Youth 2030 Movement Child Protection Policy

Annexes: Implementation Plan, Child Safeguarding Checklist

Background:

The Youth 2030 Movement was established at the end of 2019 with a dedication to fulfilling the UN Convention on the Rights of the Child, Agenda 2030, and the Swedish government's youth policies. As an organization, we adhere to our statutes, our ideological platform, our Child Protection Policy, Privacy Policy (GDPR), and Delegation Order.

In 2021, a Child Safeguarding Policy (CSP) was formulated with the assistance of the former chair of one of Sweden's most prominent youth organizations, possessing expertise in children's rights, to ensure alignment with the target demographic.

The CSP was designed to be concise and easily comprehensible, with clearly designated responsibilities and written in the local language, facilitating broad adoption within the organization.

In 2024, the policy of the Youth 2030 Movement underwent revision and was divided into a Child Protection Policy, a Child Safeguarding Checklist, and an Implementation Plan, all of which are attached.

How to read this policy:

This policy is not intended to provide direct instructions for every situation that may arise within a child rights organization. Instead, it aims to offer guidance on how to respond to and address issues that may emerge in our projects and interactions between professionals and children. This policy represents just one facet of the organization's commitment to ensuring a safe environment for children and youth.

The document comprises three parts:

- **Child Protection Policy**, which describes responsibility, scope and structures and supports the organization to implement the policy
- **Implementation Plan**, outlining the developmental process.
- **Child Safeguarding Checklist**, which is easily readable, accessible, and which is signed by all. There's also a shorter version of the checklist in plain language available.

Child Protection Policy

Purpose

The purpose of the Youth 2030 Movement Child Protection Policy (CPP) is to ensure the safety of children participating in our programs and associated activities. It is also designed to fulfill our responsibilities as outlined in the UN Convention on the Rights of the Child, aiming to protect children from all forms of abuse, neglect, exploitation, and violence. While the CPP primarily focuses on children aged 0-18, its principles guide the behavior and operations of our association comprehensively. The safeguards outlined in the CPP apply universally to all individuals, regardless of age, gender, race, ethnicity, religion, political opinions, sexual orientation, or disability. Ensuring the safety and well-being of everyone involved in our work is our utmost priority. We are committed to ensuring that our activities do not lead to any harm, abuse, or exploitation.

The Child Protection Policy describes the measures necessary to achieve the following objectives:

- **Prevention**: Our operations, whether involving direct or indirect interaction with children and youth, prioritize creating a thriving and safe environment for all participants. We take all reasonable steps to prevent harm, abuse, and exploitation across our operations.

- **Protection**: We do not expose children to any form of risk or violence. All safeguarding concerns are treated with utmost seriousness and receive a robust response prioritizing the safety and well-being of those at risk.

- **Responsibility**: The responsibility to adhere to the Child Protection Policy lies with both the organizational structures and all Representatives of the Youth 2030 Movement. Each individual is expected to maintain the highest standards of behavior and fulfill their responsibilities to ensure the safety of everyone involved.

Safeguarding of vulnerable groups

As stated in the UN Convention on the Rights of the Child, all children regardless of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status have the same respect and rights. However in practice the Youth 2030 Movement acknowledges that not all children have the same access to their rights. In our safeguarding we actively work to ensure the safeguarding of more vulnerable groups.

Children of colour, children applying for asylum, LGBTQI-children and children with mental and physical disabilities are some groups that are less likely to receive the support and protection needed from the society. Prejudice and stereotypes about these children and their families also risk a lesser treatment. In the training of employees we make sure that these perspectives and experiences are highlighted to make sure that our knowledge and responses as an organisation is safe and accurate.

Scope

This policy applies to all employed personnel, volunteers and board members, trainees and associated partners to the Youth 2030 Movement.

