices and encourage to use the results. You can find the video of the conference on the Safe from Harm website.

Partner-to-partner visits. In order to further strengthen the peer-to-peer learning element of the work-stream, each national partner had the possibility to invite another partner to gain further understanding and knowledge from them. In this framework VCP (Germany) and Scouting Nederland (The Netherlands) met with a specialist in Safe from Harm from Scouteria (Sweden), and representatives from Slovensky skauting (Slovakia) participated in the Scouts et Guides de France (France) CAP2025 event and in their General Assembly.

Training sessions in other Scout events. In order to raise awareness and knowledge on Safe From Harm we participated in several international and national events, providing a tailor made session on child protection issues or on the project itself. The project was present at: the 21st European Scout Conference, at the Academy 2013 and 2014, at the World Scout Education Congress, at the 40th World Scout Conference and was kindly invited at a train the trainer refresher meeting of Child Protection of Scouting Ireland.



Closing Conference. From the left to the right: Goran Hagerdal - WOSM; Sandie Blachet - UNICEF; Alix Masson - YEF; Steve Lavelle - CISV; Jana Hainsworth - EuroChild

NATIONAL PROJECTS

ACTIVITIES

Work of national teams. Each partner set up a team that coordinated the work and the national meetings.

Consultation of local leaders. The partners directly consulted with different methodologies (meetings, surveys, visits) the local leaders on what are the practices in Scouting that they can associate to harmful practices, the situation they had to face related to violence against children and young people. This specific meeting gave some specific food for thought and concrete examples of how to address the issue of harmful practices and violence. It guided the national teams also on how to address the leaders, with which tools, what language, etc.

Involvement of experts. Each National partner involved in their work both external experts and experienced members of their organisations.

Evaluation of the existing materials. The evaluation of the materials available in the national partner organisations was also included. This meant the assessment of which materials (policy documents, toolkits, etc.) were available, and what materials were desirable to have in order to facilitate the prevention of child abuse.

Deliver the updated or new materials. The partners had the opportunity to decide what materials they wanted to update or develop. They made a decision on how to proceed on the development of materials with their National Teams. At least two meetings took place for this. Of course work and research in between the meetings was necessary in order to ensure a maximum relevance and quality of the deliverables. After the decision was made, the identified materials were reviewed, corrected and/or developed. For this, the partners took carefully into consideration the good examples of other countries that they have learned from the partners, from the European meetings, the collaborative online work or the partner-to-partner visits.



IMPLEMENTATION OF THE PROJECT IN THE PARTNER ORGANISATIONS

SAFE FROM HARM

IN ASDE

SPAIN



ABOUT THE ORGANISATION

ASDE - Federación de Scouts - Exploradores de España has been active in Spain since 1912. The federation is composed by 17 Member Organisations from the 15 autonomous regions and the 2 autonomous cities of Ceuta and Melilla. ASDE is one of the largest youth volunteer lead NGOs in Spain, with over than 30.000 members. ASDE develops its activities through non-formal education. Its work is aimed at reaching children and young people from 6 to 21 years old and it is developed thanks to the commitment of volunteers who deliver educational activities with the members. Since its foundation the Scout Movement in Spain has been an educational reference because of its plural and open approach that promotes critical thinking, stimulating values such as tolerance, equality, personal care, environmental protection, etc.

TWO TRAINING SESSIONS ON VIOLENCE PREVENTION

During the INDABA, ASDE's national training event held in December 2013, the first Training on violence prevention took place with 30 scout leaders trained on prevention and detection of violence against children and young people. The second training was held in April 2014 and 14 scout leaders participated. In the realisation of



both events ASDE collaborated with other specialized partners: Federación de Asociaciones para la Prevención del Maltrato Infantil (FAPMI); the Social Pediatric Department at the Hospital Niño Jesús (Madrid) and the Forensic Psychology Department of the University of Zaragoza.

NATIONAL YOUTH FORUM FACING VIOLENCE PREVENTION

In December 2013 a joined training session between the attendees of the first Training on Violence Prevention and the National Youth Forum gathered 110 young people with an age between 16 to 21 years to discuss about the risks of violence in their organisation, how to prevent and deal with them. It was a great success! The young people that attended the National Youth Forum requested to include a similar session within the agenda of forthcoming National Youth Forums as core matter.

A NATIONAL CODE OF CONDUCT

In February 2014 ASDE's National Scout Council endorsed the Code of Conduct developed in the frame of the Safe from Harm project by the national team. This code represents, through its 8 mottos, the commitment to eradicate violence

against children and young people and offers a working tool to the leaders. In the framework of the *Safe from Harm* project the national team has been working hard to develop a National Plan that positions ASDE as a leading non-formal education organisation against violence to children and young people in Spain. This document has been spread through the different communication channels with the objective that every Scout group of ASDE could adhere to the Code.



A NATIONAL TEAM SPECIALIZED IN VIOLENCE PREVENTION

In July 2013, ASDE launched an open call to Scout leaders in order to create a team of people specialised in violence prevention. The result of the work has shown the importance of gathering the different working networks of ASDE when it was clear that violence is a multi-dimensional problem that should be faced with different approaches. For these reasons they have gathered several working networks to work on this important matter: National Gender Equity and Co-education Network, National Education for Health Network, National Youth Programme Reform Network, National Training Network, etc.

HANDBOOK

ASDE created a guide for Scout leaders with the objective to offer them the theoretical basis and practical tips adapted to the educational age sections. This handbook is available through our website-catalogue and on ISSUU.

EDUCATIONAL MATERIALS

In order to ensure the dissemination of the results the national team worked on the development of several educational materials: some of them with the purpose of raising awareness and some of other aimed at training Scout leaders, with the aim to turn them into reference professionals.

A RESEARCH TO DISCOVER US

During the first quarter of the project they have developed an analysis through an online survey. The results gave as an image of the situation of ASDE in relation to violence matters that helped to define the national strategy.

