

Blum Child Safeguarding Policy

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The **Blum** acknowledges that the work we do is associated with child protection risks. We are committed to doing everything in our power to identify and minimise preventable risk, and mitigate the impacts of incidents when they occur.

The **mission of the Blum** is to help every kindergarten child in Hungary, with an emphasis on disadvantaged communities, develop a mentally healthy, well-rounded personality. We want to achieve this through our comprehensive, individual-focused pedagogical practice that uses the magical strength of arts. We also believe that we can influence systemic change by creating and supporting a network of inspired kindergarten teachers, while simultaneously developing a supportive environment for them to transform pedagogical practice. We offer comprehensive artistic method and tools in an accepting approach for kindergarten teachers and indirect way for children.

Blum's **main target group is kindergarten teachers** whom the organization provides a collection of teaching tools, techniques and games in a wide range of areas, such as storytelling, puppeteering, drama, music, movements, creative arts and digital arts. Blum also reaches out to parents as years of practice confirmed that directly addressing parents, children, and families together through camps, clubs, workshops and events is an affecting form of impacting them.

The Blum's spirit as a whole is characterized and defined by child protection and love of children. The Blum strives to create an acceptable and permissive medium for children. It is characterized by differentiation, and the fact that it never highlights, distinguishes individual members of the preschool group, always seeks integration. Our trainings convey this spirit to kindergarten teachers and our programmes are always approaching children with this spirit.

The Blum believes in a global community where children are safe and have the opportunity to reach their full potential. We promote children's rights as described in the ***United Nations Convention on the Rights of the Child (1989), ratified by the Hungarian government in 1991, announced in law LXIV.***

The Blum recognises that children can be more vulnerable due to their age, gender, race, ethnic origin or socio-economic status. Children with disabilities, who are orphaned, are indigenous or from ethnic minorities, can face an even higher level of vulnerability. Many of these risks can impact the children we work with, so we regularly assess and manage risks at all stages of our activities.

Additionally, we must take care to ensure we do no harm through our work. We take extensive steps to safeguard children in our work (trainings for kindergarten teachers in accordance with our child safeguarding policy and our code of conduct, train the teachers about spirit of child protection) and through contact between our staff, volunteers, supporters or partner organisations.

This Child Safeguarding Policy broadly outlines the steps we take in our work and with our people, our staff to ensure we do no harm under any circumstances to children.

POLICY STATEMENT

The Blum will advocate and support **strengthening the protection, and promoting the rights of all children** in the communities where we work. We do this implicitly by ensuring that organisationally we do no harm in the way we work or through our people, our staff (as set out in this *Child Safeguarding Policy*).

The Blum will comply with all laws in Hungary or in countries where we will operate. However, our policy and procedures also sometimes go beyond local laws, with more rigorous expectations

The Blum respects, and will generally work to strengthen, the culture, traditions and practices of the communities in which it works. However, in instances where cultural practices are harmful to children’s rights, we advocate for their elimination. The best interests of the child are always central to our decisions.

SCOPE

Safeguarding children is the responsibility of all those who participate in the work of Blum. This includes:

- Board members
- Staff (office workers, teachers, experts, volunteers)

- Supporters (donors, child and community sponsors, community fundraisers, potential donors as well as any members of the general public who have dealings with Blum)
- Any person representing the organisation at Blum’s request (including Ambassadors)

As a condition of organisational partnership, Blum also expects compliance with certain safeguarding requirements when partners will have contact with children or access to children’s personal information. This includes:

- Partner organisations
- Consultants (both organisations and individuals)
- Suppliers and Contractors

DEFINITIONS

CHILD

A child is any individual under the age of 18 years. While we acknowledge this includes youth, we use the term ‘child’ for ease of understanding in documentation.