- All Staff, whether permanently employed, consultants, or contractors
- Board Members
- Volunteers and Interns
- Agencies or organizations employed to represent us, and who work directly with children and youth

Owner and Version

Approved by:

- Board approvement, June 14, 2024
- Board approvement, October 22, 2026

Review Interval: Annually
Next Review Due: June 2027
Employee Lead: General Secretary

Management Team Responsibility:

Our General Secretary is Youth 2030 Movement Child Protection Officer and responsible for

- managing the incident reports, e.g. deciding on investigation, disciplinary actions or advising/development of projects.

The Management Team is responsible for

- implementing and promoting the Child Protection Policy,
- conduct regular risk assessments and provide proactive measures to enhance safety in our operations,
- making sure any safeguarding concerns are promptly addressed and managed under their oversight,
- actively foster a positive safeguarding culture within the organization.
    - This includes ensuring all staff receive appropriate training and are aware of safeguarding guidelines.



Board Responsibility:

- The Board holds ultimate responsibility for safeguarding within the organization.
- They oversee the implementation of the Child Protection Policy and review it annually.
- Serious incidents and key risk areas are shared with the Chair of the Board for appropriate action.
- The Board ensures that the organization adheres to the highest standards of safeguarding practices and takes necessary measures to address any gaps or concerns.

Recruitment Practices:

Ensuring the safety and well-being of children and youth within the Youth 2030 Movement starts with our recruitment practices. We incorporate safeguarding measures to guarantee that all representatives of our organization are suitable for their roles and do not pose any risk to others.

- Safeguarding Questions in Interviews: Safeguarding-related questions are included in our interviews to assess candidates' understanding and commitment to child protection.

- Reference Checks: We acquire two references for all posts to verify candidates' suitability and track record.

- Background checks: All staff, board members, interns, and volunteers within our organization must provide a criminal record extract from the Swedish police authority stating that they do not have a criminal history involving children.

- Upon joining the organization, all staff, board members, consultants, and others representing the Youth 2030 Movement must read and sign our **Child Safeguarding Checklist**. Compliance with this is included in their employment contracts, and expectations outlined in the code are explained during on boarding.

Employee Training:

At the Youth 2030 Movement, we prioritize the continuous education and training of our staff to ensure adherence to our Child Protection Policy. Our approach to training begins with a comprehensive introduction for newly hired employees,

followed by annual refresher courses to deepen understanding and reinforce our commitment to safeguarding.

New Employee Introduction:
Upon joining our organization, all new staff members undergo a thorough Safeguarding Introduction within three months of their start date. This serves as an essential introduction to our Child Protection Policy, outlining the key principles, responsibilities, and procedures that govern our approach to ensuring the safety and well-being of children and youth within our programs. Through this introduction, new employees gain a clear understanding of their obligations and how safeguarding relates to their roles within the organization.

Annual Training Sessions:
In addition to the initial Safeguarding Introduction, we host annual deepening sessions for all staff members. These sessions provide an opportunity to delve into specific aspects of our Child Protection Policy, focusing on key concepts, updates, and best practices relevant to child protection. Through these sessions, our employees have the chance to explore in-depth discussions on policy changes, emerging trends, and new developments in safeguarding protocols. By engaging in these regular deepening sessions, our staff ensures they remain informed, observant, and equipped to uphold the highest standards of safeguarding in their work. This commitment to ongoing education underscores our dedication to fostering a culture of awareness, accountability, and continuous improvement in safeguarding practices throughout the Youth 2030 Movement organization.

Operational measures

In our day-to-day operations, our Child Protection Policy serves as a guiding framework that informs every aspect of our work, ensuring the safety and well-being of children and youth participating in our projects. Proactive measures are integrated into our routines to create a nurturing and secure environment for all participants.

Proactive Measures:

- All staff members actively promote awareness of safeguarding within their respective areas of operation and model best practices for their colleagues.
- Regular discussions and meetings are held to discuss precautionary and preventive measures, aiming to identify any gaps or situations that could potentially compromise the safety of children and youth.
- Risk assessments are conducted for each project and larger event specifying proactive as well as reactive measures including to identify potential risks and measures to mitigate them, ensuring the creation of safe environments. The project lead responsible for the event or project is responsible for the risk assessment.