BETTING ON THE FUTURE

On the occasion of the World Day for the Prevention of abuses and violence against children, 19 November 2014, ASDE launched an Open Call to Scout groups with the objective to sensitise children and young people against violence.

NUMBERS AND FACTS:

- 1**
National team now active and specialised on violence prevention and detection
- 1**
Code of Conduct developed and approved
- 2**
Training sessions, 114 leaders trained
- 5000**
Over 5000 young people reached with raise awareness initiatives

“NE(S) SVARBU” –

SAFE FROM HARM!

LITHUANIA



ABOUT THE ORGANISATION

Lithuanian Scouting (Lietuvos skautija - LS) is a nonpolitical, non-governmental organisation, open to all residents of Lithuania, regardless of race, nationality, religion, gender, or social circumstances. As an organisation engaged in non-formal education, LS seeks to help young people reach their full physical, intellectual, social, and spiritual potential, and become responsible citizens of their local, national, and international communities. The motto of LS is *Fun with a purpose!*

With over 2,000 members, Lithuanian Scouting is the largest Scout organisation in Lithuania. Groups operate in both larger cities and smaller villages all across the country. Lithuanian Scouting is a member organisation of the World Organisation of Scout Movement (WOSM), the International Scout and Guide Fellowship (ISGF), and the International Catholic Conference of Scouting (ICCS).



LET'S TALK... OVER A CUP OF TEA

Since the Safe from Harm! project set out to increase awareness of important topics, it was crucial to first explore existing opinions and practices. A number of Tea'n'Chat events were conducted during the National Jamboree and the Summer Assembly 2013, the idea being to create an open discussion space where leaders could talk about sensitive topics such as bullying, privacy, gender in Scouting etc. A particularly valuable aspect of the Tea'n'Chat method proved to be the possibility to share ideas and experiences. Some of the training modules developed for the project also followed a similar structure, for example, in the module on education through positive encouragement leaders worked in groups to suggest solutions to a variety of discipline-related situations.



DEVELOPING A CODE OF CONDUCT

Information gathered through the Tea'n'Chat events helped to identify the main areas of relevance: prevention of bullying, violence, and suicide, maintaining discipline, privacy, dealing with consumption of harmful substances, volunteer responsibility, and incident communication. Based on these areas, a Code of Conduct for adult volunteers was developed. The Code underwent a rigorous consultation process on various levels within the organisation. Its adoption was an important step in the project as it provided basis for the methodological toolkit and two leader training sessions. In total, 4 modules were created for the trainings, which were successfully implemented in Spring 2014.



BULLYING AND SUICIDE PREVENTION

The training modules on these two highly relevant issues were created to help spread awareness and to equip leaders with preventive measures. The suicide prevention module was led in cooperation with volunteers from a local helpline.

POSITIVE ENCOURAGEMENT

In the training module on maintaining discipline in a scout unit, leaders discussed the best ways to approach rules and agreements as well as the DOs and DON'Ts of dealing with misbehaviour.

RESPONSIBILITY AND COMMUNICATION

This module introduced the main responsibilities of a volunteer from the legal point of view. In addition, the SfH team developed a basic incident communication plan, and training participants attended a special session on communication in various situations.

TOOLKIT FOR LEADERS

A methodological toolkit available to leaders in both print and online forms provides practical advice for all the areas covered in the Code of Conduct. It is accompanied by a pocket-size leaflet, which contains a summary version of the Code and emergency contact information.



NUMBERS AND FACTS:

6
Tea'n'Chat events for leaders organised in Summer 2013

2
training events, containing sessions on bullying, suicide, discipline, and volunteer responsibility

100
the number of pages in the e-version of the „Ne(s) svarbu“ methodological toolkit, including 5 annexes

„Ne(s) svarbu“: the brackets make a difference – „it doesn't matter“ or „because it matters“?

HOW TO RESPOND TO BULLYING IN THE SCOUT MOVEMENT SPAIN



ABOUT THE ORGANISATION

MSC is a Catholic movement committed to the education of children and young people in Spain through non-formal education: more than 27,000 children, young people and adults gathered in local Scout groups. Through the members, MSC reach more than 20,000 families and 600 Christian communities. There are more than 5000 youth volunteers leaders involved in the movement, who are trained and committed to educating children and young people in accordance with the Scout method and its values-based system. MSC is present in all the regions and the majority of the dioceses of Spain. The goal is educating free and responsible people to be open, caring, committed and critical.



THE TRAINING PROGRAMMES

In the course of the Safe From Harm project, the national team ran two training programmes that targeted different profiles: one for Scout leaders who are in direct contact with children and teenagers; and the second one for trainers, to help them design anti-bullying training courses. The two training courses had different objectives:

- The goal of the first one was to help preparing Scout leaders to be aware, prevent, detect and intervene if bullying occurs within the group.
- The goal of the second one was to support people in charge of the training programs in the different local regions of Spain.

With this training programme, the national team was able to put into use the content and material of the manual “How to respond to bullying within the Scout Movement” that was developed.

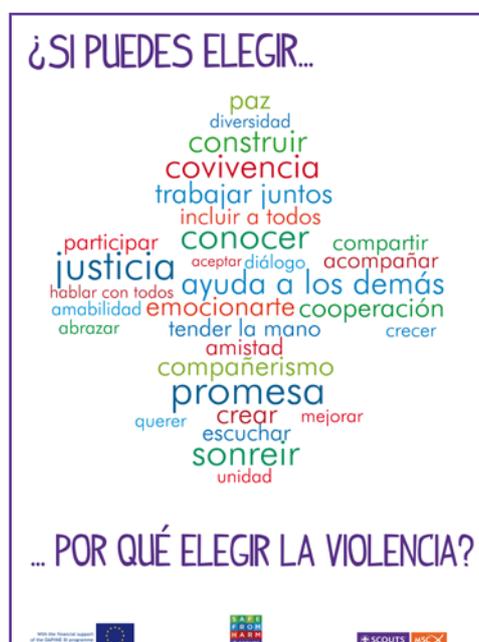


THE MANUAL

The manual “How to respond to bullying within the Scout movement” intends to support people in Scouting to become conscious of bullying within society and in particular in local Scout groups. The manual provides Scout leaders with useful tools to prevent and deal with bullying. Children and teenagers can work on more than 20 activities that guide them to reflect on what bullying is and how important it is to be proactive when it comes to violence and destructive

or cruel behaviours This guide has been handed over to each local Scout group of MSC, meaning over 400 groups all around Spain.