CHILD ABUSE

Child abuse is defined as an act (or failure to act) by parents, kindergarten teachers, nannies, caregivers, other adults or older adolescents that endangers a child’s physical or emotional health, development or dignity. Both boys and girls can suffer all types of child abuse. The following types of abuse are described, however children often experience more than one type simultaneously:

- **Physical abuse** – the use of physical force against a child that results in harm to the child. Physically abusive behaviour includes shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling or poisoning;
- **Emotional abuse** – a continuing pattern of inappropriate verbal or symbolic acts toward a child or failure over time to provide a child with adequate nurturing and emotional availability. Emotionally abusive behaviour includes threats, rejection, isolation, belittling, and name calling.
- **Sexual abuse** – the use of power or authority to involve a child in sexual activity by an adult or significantly older child or adolescent. Sexually abusive

behaviours can include touching genitals or breasts, masturbation, oral sex, vaginal or anal penetration by a penis, finger or any other object, and exposing the child to sex or pornography.

- **Neglect** – the failure by a parent or caregiver to provide a child (where they are in a position to do so) with the conditions that are culturally accepted as being essential for the child’s physical and emotional development and well-being.

DIGITAL CHILD PROTECTION

Promote conscious, value-creating internet use, comply with rules and measures to protect children. Identify and eliminate the dangers and risks that children face when using the Internet, thereby preventing and reducing harmful effects as much as possible.

4

POLICY IN ACTION

This section briefly describes how we apply safeguarding in our work.

ROLES AND RESPONSIBILITIES

Senior management will:

- Ensure child safe recruitment, including screening of all staff;
- Induct new staff, including information and training on child safeguarding;
- Arrange regular child safeguarding refresher training;
- Conduct screening and risk assessment of partners;
- Ensure monitoring and supervision of interactions between supporters and children/communities;
- Monitor child protection risks during program implementation;
- Undertake humanitarian response in accordance with the UN Global Protection Cluster’s Minimum Standards for Child Protection in Emergencies;
- Ensure information held about children is safely stored;
- Report to authorities suspected or known instances of harm or abuse in line with our procedures.

RISK ASSESSMENT OF PARTNERS

All partners, contractors and key suppliers will be asked about the availability of their own safeguarding policies and Blum will carefully review them. Blum will also introduce partnership agreements which include child safeguarding measures to ensure full transparency. The team will encourage local partner organisations to undergo training and promote the existence of a debate and ongoing monitoring regarding the safeguarding and positive treatment of children.

Additionally, we encourage local partner organisations to have their own Child Safeguarding Policy coherent with this document and provide the necessary support for their elaboration and implementation. Local partner organisations are expected to behave in a way that is coherent with this policy throughout all their activities. If it is detected that this is not the case, Blum could contemplate terminating the relationship.

The following areas should be included in the assessment:

- Is the organisation or individual meeting its contractual commitments on child safety/safeguarding?
- Have there been any child safeguarding cases (reports, complaints etc) in the organisation/individual?
- Have there been any safety incidents involving children, for example injuries or accidents?
- Have any new child safety risks risen, which need to be assessed and addressed as part of the project?
- Are there any examples of good practice in relation to partners ensuring and promoting child safety?

All Board members, staff, volunteers will:

- Comply with this policy;
- Be alert to child safeguarding risks and incidents in their work; and
- Identify and seek continued understanding of child safeguarding through training

Partner organisations (including organisations engaged as contractors and consultants) will:

- Comply with screening and risk assessment; and
- Provide or develop child safeguarding policies with assistance from Blum;

Individual consultants and contractors will:

- Comply with recruitment and screening procedures (as per staff);
- Commit to and comply with our Child Safeguarding Policy.

RECRUITMENT

The Blum will take all reasonable precautions to ensure that our staff and volunteers do not pose an unacceptable risk to children. We will consistently apply robust recruitment procedures for all staff and volunteers that include:

- Criminal record check;
- At least two verbal referee checks; and
- Behavioural-based interview questions.

EDUCATION AND TRAINING

Blum will provide all new staff and volunteers with a child safeguarding briefing in which they will be introduced to the *Child Safeguarding Policy* within three months of commencement. Refresher training on the policy and procedures will be provided every two years.

Additionally, we will arrange focused job-specific training for staff on issues related to children protection on an ad-hoc basis.

