

CHILD PROTECTION POLICY OF HELSINKI DEACONESS INSTITUTE

Helsinki Deaconess Institute (Helsingin Diakonissalaitoksen säätiö sr) practices socially effective activity which is economically, ecologically, socially and ethically sustainable. The foundation's objective is fulfilled through responsible action. The activities of the foundation are guided by its vision, mission, values, strategy and guideline on management and control, all of which are complemented with other guidelines and foundation policies.

The Child Protection Policy complements other Code of Conduct documents and policies which guide the foundation's activity. These documents and ethical guidelines determine the code of conduct for all foundation employees. Child protection is mainstreamed into all services areas of the foundation.

General principles of the child protection policy are as follows:

- All children have equal rights to protection from harm.
- Everybody has a responsibility to support the protection of children.
- Helsinki Deaconess Institute has a duty of care to children with whom we work
- Helsinki Deaconess Institute is committed to ensuring that all partners meet the minimum requirements on child protection.
- All actions on child safeguarding are taken in the best interests of the child, which are paramount.

In addition to general principles, the child specific services of Helsinki Deaconess Institute define service-specific standards in agreement with the customer. As a service provider, Helsinki Deaconess Institute is committed to ethical and responsible activity, which abides by the following service promises.

Child-centred approach

Concerning child specific services, Helsinki Deaconess Institute is committed to long-term support for children and their families in times of crisis. The child and family are regarded in a holistic manner, which takes all relevant aspects of the child and family into account so that more tailored and sufficient services can be provided. Cross-cutting services range from psychosocial support, substance abuse rehabilitation, education, hobbies and other meaningful activity. Helsinki Deaconess Institute works in close cooperation with all relevant stakeholders to provide the necessary services when they are not part of the foundation's own activity.

Clinical child services

As part of its operation, Helsinki Deaconess Institute also works with unaccompanied immigrant children and children with severe trauma. Psychiatry and psychotherapy are used to support the rehabilitation of most vulnerable children. These services are provided with utmost discretion and with regards to Finnish legislature and the UN Convention of Rights of the Child (General Assembly resolution A/RES/44/25).

Safe surroundings

Helsinki Deaconess Institute is committed to providing safe surrounding for the child in which daily and weekly activities are structured and they bring predictability into the life of the child. Safe recruitment is established by following the foundation's Code of Conduct and abiding by the Act on Application for a Criminal Records Extract: work with children (504/2002). Helsinki Deaconess Institute is committed to cultural sensitivity considering linguistic and cultural needs of immigrant families. The services required are provided in one location to support the child and family in a holistic manner.

Abiding by laws and regulations

Helsinki Deaconess Institute follows laws and regulations relevant to child protection, such as the Act on Child Welfare (417/2007) and the Act on Application for a Criminal Records Extract: work with children (504/2002). The latter is mandatory for all employees and volunteers working with minors also according to Finnish law. Helsinki Deaconess Institute also respect the United Nations Convention on Rights of the Child (General Assembly resolution A/RES/44/25). The activities of Helsinki Deaconess Institute are based on responsibility and integrity. The foundation of Helsinki Deaconess Institute and its employees abide by laws, regulations, the Code of Conduct and other relevant policies and guidelines.

Code of Conduct of Helsinki Deaconess Institute

Helsinki Deaconess Institute applies its Code of Conduct for all its employees and services. It gives guidelines for good business principles, non-discrimination, working conditions, environmental sustainability, avoiding conflict of interest, anti-corruption and transparency.