At the beginning of the Safe From Harm project the national team elaborated a survey in order to get specific information about the needs of the local scout groups and the possible risks that in their opinion children and young adults could encounter. Sixty groups answered these questions and the greatest risk for them was identified as bullying. These results oriented all the following actions and the content of the manual.



Another tool produced in the project is the poster “If you can choose... peace, diversity.. Knowledge... justice ... cooperation ... smile... union ...why to choose violence?”. The poster is distributed to each local Scout group to be displayed in their local premises to raise awareness about bullying.



The Safe From Harm project has helped in designing guidelines to create a safe environment for children and teenagers belonging to MSC groups.

NUMBERS AND FACTS:

30 %

Around 30 per cent of the scout groups believe there might be a bullying case among their members.

167

Number of volunteers and members of our movement involved in this project

27 785

The results and materials produced by this project are expected to reach 27,785 Beavers, Cubs, Explorers, Ventures, Rovers, leaders and parents in the movement

20 activities

Young members are now able to work on more than 20 activities that guide them to reflect on bullying.

The national team provided Scout leaders with useful tools to prevent and stop bullying.

CHILD

WELL-BEING,

SAFE FROM HARM!

FRANCE



ABOUT THE ORGANISATION

The Scouts et Guides de France (SGDF) is a Catholic youth organisation aiming to contribute to the education of children and young people, and to their involvement in social life according to the goals, principles and method of Scouting. The organisation is open to everyone without distinction of nationality, culture, social origin or faith. To support each young person to grow in relation with her/himself, others and God, it relies on a pedagogy based on game, projects, team spirit, life in the nature and values to educate children and young people in citizenship, solidarity, environmental respect, spiritual development and openness to others. Specifically SGDF offers to young girls and boys from 6 to 20 years old a living space and activities that respond to their need to dream, to act, to succeed in their projects, to live in community, and to give meaning to their lives.



TRAINING

During the project more than 100 Scout leaders were trained and several discussion groups with adolescents started. During training sessions with leaders, workshop contents were tested and developed. The trained leaders can now use tools to encourage forms of debate leading adolescents to free speech on themes of abuse. A training kit was created including a video, a card game and workshop modules. All this material is available to be used in all the national trainings starting from September 2014 thanks to the engagement of all the trainers.



THE “WELL-BEING COMMITTEE”

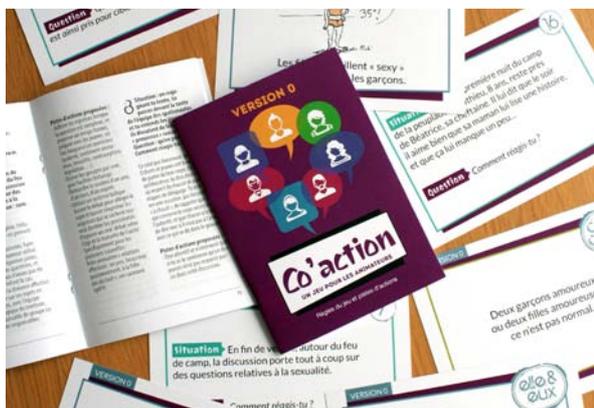
The objectives of this specifically appointed committee are:

- To assess the level of integration of the concept of well-being in the organisation and communicate it regularly to the National Board;
- To constantly enrich the application guidelines proposed by the General Management as regards the well-being of members;
- To give opinions on the consistency of the arrangements put in place as part of the general policy developed by the General Management;
- To encourage the broadcasting of information and training in the specific fields

This committee gather at least once a year with the president of Scout et Guides de France, members of the Board, members of the General Management, territorial delegates as well as qualified people to discuss important issues related to safety and wellbeing of the members. The Committee is also informed of the direct actions of the organisation related to the prevention and/or aftercare of situations of abuse.

THE CARD-GAME CO'ACTION

SGDF has an integrated approach to child protection therefore in the development of a card game on gender an attentive perspective on body health and respectful relationships was taken. There are, in particular, two targets groups addressed by the game: Scout leaders and children from 7 to 17. It is a tool for trainers and leaders to conduce discussion and reflection on various themes (especially risks of abuses) enabling free speech among young people and help them to go further in their thinking. A booklet containing information about each statement/question to be discussed comes with the game to support the facilitator.



THE POSTER

A poster has been designed to raise the awareness of leaders on their role in cases of suspected abuse and to answer a simple question: “what to do?” This poster is online on the SGDF site and was also distributed to all local groups.



THE VIDEO

A short video has been produced with the following goals:

- To raise awareness of the fact that violence cannot just happen outside scouting showing statement of youth and leaders in uniform
- To encourage victims and witnesses of abuse to talk.

This video is part of the training kit to be developed.

THE PUBLICATIONS

Three articles were published on the internal magazine addressing Scout leaders: a dossier on sexuality, one on the rights of the child and one on abusive situations. Six articles were posted in the different magazines of the movement: for the 8/11 years old “what is abuse?”, for the 11/14 years old “violence against youth”, for the 14/17 years old “children’s rights” with an interview with Marie Derain, official French defender of children; For leaders, 3 more articles: sexual prevention, child rights and welfare issues.