Handling Safeguarding Concerns:

- All staff are to report to the General Secretary if measures do not align with our policy, situations that arise and cases where we need to act swiftly to ensure children's welfare.
- In the event of any safeguarding concerns or incidents, our policy mandates a low-level concern approach, requiring all staff to report even minor suspicions promptly. Failure to report concerns is considered a serious breach of our safeguarding procedures and may result in disciplinary action.
- All safeguarding concerns, whether minor or serious, are managed promptly and confidentially. Records are maintained securely, with limited access granted only to those with safeguarding responsibilities.
- Measures are thereafter implemented to ensure the participants welfare and that documentation and implementation are sufficient.
- In situations where the General Secretary is involved in the situation the President of the board of Youth 2030 Movements is the person to report to.
- If we become suspicious or aware of children being maltreated we commit a "voice of concern" to the local authorities within 24 hours
- All situations where children voice concerns of malpractice or situations where children are harmed are reported to police.

Collaboration with other organizations:

Our aim is that all other organizations and actors we collaborate with and who will work directly with children and youth need to have sufficient safeguarding measures. We understand that organizations may have differing levels of safeguarding infrastructure, and we assess whether they have basic measures in place. Where weaknesses are identified, our aim is to support them in addressing these gaps.

Our Child Protection Policy and Child Safeguarding Checklist are available on our website for all collaborators to read, ask questions about and be inspired from.

Collaborating organizations

Organizations that we submit joint project applications with, participating organizations in our projects or strategic partnerships that also actively meet children and youth need to demonstrate that they have equivalent safeguarding measures in place or adopt and sign our Child Safeguarding Checklist.

Funded organizations

Organizations that we fund either through Democratifonden or by distributing funds as part of a project need to demonstrate that they have equivalent

safeguarding measures in place or adopt and sign our Child Safeguarding Checklist. This includes satisfactory systems for reporting incidents.

- In cases where we have concerns about a funded organization's ability to ensure safety, we may suspend funding temporarily or withdraw it entirely. However, such decisions are made carefully, and we always strive to support our grantees in addressing safeguarding concerns rather than terminating funding outright.

Associates and partners
In missions where we are the main actor who meet with children and youth, for example doing workshops in a municipality, we make sure that the associate or partner are aware of our safeguarding routines. Before agreeing to a partnership we investigate what child safeguarding measures are already in place.

Reporting

To report a worry or incident use the form to report incidents (Incidentrapport): https://docs.google.com/forms/d/e/1FAIpQLSf2ZyAnhg6EHHG6waKXRRy_Yk2Az6PQdF8wZvUkBXfHZtdN2A/viewform

Our General Secretary Marlene Claesson is the Child Protection Officer responsible for managing incidents: marlene@youth2030.se

If the General Secretary is part of the issues, the reports are instead done to the Chair of the Board, Sevval Karaduman: sevval@youth2030.se

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Date: 2026-10-22
Place: Stockholm
Name: Sevval Karaduman
Role: Chair of the Board

Appendix 2, bilaga:

Child safeguarding checklist

Syfte

Youth 2030 Movement är en förening som jobbar för att barn och unga ska få mer makt i samhällsutvecklingen. Det är avgörande för vårt förändringsarbete och legitimitet att vi agerar etiskt och skyddar barn.

Denna checklista tydliggör rutiner och ansvar utifrån Youth 2030 Movements Child Protection Policy.

Vilka omfattas av policyn?

Alla som har ett uppdrag inom Youth 2030 Movement: anställda, praktikanter, konsulter, frivilliga, samt styrelsen. Även samarbetspartners kan vid vissa tillfällen omfattas av checklistan. Det är allas ansvar att agera i enlighet med policyn och att både förebygga och rapportera frånsteg från den.