PARTNERSHIPS

As a condition of organisational partnership we will expect certain conditions are followed by partner organisations, including contractors and consultants.

SUPPORTER RELATIONS

The Blum has an active supporter relations program and encourages communication between supporters and children, as it has the potential to positively impact on the development of the child/supporter relationship; the cultural education and awareness of the supporter, child and community; and is an effective fundraising model.

Main strategies that are in place to ensure that this contact takes place in the context of a safe environment for children:

- Welcome of supporters;
- Monitoring of all correspondence (including social media)

Where supporters will have in-person contact with children and communities, we will require:

- Commitment to comply with the Child Safeguarding Policy.
- Staff supervision of contact at all times.

HUMANITARIAN EMERGENCIES

The Blum is committed to reducing children’s vulnerability to emergencies, ensuring their right to have humanitarian assistance in crises, and their right to survival and development during and after an emergency.

MARKETING AND COMMUNICATIONS

The Blum undertakes a range of precautions when sharing information about children in all our marketing and communications.

General principles are:

- Not disclosing information that could identify the location of a child;
- Requirements explain how images will be used and for obtaining formal consent; and
- Clear guidelines on how children are portrayed in images and reporting.

RAISING CONCERNS AND INCIDENTS

This policy covers concerns related to board members, staff, volunteers, contractors and consultants, partner organisations, ambassadors or supporters. However, through our close partnership with communities, Blum will also respond to all concerns raised by identifying appropriate support, facilitating referrals, assisting with reports to relevant authorities and advocating where appropriate.

Board members, staff, volunteers, contractors and consultants, partner organisations, ambassadors and supporters must inform the Blum when they have a reasonable belief that a child has been harmed or is at risk of harm.

- When it is due to the actions of board members, staff and volunteers
- When it involves Blum ambassadors or supporters
- When it is due to the actions of partner organisations, contractors, or consultants

Concerns and Incidents that must be raised include:

- An observation or disclosure of harm (by an adult or child) of actual harm or abuse to a child;
- A suggestion or indication of potential harm or abuse to a child;
- A breach of the Child Safeguarding Policy;
- We are aware that an individual involved with the Blum or a partner organisation has abused a child outside of work (a family member, etc.);
- A child unconnected to the Blum approaches the Blum staff member, consultant, volunteer or partner for help with an issue of abuse or exploitation.

The Blum uses a simple reporting form as part of an effort to focus and simplify this process that is received through Blum electronic equipment

The Blum takes any suspicions, signs and indications of child abuse or danger seriously. Accordingly, in the future, cases will be investigated and the necessary action will be taken without delay. The Head of the Blum, or designated safeguarding officer shall inform all organisational or individual partners at the very beginning of the cooperation orally.

Within 24 hours of becoming aware of the concern or incident you must inform one of the following:

- A Senior Management Team member
- Designated Safeguarding Officer
- Using kapcsolat@blumprogram.hu

You can inform in person, by phone or email. Verbal methods should be followed up with written notification as soon as possible.

Incidents which have occurred will be formally investigated and responded to by the responsible role in consultation with the member of the Senior Management.

This will include externally reporting to the relevant authorities when a suspicion of a criminal offence has occurred.

Concerns and incidents will be assessed, rated and logged in the Child Safeguarding Register using unidentified language. The rating will determine how the risk is managed.

MONITORING AND EVALUATION

The Blum senior leadership along with the Board will conduct an evaluation of this policy regularly (every 3 years) and will revise, amend or modify the policy if needed. Additionally, the team monitors all incoming reports and cases on a regular basis in order to be able to evaluate and draw conclusions on necessary changes.



CONSEQUENCES

The Blum is committed to preventing a person from contact with children through their work if they pose an unacceptable risk. Following a formal investigation, a confirmed breach of the Policy will lead to disciplinary procedures which may involve termination of employment or contract.

The Blum assures that no action will be taken against those who inform of incidents or risks in good faith. However, anyone who wilfully informs using false information may be subject to possible consequences as per disciplinary procedures.