NUMBERS AND FACTS

65

The number of cards in CO'ACTION, the card game for Scout leaders developed to set off discussions on gender, respect and abuse enabling free speech among young people and help them to go deeper in their thinking.

137

Leaders participated in a full training on Child protection in Scouting. 270 trainers of trainer took also part in a shorter training module.

7

The volunteers actively engaged in the development and implementation of the project at national level.

16 806

The scout leaders reached in the project also thanks to the distribution of the magazine “Azimut” on which the dossiers on the Rights of the Child, on childn well-being and safe from Harm were published.

ATTENTIVE & ACTIVE – CHILD PROTECTION IN VCP GERMANY



BEYOND ADVENTURE – GUIDING AND SCOUTING IN VCP

Who we are

More than 47.000 children and young people participate in, have fun with and work voluntarily for *Verband Christlicher Pfadfinderinnen und Pfadfinder* (VCP). More than 5.000 volunteers commit their time and energy to the movement. VCP is a protestant association for Guides and Scouts in Germany, it is open to members of other and of no faith groups. It is a member of both the World Association of Girl Guides and Girl Scouts (WAGGGS) and the World Organization of the Scout Movement (WOSM).

What we stand for

We want young people to play a constructive role in society. We convey norms and values that enable young people to interact actively with their environment. Children and young people are accepted and valued outside measurable achievements and constraints and become self-aware young individuals. Small groups provide the individual member with security and comfort, but also raise the need for tolerance, responsibility and respect. The cornerstones of our work are education for democracy, peace and justice, sustainable living and the protection of nature.



CHILD PROTECTION IN VCP

VCP is highly committed to prevent children and teenagers from harm. Child protection is in the particular focus of VCP since 2005. A sustainable and holistic concept of child protection has been implemented during the last years. Core elements are:

- **Code of Conduct** for all persons in charge
- **Training & Education:** All leaders are educated how to create safe environments and how to take action in case of violence against children and teenagers.
- **Resources:** Various materials (handbooks, training manuals, homepage) have been developed and distributed.
- **Certificate of Good Conduct:** obligatory for all professional staff members
- **Networking:** VCP is integrated in internal and external networks dealing with child protection on local, regional, national and international level.
- **Evaluation:** Our child protection educational concept is regularly evaluated and updated

OUR SLOGAN: ATTENTIVE & ACTIVE

Attentive & active – this is how we label all our child protection activities in VCP. Why? Because we want our guides and scouts to be attentive to what is going on around them, attentive to signals that may indicate maltreatment, attentive to their own behaviour and behaviour of others. And we want them to be active: Active for the well-being of others, active against injustice, unfairness or maltreatment, active for the improvement of the lives of their fellows and themselves. Be attentive, be active, speak out, improve! This is what our Guides and Scouts go for. *Attentive & active* – Guiding and Scouting for a better world.



CODE OF CONDUCT

VCP's Code of Conduct describes in simple words our zero tolerance towards any kind of sexual violence, maltreatment or abuse. It deals with the perception and acceptance of individual limits, the attentive behaviour towards each other, the action to be taken and the respect of privacy. All staff and volunteers within VCP should sign the Code of Conduct. The Code of Conduct was unanimously accepted at the VCP national assembly 2009. It is annexed to the VCP constitution.

SAFE CAMPS

The campaign "Safe camp - Your rights" was launched for the National Jamboree 2014 with more than 4000 participants. Eight rights for a good and respectful camp life were formulated with reference to the UN Convention of the Right of the Child. We want Guides and Scouts to be aware of their rights and to be attentive not to violate others' rights.



PUBLICATIONS

How to train child protection? How to talk about it with your group? We give our leaders and trainers numerous materials to feel more confident with the subject.

VCP has developed various items such as:

- Handbook for group leaders
- Training box
- Poster with the code of conduct for group rooms
- Emergency card
- The material is specifically adapted to our culture of Guiding and Scouting.

TRAININGS

We are well trained: Everyone bearing responsibility within VCP receives special training on prevention and child protection. It is an important topic in the standard training courses for group leaders. Further, all boards and subcommittees within the association regularly deal with this topic.

NUMBERS AND FACTS

6 Volunteers

Constantly contribute their energy to the national Safe from Harm team.

25 Person of trust

Are local and regional contact persons in case of an incident or a suspicion - in all parts of the country, immediately available and willing to help

200 New leaders

Participated 2013/2014 in the standard training course and learned how to take action in cases of violence against children and teenagers

500 Young people

Participated in the National Jamboree 2014 and were instructed on their rights during the camp.

BE COOL!

THE NETHERLANDS



Scouting

ABOUT THE ORGANISATION

Scouting stands for challenge! Scouting offers fun and exciting activities that challenge girls and boys to develop themselves. Scouting Nederland is the largest youth organisation in the Netherlands with over 100 000 members. In more the 1000 local groups, the Scouts join weekly for their activities. Scouting cooperates with a lot of different organisations to make youth and sport organisations a safe place for children and young people. In the child protection Scouting has been active for more then 25 years now: under the umbrella of the campaign “In Veilige Handen” (in safe hands) an extensive set of tools, methods and policies is made available for volunteers, to prevent harm done to children and young people by adults. Training modules, a mandatory (and free) certificate of good conduct, a national code of conduct, protocols, national support team, blacklist guidelines and the Project Rapid Alert Child Abuse are among the actions put in place.

