

# Standards of protection for minors

## Introduction

These standards have been developed to ensure the safety and protection of underage participants in our ski school. This document sets out policies, procedures and guidelines for all staff and associates at the school.

### 1. Identifying and responding to risk factors for child abuse

Risk factors:

- Inappropriate behaviour of instructors or other staff members
- Negligence of safety on the slopes
- Inappropriate or dangerous behaviour by other participants
- Inadequate ski equipment

Response procedure:

- Immediately report suspected abuse to the designated person in charge
- Documentation of observed behaviour or situations
- Taking protective measures for the minor
- If necessary, notify the relevant services (police, social assistance)

### 2. Procedures for intervention in cases of child abuse

- Ensuring the safety of the minor
- Collection of information about the incident
- Notification of parents or legal guardians
- Report the case to the relevant authorities (in case of suspected crime)
- Provision of psychological support to a minor
- Take disciplinary action against the perpetrator (if they are an employee of the nursery)

### 3. Rules on the protection of children's images

- Obtain written permission from parents/guardians to use their child's image
- Prohibition on the publication of identifying photographs of a child without parental consent
- Use of photos for promotional purposes of the nursery only
- Ban on tagging children in photos on social media

### 4. Rules for children's access to the Internet

- Limited internet access during classes
- Supervision of Internet use during breaks

- Blocking access to inappropriate content on nursery devices
- Educating children on safe use of the Internet

#### **5. Principles for establishing a plan to support a minor after disclosure of abuse**

- Individual assessment of the minor's needs
- Consultation with a child psychologist
- Develop a support plan that takes into account the child's emotional and psychological needs
- Regular monitoring of progress and adjustment of the support plan

#### **6. Rules to ensure safe relations between minors and staff**

- No instructor alone with the child in a closed room
- Transparency in communication with parents/guardians
- Training for staff on appropriate behaviour and boundaries in relationships with children
- Regular staff appraisals for compliance

#### **7. Procedures for reporting a suspected offence against a minor**

- Immediately report suspicions to the nursery director
- Preparation of a written incident report
- Notification of parents/guardians (unless they are suspected of abuse)
- Report the case to the police or the public prosecutor's office
- Cooperation with law enforcement authorities during proceedings

#### **8. Principles for reviewing and updating the child protection policy**

- Annual review of standards by the child protection team
- Taking into account suggestions from staff, parents and children
- Updating standards in response to new legislation or identified risks
- Approval of changes by the nursery board

#### **9. Rules for sharing standards with parents and minors**

- Publication of the full version of the standards on the nursery's website
- Provide an abridged, child-friendly version in the form of a poster at the nursery's headquarters
- Communication of standards during class enrolment
- Organisation of information meetings for parents and children

#### **10. Terms of reference for those responsible for preparing staff to apply the policy**

- Organisation of regular staff training
- Monitoring of staff compliance with standards
- Provision of consultation in case of doubt

- Update on child protection knowledge

### **Final provisions**

Every employee and associate of the nursery is required to read and comply with these standards.

Violations of the standards may result in disciplinary consequences, including termination of employment or cooperation.

The standards are subject to regular evaluation and updating, at least once every two years.