

CHILD PROTECTION POLICY

Technická akademie dětí a mládeže, z.s. (TECHAK)

1. Purpose and commitment

Technická akademie dětí a mládeže, z.s. (TECHAK) is committed to ensuring a safe, respectful and supportive environment for all children participating in its activities. The organisation recognises its duty of care and adopts safeguarding measures in line with the **Keeping Children Safe International Child Safeguarding Standards**.

The best interests of the child are paramount in all activities.

2. Scope

This policy applies to:

- staff and board members
- volunteers and trainers
- subcontractors and external experts
- partner organisations
- any person in direct contact with children during project activities

3. Safeguarding principles

TECHAK commits to the following principles:

- All children have equal rights to protection from harm.

- Safeguarding is everyone's responsibility.
- Children must be treated with dignity and respect.
- Activities must be inclusive and free from discrimination.
- Safeguarding actions are guided by the best interests of the child.

4. Safe recruitment and background checks

All staff, volunteers and subcontractors working directly with children must:

- provide a criminal record extract (background check),
- comply with safeguarding and ethical conduct rules,
- receive safeguarding guidance before working with children.

5. Safe environments and supervision

TECHAK ensures:

- activities take place in supervised and safe environments,
- appropriate adult supervision ratios,
- clear behavioural rules promoting respect and inclusion,
- immediate response to unsafe or inappropriate behaviour.

6. Informed consent and voluntary participation

Participation of children requires:

- prior informed consent from parents or legal guardians,
- clear information about the purpose and nature of activities,
- the right to withdraw at any time without consequences.

7. Do no harm and child wellbeing

Activities are designed to avoid physical or psychological harm, including:

- stress, humiliation or exclusion,
- invasion of privacy,
- reinforcement of stereotypes or discrimination.

Facilitators ensure respectful communication and supportive group dynamics.

8. Photography, media and online safety

- Images or recordings of children are used only with explicit consent.
- Personal data and images are not shared publicly without permission.
- Online activities are moderated and designed to protect children's safety and privacy.

9. Data protection and privacy

Personal data are processed in compliance with the [General Data Protection Regulation](#).

TECHAK ensures:

- data minimisation,
- secure storage and restricted access,
- anonymisation where possible,
- use solely for project and safeguarding purposes.

10. Reporting concerns and response procedures

Any safeguarding concerns must be reported immediately to the designated safeguarding responsible person.

TECHAK will:

- treat all concerns seriously,
- ensure confidentiality and protection of the child,
- take appropriate action, including referral to competent authorities where necessary.

11. Training and awareness

Staff and volunteers receive safeguarding guidance and are informed about:

- recognising risks and signs of harm,
- appropriate conduct with children,
- reporting procedures.

12. Monitoring and review

This policy is reviewed regularly and applied throughout all activities involving children.

Approved by:

Technická akademie dětí a mládeže, z.s.

Responsible person:

Ing. Radek Vrňák

Date:

22 March 2026