BE COOL

The Scout Promise and Law offer already guidelines to the members. Scout leaders however express constantly their need for specific tools and training on how to create an environment where children could interact in a safe way and support them to work on their empowerment, defensibility and assertiveness. In this way children and young adults will be less vulnerable from bullying and peer pressure and can become forceful and self-assured people. The main goal of the project is to support leaders in

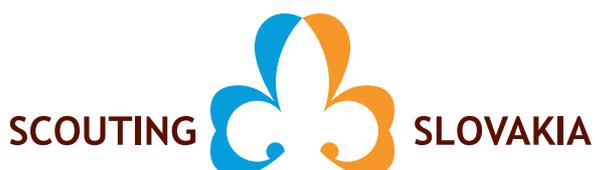
creating situations in groups where it is okay just to be yourself and to be and feel safe: in other words to be cool. After consulting local leaders and discussing the most appropriate actions to be developed it was decided to adapt for the specific Scouting Nederland’s context the Swedish game “Respect”. Benefiting from the inputs of experts within and outside Scouting a board-game was then created.



BE COOL TRAINING

During the project trainings were organised, both for local leaders and trainers, to discuss the how to ensure safe environments and how to prevent bullying. Participants discussed about their experiences and how to address these issues with the young members in a positive way. An important part of the training was the introduction to the newly developed game. It was played with the participants and their comments were used to improve the game. The training opportunity will keep to be available as a way to contribute to a safe environment and to promote the Be Cool activity.

SAFE FROM HARM IN SCOUTING SLOVAKIA



ABOUT THE ORGANISATION

Scouting Slovakia is one of the largest and most active youth organisations in Slovakia and it celebrated the first centenary of the Scouting Movement in Slovakia in 2013. It is a member of the World Organization of the Scout Movement and the World Association of Girl Guides and Girl Scouts. Currently, Scouting Slovakia has about 6.000 members: Scouts, Guides and adult volunteers in more than 120 towns and villages around the country. Moreover the number of people who are interested in Scouting in Slovakia is growing every year. The aim of Scouting Slovakia is enabling young people to develop their full potential by meaningful activities and learning-by-doing in a friendly and safe environment. Scouting Slovakia uses the advantage of the Scout Movement existing in almost all countries of the world and strives to provide young people from Slovakia with useful international experiences, cooperation with other European partners on international volunteering, seminars or youth exchanges. Scouting Slovakia uses non-formal education and learning-by-doing as the main educational tool, giving young people first-hand practical experience in project management according to their interests and skill level. Scouting pays great attention to voluntary work as a tool in regional development and involving young people in this process, helping them discover their own power to change their environment and community.

TRAINING

Training has been crucial for increasing the quality of our educational programme and the safety of our members. The participants to the trainings we organised filled in questionnaires at the beginning of selected sessions, through which

we could point out the most important weak points of safety in Scouting Slovakia. We could then tailor the trainings to focus on the most important topics arise from the questionnaires, such as bullying and the traditional system of rewards and punishments in Scouting.



CHILD PROTECTION POLICY

Scouting Slovakia created a child protection policy during the course of the Safe from Harm project. It includes the rules for recruitment and retention of adult members responsible for children, crime record checks, system of procedures and archiving related to safety of children and youth members in Scouting Slovakia. It is the official policy to safeguard the welfare of all members by protecting them from physical, sexual and emotional harm.



CRIME CHECKS

As the first youth NGO in Slovakia, they started the review of the crime records of the Scout leaders attending official trainings. This is now an important part of the child protection policy and in upcoming years the plan is to review the crime records of all adult members of the organisation.

THEME OF THE YEAR – FAMILY

“Family” was the theme of the year 2014 in Scouting Slovakia with the aim to increase the cooperation with parents, encourage children and youth to talk about their family habits, situations and topics they consider of high concern including situation of possible harm.



TOOLKIT BROCHURE

The toolkit focused on activities related to child protection in Scouting including model situations, workshop, activities and games. It is a tool that will help the leaders and trainers to be more confident when dealing with safety of children in Scouting Slovakia.



PARENTS AS PARTNERS

The project encouraged the cooperation with parents and increased the intensity of the mutual relationship with them. Also the web page of the organisation dedicated to parents was renovated to ask their opinions, which led to increased number of questions and concerns from parents.



NUMBERS AND FACTS

4 trainings

organised to increase the quality of the Scout programme and better work in terms of child protection

120 trained leaders

participated in the four training courses and learned how to take action in cases of violence against children and teenagers

1 child protection policy

designed and implemented in Scouting Slovakia

CREATING A SAFE ENVIRONMENT FOR CHILDREN AND YOUNG PEOPLE IN SCOUTING CYPRUS



ABOUT THE ORGANISATION

CSA is the National Scout Organisation of Cyprus. It was founded in 1913 and became a member of the World Organization of the Scout Movement in 1961. CSA has currently more than 4.000 members: children, juveniles, young people and adults irrespective of gender, race or religion, who accept the Scout Promise and Law depending on the relevant age section. The mission of Scouting is to contribute to the education of young people, through a system of values based on the Scout Promise and Law, to help build a better world where people are self-fulfilled individuals and play a constructive role in society, including opposing all forms of violence and harmful practices within but also outside Scouting. CSA acknowledging the increasing levels of violence and the necessity to implement measures to keep scouts safe from harm seized the opportunity to participate in in this project and developed sound principles to train its leaders on child protection. These comprehensive principles are now included in the CSA's Training Manual for the Leaders on Matters of Harm whereas a Code of Behaviour and an Action Plan demonstrating steps to be taken in an event of violence have also been created.



CODE OF BEHAVIOUR

In promoting the goals of the Safe from Harm project CSA developed a Code of Behaviour to be adopted by its Leaders in creating a safer environment for the young members. This Code of Behaviour consists of six fundamental principles, which are designed to enhance the principles already in place. The six principles of the Cyprus Code of Behaviour are the following:

- We are properly trained
- No discrimination
- We follow the basic principles in scout activities
- Creating a relationship of trust with children and young persons
- We are careful of how we behave
- Zero tolerance to violence and abuse!

