

PAMPHLET FOR PARENTS AND PARTNERS



The Polish Scouting and Guiding Association (Związek Harcerstwa Polskiego, ZHP) supports the upbringing of children and youth through informal education, where they are under the care of responsible, enthusiastic, and brave educators.



The actions undertaken by ZHP are designed to ensure proper care and safety for Brownies and Cub Scouts, Scouts and Guides, Venture Guides and Venture Scouts and Rangers and Rovers – this is the environment in which we should carry out our mission.



All adults associated with ZHP must create a safe environment – for the children and youth within the organisation and for one another. They must take preventive actions and respond if there are suspicions of harm. We believe that anyone who witnesses violence has a duty to react.

We invite our partners to join us in these endeavours!

The principles of protecting the safety of children, youth, and adults in the Polish Scouting and Guiding Association are regulated by a resolution of the ZHP National Board.

How does ZHP ensure the safety of children?

SAFE FROM HARM PROGRAMME IN ZHP

01 EASILY ACCESSIBLE EDUCATIONAL MATERIALS

- A website accessible to everyone: <https://zhp.pl/sfh>
- A continuously developed database of materials in the ZHP Central Bank of Ideas

02 MANDATORY TRAINING FOR ADULTS

- Online training on the platform <https://edu.zhp.pl/certyfikat>
- A training completion certificate valid for 3 years
- Certification of adults and minors who are beginning to gain their next leader rank and taking on educational work

03 EDUCATION OF CHILDREN AND YOUTH

- Prevention at every organizational level
- Ensuring a safe environment by adhering to the Code of Good Conduct

04 SPECIAL ATTENTION DURING EVENTS

- Verification of educational staff
- Safety procedures dedicated to large events

05 A WIDELY ACCESSIBLE TOOL
FOR REPORTING
OVERSTEPPING BOUNDARIES

- A reporting form available to everyone on the website <https://zhp.pl/sfh>

06 ORGANISATIONAL STRUCTURE
INTEGRATION

- All levels of the organisation are involved in the process
- Actions taken at the local level
- Training supported by Regional Safe from Harm Representatives

07 RESPONSE PROCESS
SUPPORTED BY
PSYCHOLOGISTS

- Help Zone +48 669 116 116 available for those in need of support
- Creation of an intervention plan with the participation of specialists



When cooperating with us, remember to follow a few simple rules in contact with children and youth.

CODE OF GOOD CONDUCT

a set of principles describing behaviours that foster the creation of a safe environment. We expect the following attitudes from both our partners and ourselves.



1. Respect your boundaries. Be assertive and speak out loudly but politely if they are violated.
2. Maintain your physical and mental hygiene.
3. Be attentive to yourself and others. Remember that creating a safe environment is your responsibility.
4. Do not be indifferent to harm – your lack of reaction implies consent.
5. Respect the personal rights, sensitivity, boundaries, and privacy of others.
6. Treat everyone with dignity and respect, regardless of how they differ from you.
7. Avoid prejudice, do not discriminate.
8. Treat all suspicions and accusations confidentially and impartially. Let appropriate teams defined in the procedure for handling information indicating possible harm decide on guilt or innocence.
9. Treat all allegations and concerns about abuse very seriously and respond immediately to take appropriate action in accordance with Safe from Harm procedures.
10. Be open to discussing difficult topics. Remember that people, especially children and youth, may be afraid to talk about them – be patient and understanding.

- **11.** Remember that someone else may misinterpret your actions or words, regardless of your intentions or the nature of your relationship. Take responsibility for your words and actions.
- **12.** Remember that your words can hurt. Use appropriate and polite language: when calling, writing, emailing, and communicating online, etc.
- **13.** Never be alone with a child in an isolated place. If you want to talk privately, choose a place visible to third parties.
- **14.** Do not favour any person under your care (your pupil).
- **15.** Do not allow romantic and sexual relationships between you and a pupil. Do not violate the educator-pupil relationship.
- **16.** If you are in a stable relationship with another staff member, be reserved in showing affection in the presence of pupils. Be professional as educators.
- **17.** Do not initiate physical contact with a pupil (e.g. sitting on laps, hugs, stroking, cuddling). If a pupil needs this (pain, homesickness, fear), do not do it privately. Ask for consent.
- **18.** Do not exploit your position, dependency, and advantage in relationships with others.
- **19.** Do not provoke children into discussions on intimate topics, especially those related to sexuality. Do not allow yourself, other adults, or pupils to make sexual or discriminatory jokes, comments, or songs. Do not suggest or provoke games that require excessive physical closeness.
- **20.** Do not offer harmful substances to pupils: alcohol, tobacco products, intoxicants, or illegal substances. React if someone else offers such substances, especially if it is a minor.
- **21.** Do not initiate privacy violations between you and a pupil. During trips, ensure that staff and pupils have separate bedrooms and use sanitary facilities at different times.
- **22.** Remember that in the relationship with a pupil – both in meetings, camps, and outside them – you are primarily a Scout/Guide educator. Do not initiate personal bonding, either directly or via phone or the Internet. Avoid private visits or using your personal belongings.
- **23.** Remember that you educate by personal example. The rules you set for others also apply to you.
- **24.** Control your emotions. Do not allow situations where they take control over you.

What are we obligated to protect minors from?

- Physical violence
- Emotional violence
- Sexual abuse
- Neglect



WHAT TO DO IF YOU WITNESS VIOLENCE WHILE WORKING WITH THE POLISH SCOUTING AND GUIDING ASSOCIATION?



If you witness a crime, immediately inform the police and report the suspicion of a crime. If you witness situations that bear signs of violence but are not crimes, you can use ZHP's internal procedures:

- Inform a representative of the local ZHP unit – e.g. local district commissioner or the camp chief.
- Report the incident through the form available on the website: <https://zhp.pl/sfh>

HOW DO WE PROTECT THE IMAGE OF CHILDREN AND YOUTH IN ZHP?

Photography is only allowed for those ZHP members who have given their consent (or their legal guardians have given it). Each time before taking a photo, ensure that consent has been given by the person. Consent is not required only when the photographed persons are a minor part of a group at a public event or in a landscape. Important – you cannot disseminate a person's image cropped from a larger shot without their consent (Press Law Act of 26 January 1984, Dz.U. 1984 No. 5 item 24 – art. 81 and others). Photographs taken during scouting and guiding activities must not:

- be demeaning or offensive,
- show situations that, without context, are inappropriate (e.g. behaviours that could be interpreted as violence),
- show overstepping of the intimate zone (e.g. swimwear, underwear) and nudity,
- perpetuate stereotypes, show infantilism, behaviours, and games inappropriate for the age.

Detailed information about the Policy of Protecting the Safety of Children, Youth, and Adults in the Polish Scouting and Guiding Association – Safe from Harm Programme – can be found on the website:

www.zhp.pl/sfh

