



Child Protection Policy

Purpose

Danmission is committed to protecting children from any form of abuse, exploitation, neglect, or mistreatment in all aspects of our work, both nationally and internationally. We recognise that children are particularly vulnerable in many of the contexts in which we work, which obligates us to have clear guidelines and procedures to ensure their well-being, safety, and rights.

Background

Danmission's work is not primarily targeted at children. In the past, Danmission has supported and operated several schools and orphanages abroad, sending Danish employees and volunteers to participate in the work at these institutions, among others. Today, Danmission's work with children and youth as a target group is largely carried out by our volunteer base in Denmark, who organise children's and youth camps, and our Global Storytellers program, which holds workshops for confirmands, boarding school students, etc.

When Danmission sends employees and their families abroad, we pay special attention to the well-being of the families before, during, and after the deployment. We offer, among other things, psychological counselling to the families and special services for children and youth after their return, with a focus on "Third Culture Kids."

Scope

Danmission's child protection policy applies to all Danmission employees, volunteers, and partners who work directly or indirectly with children at all levels of the organisation and in daily work.

The policy is based on Danmission's overall Safeguarding Policy¹ and the principles of child protection formulated in the UN Convention on the Rights of the Child².

Danmission defines a child as a person under 18 years of age unless national legislation sets a lower age of majority.

General requirements for working with children

As described in Danmission's overall Safeguarding policy, everyone involved in Danmission's work is responsible for creating an inclusive, respectful, and safe environment free from abusive behaviour. Additionally, all employees working with children must be familiar with and adhere to Danmission's Child Protection Policy and overall Safeguarding Policy. Danmission obtains child certificates when hiring employees and volunteers in Denmark who work directly with children. The same

¹ Danmission's Safeguarding Policy, [Safeguarding policy_final_2025](#)

² Principles of child protection formulated in the UN [Convention on the Rights of the Child | OHCHR](#)

applies to deployed employees. Danmission requires partners to implement child protection procedures that comply with Danmission's Child Protection Policy.

Principles and requirements for working with children

At Danmission, we believe that ensuring children's safety is always the adults' responsibility. When working with children, adults have a specific responsibility to ensure that all children who encounter Danmission feel safe and secure and are not exposed to any form of harmful or abusive behaviour, whether physical, psychological, spiritual, or digital. In other words, it is the adults' responsibility to ensure a respectful, safe, and inclusive environment when working with children.

Adults must establish clear guidelines for interactions in both child/adult and child/child relationships. This includes focusing on aspects such as language use and physical and digital interactions. Adults should foster a culture of respect between children and adults, as well as among children themselves, ensuring that respectful language is consistently used. Additionally, adults have a specific responsibility to lead by example and serve as positive role models.

Physical contact between an adult and a child should generally be initiated by the child. This means that physical interactions between a child and an adult should occur appropriately and at the child's discretion. In this context, the adult must consider the child's or youth's maturity and age when evaluating the child's initiative.

When children are portrayed in communication and media, it must be done with respect for their dignity, safety, and rights. Consent must always be obtained from the child and/or parents/guardians before publishing images and stories.

Reaction and Reporting

At Danmission, all employees, volunteers, and partners are obligated to react if they suspect or know of abuse against children in connection with Danmission's work and report it via Danmission's complaint system. In Denmark, it is illegal to discipline children physically. In countries where it is legal to discipline children physically, Danmission's child protection policy takes precedence. This means that if one has knowledge or suspicion that a child, for example, is being hit or otherwise physically disciplined/abused in connection with Danmission's activities, and there is no legislation on the matter in the respective country, one is still obligated to report it to Danmission's whistleblower system: [Whistleblower | Danmission](#).

At the same time, all employees and volunteers in Denmark have a general duty to report to the social authorities. As an employee or volunteer, one is therefore obligated to notify the authorities if one becomes aware that a child has been subjected to abuse or violence.

In connection with all incidents of abuse against children, Danmission provides the necessary assistance and support to the child. All cases of abuse against children are

treated individually, and consequences such as suspension, employment conditions, termination of cooperation, etc., are assessed based on the nature of the case.

Effective from June 12, 2025