CYPRUS SCOUT ASSOCIATION'S GOALS

In this project CSA have fulfilled the following goals in the fight against violence and abuse:

- Understanding of the current needs, realities, circumstances relating to possible harm situations in CSA
- Creation of a Code of Behaviour
- Developing prevention methods against violence towards children and young people, within and outside the Scout environment
- Developing intervention methods in case of detection of an incident of abuse/violence or of inappropriate behavior

- Production of promotional materials to raise awareness, such as posters and online publishing
- Training of Leaders in the areas of Prevention and Intervention and an intensive training concerning the Code of Behaviour

CYPRUS SCOUT ASSOCIATION SCOUT PLAN

CSA created the first action plan to be ever introduced in the association on matters related to violence or abuse towards children or young people in the scout environment: what to do in case of an incident of violence or when inappropriate behavior is detected.

The leaders of CSA are now trained to follow this action plan and to implement all of its steps accordingly in case of one of the abovementioned incidents occurs. The Action Plan has been designed to protect children and young people from physical, sexual and emotional abuse and to implement adequate reporting mechanisms when an incident of abuse occurs.

PREVENTION IS ESSENTIAL!

One of the fundamental principles of CSA is the implementation of adequate mechanisms to ensure that prevention is taken seriously in the battle against violence and abuse. To prevent incidents of violence and of inappropriate behaviors towards children and young people every Leader should follow the below:

- To discuss with Scouts their rights and explain to them the Code of Behaviour
- To promote open communication among the members of CSA, placing clear boundaries when it comes to inappropriate behaviour, and adopting democratic mechanisms of solving problems
- To be a positive role model for children and young people
- To encourage trust relationships among Scouts and between Scouts and themselves
- To educate parents on all issues concerning violence and abuse and to create an environment of awareness in group and one to one meetings
- To be prepared to face any possible incidents of violence that may appear through the carrying out of Scout activities
- To not tolerate any form of violence, abuse or of inappropriate behaviour
- To immediately report incidents of violence, abuse or of inappropriate behaviour

THE FUTURE

Through the Safe from Harm project CSA was able to create tools and policies in assisting the successful training of Leaders in creating a safer environment for children and young people. Time will show whether these policies will need review, update or additions. The impact of the implemented principles will be validated in particular in the mid and long-term due to the methods applied. The impact is expected not only to reach the participants but on the contrary, by revising or creating policies and training schemes, the members will ensure that many more leaders will benefit from the project, vastly multiplying the result, after the end of this project. This experience should also be seen as a momentum to lead other National Scout Organisations in Europe to focus energies on such important issues.

CYPRUS SCOUT ASSOCIATION'S TRAINING MANUAL FOR LEADERS ON MATTERS OF HARM

CSA created the Training Manual for the Leaders on Matters of Harm, the manual to be used from now on by all the scout leaders in the association. They will go through an intensive 6 hours training on "safe from harm" related matters which is now considered an integral part of the official leaders' basic training. This training helps the leaders to detect and recognise incidents of violence and of inappropriate behaviour and to be adequately prepared to face an incident of abuse and violence thus to create a safe environment for children and young people.

NUMBERS AND FACTS

6 main principles dealing with matters of harm are now included in the Code of Behaviour for leaders of the Cyprus Scouts Association.

55 pages comprise the Cyprus Scout Association's Training Manual for the Leaders on matters of harm.

4000 registered members and leaders of the Cyprus Scout Association will now benefit from the Safe from Harm project.

30 training tools (games, action plan, code of conduct, presentations, discussion, forums, website, etc....) were developed for in the frame of the project and are now part of the official leader basic training.

KEY LEARNING

When we started the project the majority of National Scout Organisations involved as partners had just started to work on Safeguarding in Scouting, thus the project was the opportunity to walk an important learning path.

We would like to share with you the most important learning outcomes of the project; if you are also working on child protection in your organisation you might recognise some of them!

SAFEGUARDING IS A TRANSVERSAL ISSUE

Child protection is not only about having a reporting and monitoring structure in place; have an appropriate recruitment system or ensure all Scout leaders and employees are trained and supported. Having an *integrated* child protection policy enables your association to think about safeguarding as a transversal matter, ensuring all part of it are aligned.



Scouts at a Scout camp

THE IMPORTANT IS TO START WORKING ON IT

Talking about an integrated child protection policy might be overwhelming at the beginning! There are so many things to keep in considerations! Scout associations in the project decided to focus on specific aspects and tools that were a priority for them, without forgetting about the wider picture. You do not need to do everything all at once; the important thing is to start working on Safeguarding, and you start from where you think is the most appropriate.

CHANGE TAKES MORE THAN ONE DAY

To change policies or add focused training might take some time. As you can start working on it from where you want, it might be beneficial to start working on an issue that is a priority for your local Scout leaders and that your National Board sees that as a priority. The process you work on is important, and consultation with leaders is a powerful tool to know what they see as a priority, to involve them and to know their doubts, if there are any.

POSITIVE FRAMEWORK

Safeguarding is about the well being of children and volunteers. It is not necessary to frighten your association and predict the worst. Keeping a positive framework can help the dialogue and the process of change; it is empowering and motivating. Use positive language and framework, without creating taboos.

EMPOWERMENT

Empowerment is already an important outcome of the Scout method. Be sure to empower your Scout leaders to recognise violence against children and to act. Training and providing a support structure is an important part of it. Empowering children is also important; you can integrate safeguarding issues in the educational programme. For example you can work with them on Children's Rights, the right to say NO or diversity issues.

BETTER SAFE THAN SORRY

Prevention is crucial! When you are addressing child protection issues you are not only ensuring the safety of Scouts, but also of Scout leaders and of the whole organisation itself. Prevention is the key to avoid violence against children happening.

COLLABORATION AND NETWORKING

You don't need to know it all to start working on safeguarding and well-being of children. Networking with other Scout organisations was very useful for partners in the project, as well as collaboration with external experts. If you are working on this matter feel free to contact WOSM for support, and to collaborate with other organisations at national level or local level working on youth, diversity and safeguarding. Often child victims of violence are the most vulnerable ones. Working with specialised associations that have knowledge and know-how can be a significant added value.

