

STANDARDS FOR THE PROTECTION OF MINORS
at the European Network Remembrance and Solidarity

CHAPTER 1
General provisions

Article 1

1. The Standards for the Protection of Minors at the European Network Remembrance and Solidarity (**'ENRS'**), hereinafter referred to as the **'Standards'**, have been developed in connection with the obligations imposed by the provisions of the Act of 13 May 2016 on counteracting the threat of sexual offences and protecting minors (*Polish Journal of Laws* of 2024, item 560).
2. The Standards are one of the elements of a systemic solution for the protection of minors from harm and constitute a form of safeguarding their rights. They should be regarded as one of the tools strengthening and facilitating effective protection of minors from harm.

Article 2

Whenever in these Standards reference is made without further specification to:

1. the **ENRS**, it shall be understood as the European Network Remembrance and Solidarity;
2. **child, minor, participant**, it shall be understood as persons under the age of 18 years who are participants in events organised by the ENRS and the organisers;
3. **volunteer**, it shall be understood as a person over 13 years of age only, with the agreement with a volunteer under 18 years of age being concluded with the prior consent of his/her parent;
4. **legal guardian**, it shall be understood as parents and other persons entrusted by the court with the custody of the child, as well as persons authorised by them;
5. **staff**, it shall be understood as all persons employed by the ENRS under an employment contract or a civil law agreement, trainees, interns, volunteers and employees/collaborators of entities providing services to the ENRS;
6. **Director**, it shall be understood as the Director of the ENRS;
7. **organiser**, it shall be understood as organisers other than the ENRS in the field of cultural activities, including those related to education, leisure or pursuit of other interests by minors, or their care;

8. **harming a minor**, it shall be understood as committing a criminal or delinquent act to the detriment of a minor by any person, including a member of ENRS staff, or endangering the minor's well-being, including neglecting the minor;
9. **personal data of a minor**, it shall be understood as any information that allows the identification of a minor;
10. **person in charge of the Standards for the Protection of Minors**, it shall be understood as the employee designated by the Director to supervise the implementation of these Standards;
11. **person in charge of the Internet**, it shall be understood as the staff member designated by the Director to supervise the use of the Internet by participants on the premises of the ENRS.

CHAPTER 2

Principles of safe recruitment of employees (staff)

Article 3

1. Before entering into an employment relationship with a person or before allowing a person to engage in any other activity related to education, recreation or care of minors, the Director is obliged to obtain information whether the data of that person are included in the Register with restricted access or the Register of persons in relation to whom the State Commission for the Prevention of Sexual Exploitation of Minors under 15 years of age has issued a decision on entry into the Register.
2. The Director shall obtain information from the Register with restricted access through the ICT system operated by the Minister of Justice. An account must first be created in the ICT system. The account is subject to activation by the Information Office.
3. The Register of persons in relation to whom the State Commission for the Prevention of Sexual Exploitation of Minors under the age of 15 has issued a decision on entry in the Register is publicly accessible and does not require the creation of an account.
4. The feedback received from the ICT system shall be printed by the Director and filed in Part A of the personnel file related to the establishment of the employment relationship. The same applies to the Register of persons in respect of whom the State Commission for the explication of cases of acts against sexual freedom and morality against a minor under 15 years of age has issued a decision on entry in the Register. In the case of the latter Register, it is sufficient to print out a webpage with the message that a given person does not figure in the Register.

5. Where an employee file is not created for a person for the other activity referred to in paragraph 1., a printout from the ICT system shall be placed in a separate file created for that purpose.
6. A candidate for a staff member shall be required to submit with the Director information from the National Criminal Register on his or her clean criminal record.
7. If a candidate for a staff member has citizenship other than Polish, (s)he should also submit information from the criminal record of the country of which (s)he is a national, obtained for the purposes of professional or voluntary activity involving contact with minors, or information from the criminal record if the law of that country does not provide for the issuance of information for the aforementioned purposes.
8. The Director shall collect from a candidate for a staff member a statement of the country/countries (other than the Republic of Poland) in which the candidate has resided in the last 20 years. The candidate shall make such statement under pain of criminal liability.
9. If the law of the country from which the criminal record is to be submitted does not provide for the issuance of such information or does not maintain a criminal record, the candidate shall submit, under pain of criminal liability, a statement to this effect together with a declaration that (s)he has not been validly convicted and that there is no other judgment against him/her stating that (s)he has committed such criminal offences, and that he is not obliged by a decision of a court, other authorised body or an act of law to comply with a prohibition to hold any or specified positions, to practice any or specified professions or activities related to instruction, education, leisure, treatment, provision of psychological counsel, spiritual development, sports or the pursuit of other interests by minors, or to care of minors.
10. The following declaration shall be made under pain of criminal liability: I am aware of the criminal liability for making false statements. The said declaration replaces the authority's instruction on criminal liability for making false statements.
11. Templates of statements concerning citizenship/nationality and residence over a period of 20 years and declarations of no criminal record and pending pre-trial, court and disciplinary proceedings are available upon request by contacting the ENRS via email (office@enrs.eu).
12. When the ENRS cooperates with an organiser in activities related to the instruction, education, pursuit of interests by minors or to their care, it is the organiser's responsibility to ensure the safe recruitment of staff (personnel), in accordance with applicable laws.

13. The implementation of the obligations referred to in paragraphs 1. to 12. is the responsibility of the Director, who may authorise another member of staff to do so.