Styrelsens ordförande, generalsekreteraren samt ledningsgruppen på kansliet är ansvariga för att alla relevanta personer och aktörer har kännedom om policyn. De ansvarar tillsammans för att uppdatera den när nödvändigt samt tar beslut om andra åtgärder kopplade till att öka tryggheten för barn i Youth 2030 Movements verksamheter.

Hur används policyn?

Policyn är inte till för att ge detaljerade instruktioner i alla möjliga situationer som kan uppstå i mötet mellan en ansvarig från Youth och ett barn. De kan agera som riktlinjer i gråzoner och vid fel ageranden. Policyn är en del i ett större arbete för att skapa tryggare möten för barn och unga.

Regler och riktlinjer

Regler:

- Vi utsätter aldrig barn för risk för eller våld i någon form.
- Vi skriker eller skäller inte på barn.
- Före varje större evenemang gör vi en riskanalys och åtgärder tas för att minska riskerna för barn som deltar. Den som är ansvarig för evenemanget är ansvarig för riskanalysen.
- Alkohol eller tobak ska inte förekomma bland vare sig ledare eller aktiva i samband med barn- och ungdomsverksamhet. Narkotika ska inte förekomma överhuvudtaget.
- Vi har inte olämpliga relationer med barn. Det gäller alla former av romantiska, sexuella eller intima relationer där det finns en maktobalans mellan en vuxen och ett barn.
- Vi samlar in målsmans godkännande för alla under 18 år som ska delta på evenemang på annan ort än där de bor eller vid övernattning.
- Vi samlar i regel in både barnets och målsmans godkännande för att ta bilder/filma barn upp till 16 år. Gällande barn över 16 år räcker det att tillfråga barnet. Hur detta görs i praktiken beskrivs i föreningens GDPR-policy.
- Om vi vet om eller misstänker att ett barn far illa gör vi en orosanmälan till socialtjänsten inom 24 timmar.
- Alla anställda och förtroendevalda ska uppvisa ett utdrag ur belastningsregistret när de tillträder. Anställda uppvisar det i samband med att anställning påbörjas till generalsekreteraren, förtroendevalda till valberedningen och ordförande.

Regler där undantag kan göras:

- Barn ska när det kan undvikas inte resa på natten. Undantag kan göras med barnets och målsmans godkännande.
- Huvudregeln är att vuxna och barn inte sover i samma utrymme. Barn som övernattar i samband med Youth 2030:s evenemang ska kunna låsa om sig på natten så att vuxna inte har tillgång till utrymmet de sover i. Undantag kan göras med barnets och målsmans godkännande.

Riktlinjer angående barn som förtroendevalda:

- Organisationen är ansvarig för att alltid polisanmäla hot mot barn som uppstår i samband med barnens engagemang i Youth 2030.

- Om det finns en sen tidigare känd hotbild förknippad med att uttala sig offentligt i ett visst ämne eller i ett projekt ska organisationens ansikte utåt i frågan inte vara ett barn.
- När barn i organisationen utsätts för näthat ska organisationen så snart som möjligt ta initiativ till en stöttande dialog med barnet om vad som pågår och tillsammans diskutera relevanta åtgärder från organisationens sida.

Rapportera

Alla som är anställda, praktikanter, konsulter, frivilliga, eller sitter i styrelsen för Youth 2030 Movement ska rapportera händelser som har eller riskerar att skada barn i vår verksamhet. Även du som är samarbetspartner kan använda detta formulär för att rapportera incidenter.

Använd formuläret för incidentrapport för att rapportera oro eller händelser: https://docs.google.com/forms/d/e/1FAIpQLSf2ZyAnhg6EHHG6waKXRRy_Yk2Az6PQdF8wZvUkBXfHZtdN2A/viewform

Vår generalsekreterare Marlene Claesson är ansvarig för att hantera incidenter. marlene@youth2030.se

Om generalsekreteraren är del av händelsen ska det istället rapportera till styrelsens ordförande Sevval Karaduman. sevval@youth2030.se