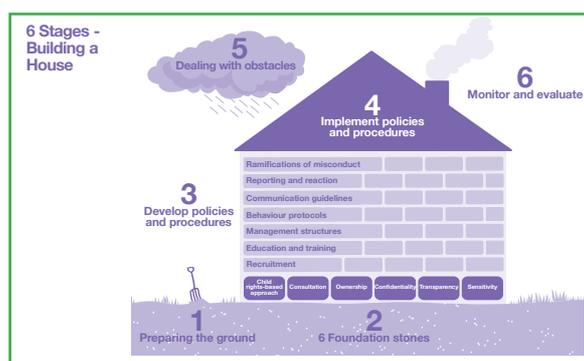


Scouts at a Scout camp

GETTING STARTED IN YOUR ASSOCIATION

The fact that we need to keep our children and members out of the harm's way is quite clear. Still, it is good to remember that all levels of Scouting organisations – local, regional, national, and international – are set up to serve our members and clients – the children (and not vice versa). Thorough protection of children is a natural expectation of parents, partners and society in general. But more importantly, it should be an internal imperative in the organisation itself, constituting an underlying principle to all other policies that are formulated within the Movement.

If you want to put more emphasis on safety, as you always should, there is no need to reinvent the wheel: there are many well tried policies already in place, promoted by international organisations, such as the United Nations, Council of Europe and, of course, Scouting itself. These will serve as a good framework for the tailor-made policies you may formulate in your organisation in later stages of your project of reinforcing safety in your organisation.



Child protection policies and procedures toolkit, how to create a child-safe organization, 2005, Elanor Jackson and Marie Wernham and Childhope uk for UNICEF

In order to get started right away, you will not need a complex policy at the very beginning: revise your existing policies and codes of conduct and perhaps require their thorough enforcement in order to increase the overall safety level. Bear in mind that prevention is the easiest and most efficient way to achieve your goals. Good and systematic prevention is a win-win situation for your association: not only might it save from potentially harmful situations and save lives, it will also protect the good image of Scouting as a safe place for a child to be and moreover it can do a good job when maintaining a high level of goodwill in society that may attract new partners, donors and sponsors.

Establishing a risk-free culture with a system of prevention requires some time and is not effortless. It is important to raise the level of aware-

ness in your association – for that purpose you can take advantage of various channels that are available, not forgetting to utilise social media in order to create an initial buzz in the ranks of your members. National and regional events, seminars and gatherings may be then used for a more detailed presentation of already existing policies and their better enforcement, as well as introducing the topic of prevention and its benefits in more detailed manner. This is also a welcome opportunity to collect first-hand experience from your members and listen to them as far as proposals for improvement are concerned.

The bottom-top information channel will work only where there is mutual trust in your association. You have to bear in mind that in all cases you have to provide for confidentiality and treat the information received with utmost respect.

FACILITATING DISCUSSIONS

Some methods employed in the Lithuanian Safe from Harm! project activities

EMERGENCIES MERRY-GO-ROUND

Participants are introduced to the basic principles of communication in case of an incident and then are given a series of increasingly difficult situations to work out solutions for, all in a limited time period (e.g. 2 minutes).

The activity can be run as a merry-go-round type of drill, where participants pair up to develop and write down solutions on a sheet of paper and then move on to the next sheet to work on another situation, etc.

STAND UP IF...

Talking about the topic of bullying requires awareness of prior relevant experiences of training participants.

One of the ways to ease into the difficult topics is asking participants to stand up (or step closer to a line etc.) when a statement read by the instructor matches their experience. The instructor starts with everyday topics, such as 'stand up if you like chocolate', and goes on to introduce more sensitive ones.



TEA'n'CHAT EVENTS



A sensitive issue + an intriguing title + cozy environment + some tea and biscuits = a perfect discussion event.

Lightly moderated, with several slightly provocative questions thrown in to keep everyone on their toes, a tea'n'chat event has proved to be a great informal method to gather stories and opinions on issues that matter.

WHAT WOULD YOU DO?

Similar to the 'emergencies merry-go-round', in this activity participants are given discipline-related situations to solve.

To liven up the activity, participants can team up and work against the clock to come up with a solution. Other teams observe their discussion and offer comments afterwards. A good solution earns the team a bonus (candy and colourful stickers work with adults, too!)

YES-NO

To illustrate the prevalence of bullying and to develop the participants' understanding of what it is, the instructor describes situations, e.g. "other scouts often call one of the girls in the group 'a princess'".

Participants are asked to decide whether the situation described is bullying or not and stand in the appropriate place on a yes-no line on the floor.



Getting Started, how the Lithuanian Scout Association involved their Scout leaders in the discussion on child protection

CREATING A POLICY 10 TIPS

1. COORDINATION

It is very important to be able to learn from the others: find partners of your association and network with them: other organisations working with children may be challenged with similar issues, have good experience or have already policies in place; if you want to lobby at the level of decision-makers, remember you will need a wider platform of partners with a similar stance in order to exercise pressure on authorities

2. AWARENESS

Awareness is crucial part of the implementation of your policy-to-be, because it creates the environment, where the members of your association are willing to accept new rules or code of conduct; it is also necessary to inform your members on what they can expect from a new policy and gather suggestions from their part

3. SWOT ANALYSIS

You need to know what represents a major threat to safety in your organisation: it may be a poor safety culture, inobservance of the existing rules, or just the fact that your association is really *outdoorzy*, with your members spending many days outside; how long has it been since (or if ever) you reviewed or inspected your system of rewards and sanctions? Are you aware of common practices in use during summer camps? And what about manual skills? And bullying? Or abuse? There are many things to be reckoned with, depending entirely on the nature of your association.

4. DEFINITION

This is the part where you need to formulate your targets, both qualitative and quantitative and the way to achieve them. Remember that you mainly want to cultivate a culture of safety in your association, so this part might include recommendations and dos and don'ts.

5. COMMUNICATION STRATEGY

The way your association communicates is crucial: if something happens, you have to know how you will communicate with parents, partners and media. You have to be transparent and open. At the same time you have to guarantee confidentiality to those members who report misconduct or abuse, as well as to the suspected abuser.

6. PARTICIPATION

Your policy may be enforced and implemented only when members truly adopt it and trust it. Therefore it is paramount to involve various stakeholders from within the organisation when formulating the policy.

7. PROTECTION

Your members and their parents have to know that they are sufficiently protected and may rely on your association. You have to communicate your safety plans internally and externally and provide contact persons in case your member or his/her parent wishes to submit a report. Policy should strive to protect not only the children and young people but also those who work with them and look after them. It should also act as a guide in helping volunteers create a safe environment for young people and protect themselves against allegations of improper behaviour.

8. PREVENTION

This is the most important part of your policy. You have to cover all areas that have emerged in your SWOT analysis, but also draw inspiration from other organisations on national or international level.

9. TRAINING

The policy should be disseminated through various seminars and events. You may opt for dedicated session or include a lecture and some practical exercises in larger events, already existing training, educational methods.

10. UPDATE AND ARCHIVE

The policy has to be regularly updated – with the new technologies you have to face new threats – shifting from thievery of lunch boxes to cyber bullying. Archive the individual cases to track them and revise the progress.



KEY REFERENCES & RESOURCES

ON THE WEB

- www.safefromharm.eu
- <http://scout.org/safefromharm>

IN SCOUTING

- WOSM's e-learning tool-kit on "Keeping Scouts Safe From Harm"
- Child-protection tool-kit developed by Europe Region WAGGGS and the European Scout Region
- Safe from harm at the World Scout Jamboree 2011 in Sweden
- Scouting Ireland's Code of Good Practice
- Adults in Scouting, World Scout Bureau, World
- Scouting Australia
- VCP
- Scouting Nederland
- UK
- BSA

IN EUROPE

- Rights of the child in the European Union
- EU Framework of law for children's right
- Council of Europe Strategy for the Rights of the Child 2012-2015

IN THE WORLD

- Convention of the rights of the child
- Committee on the Right of the Child
- UNICEF - Child protection

IN OTHER NGOS

- Child rights International Network
- Eurochild
- Terres des Hommes - Child Protection
- Save the Children - Child Protection
- Video-clips on child protection from SafeNetwork UK

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PUZZLE GAME

CODE OF CONDUCT

It describes the strict line in behaviour between adults/volunteers and children. It could be part of the by laws of an organisation. All staff and volunteers are normally requested to sign it.

BLACK LIST

The (former) volunteers that have done wrong and are never again welcome in the movement.

RECRUITMENT

Selection procedures will help screen out and discourage those who are not suitable for joining your association.

TRAINING

Obligatory session should be part of courses on different levels. All the leaders should have dealt with this topic in their formative path, obtaining at least a basic awareness and understanding of child protection issues and the association's child protection policies, procedures and guidelines. Of course this could take also an on-line form.

NETWORKING

Establish relations with institutions and organizations working on the issue. It facilitates to exchange ideas and to bunch resources to develop synergies.

CONFIDENTIALITY

When abuse is disclosed to you, you will want families and young people in contact with your association to be sure, for example, that personal and sensitive details which they have confided about their lives or family situations will not be talked about or passed on to others without their consent.

REPORTING

Written guidelines to volunteers and staff on what to do in case of abuse. All concerns, disclosures and allegations should be recorded and communicated following the procedures you have identified to the person in your association who carries the lead responsibility for young people's protection.

PROMOTIONAL MATERIAL

Information in which is indicated what the organisation is doing to ensure a safe environment to be distributed widely internally and externally in order to be perceived as an institution that is strongly committed to prevention which is in fact a preventive factor.

STRUCTURES

In order to keep the focus on prevention there is the need to be continuously present on all levels of the organization and leaders, from local to national responsibilities, are obliged to deal with the topic regularly.

CRIMINAL CHECK

All professional staff members and volunteers need to present a legal certificate of good conduct. They can work or volunteer only if it is clean related to child violence.

ARCHIVE

Keep a record on each child, including medical details, any special needs and emergency contact telephone numbers. Keep records of attendance and also of accidents, comments and complaints that take place. Details of the selection and recruitment procedure should be also recorded.

EMERGENCY PLAN

It describes specifically what to do in case I get knowledge of violence within/outside the organization. It also describes what to do if I have the assumption (but no evidence) that sexual violence occurred. It also indicated who to contact in case of an imminent risk of harm to a young person (Social Services, Police, Medical help).

PROGRAMME

Specific methods, approaches and activities for different age groups on the topic. Including for instance videos, games, on line activities, etc...

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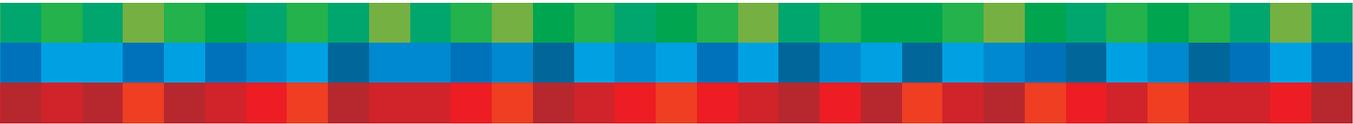
WOSM, pages 1-13 and 30-40
National Scout Organisations, pages 14 - 29

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ASDE - Federacion de Asociaciones de Scouts de Epana (Spain)
Movimiento Scout Catolico (Spain)
World Organization of the Scout Movement - European Region



With financial support from the Daphne III programme of the European Union





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from the Daphne III programme
of the European Union