CHAPTER 3

Rules to ensure safe relations between minors and staff, and in particular conduct unlawful with minors

Article 4

1. Minors have the right to be treated by staff with equal care.
2. Staff are obliged to act in an open and transparent manner towards others in order to minimise the risk of misinterpretation of behaviour.
3. There shall be no tolerance on the part of staff towards any behaviour that could be interpreted as harming a minor, including bullying or teasing, either by adults or by the minors themselves.

Article 5

Staff and organisers:

1. treat each minor equally regardless of his/her background, appearance, beliefs, religion, or skin colour;
2. maintain respect and patience in their communication with the minor and use non-judgmental, label-free language adapted to the minor's level of development, and
3. are obliged to show respect and care for the minor's bodily integrity, intimacy and privacy.

Article 6

1. The following behaviour of staff and organisers towards minors is not allowed:
 - 1) any behaviour that has the appearance of other forms of psychological, physical violence or sexual abuse;
 - 2) any behaviour that embarrasses, humiliates, depreciates or demeans others;
 - 3) inappropriate physical contact with a minor that violates the minor's dignity, bodily integrity, intimacy and privacy; acceptable physical contact should be naturally related to play, the need to ensure the child's safety (in a situation of danger or panic caused by external factors e.g. fire, dangerous behaviour of third parties), pre-medical aid activities (rescue activities related to first aid) or the possible need to calm the child.

2. It is unacceptable for staff or the organiser to abuse the well-being of minors verbally or non-verbally; this includes the use of obscene language, gestures, jokes, making insulting remarks or using a position of power or physical superiority towards a minor.
3. Offering alcohol, tobacco products, intoxicants (including narcotics) to a minor or tolerating their use is not permitted.
4. Staff shall not make contact with minors through private communication channels (private telephone, e-mail, instant messaging, private social media profiles) without the knowledge of their guardians.
5. If necessary, the appropriate form of communication with minors is through official channels (e-mail, work phone), but these should be strictly related to the performance of official duties.
6. It is not permitted to disclose sensitive information concerning a minor to unauthorised persons, including minors.
7. It is not permitted to record images of minors for private purposes by filming, recording, or photographing. This prohibition also includes sharing the image of a minor with third parties. An exception is the recording of the image for the purposes of the ENRS, based on the consent granted by the legal guardians.

Article 7

Failure to comply with the rules of conduct is treated as a breach of basic employee duties with all the resulting consequences, including termination of employment.

CHAPTER 4

Rules and procedure for intervening in situations of suspected harm or having information about inflicting harm on a minor

Article 8

Harm means, in particular:

- 1) physical violence - i.e. intentional bodily harm, infliction of pain or threat of bodily harm; physical violence may result; among others; in fractures, bruises, cuts, burns, and internal injuries. Physical violence causes, or can cause, loss of health or a threat to one's life;
- 2) emotional/psychological violence - i.e. repeated humiliation, degrading and ridiculing of a minor, involving a minor in an adult conflict, manipulating him/her, lack of adequate support, placing demands and expectations on a minor that (s)he is unable to meet;

- 3) sexual violence - i.e. involving a minor in sexual activity by an adult, including sexual abuse, which refers to behaviour with physical contact (e.g. touching a minor, intercourse with a minor) and behaviour without physical contact (e.g. showing pornographic material to a minor, voyeurism, exhibitionism). This violence may be a single incident or repeated over a long period of time;
- 4) neglect - i.e. failure by the legal guardian to provide for the minor's basic material and emotional needs, failure to provide adequate food, clothing, shelter, medical care, security, failure to supervise the fulfilment of his/her school duties.

Article 9

1. In their work, staff shall be guided by the law and shall act to protect children from harm.
2. Any information concerning harm or suspected harm inflicted on a child is taken seriously and explained.

Article 10

1. If staff suspect that a minor is being harmed, they are obliged to inform the Director of these suspicions. Recognition of harm is made by:
 - 1) disclosure of harm by the child;
 - 2) disclosure of domestic violence by the child;
 - 3) information provided by a person who directly witnesses the harm done to a minor, and
 - 4) analysis of the child's symptoms of having been harmed.
2. Disclosure of arm or domestic violence by a minor occurs when (s)he informs the staff that (s)he is experiencing one or more simultaneous forms of harm.
3. Intervention is undertaken by the Director. The Director may delegate action to a designated member of staff, in which case the details of the designated person, such as name, e-mail address and telephone number will be made known to staff.
4. If harm inflicted by a person referred to in paragraph 3. is reported, the intervention shall be led by the Director.
5. If harm inflicted by the Director is reported, the intervention shall be led by the Deputy Director or a member of staff designated by the Director. Paragraph 3 shall apply accordingly.

6. Where doing harm has been reported on the part of the persons indicated in paragraphs 3. to 5., those persons shall be completely excluded from further procedure. If harm has been reportedly inflicted by all of these persons, then the action described in this chapter shall be taken by the person who saw the harm done or to whom the suspected harm was reported.
7. As far as possible, specialists, in particular psychologists and educators, may be involved in the intervention.

Article 11

For the purposes of this document, certain procedures have been distinguished for intervention in the event of suspected harm to a minor by:

- 1) staff;
- 2) other third persons;
- 3) legal guardian, and
- 4) another child - harm inflicted by peers.

Article 12

Harm inflicted by a staff member

1. Where it is reported that a minor has been harmed by a member of staff, that person shall be immediately removed from all forms of contact with children (not just the harmed child) until the matter is clarified.
2. The Director shall interview the child and other persons who have or may have knowledge of the incident.
3. Depending on the findings, the Director shall seek to establish the course of the incident and the impact of the incident on the child's mental and physical health. The findings are written down in an intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
4. The Director arranges (a) meeting(s) with the child's legal guardians to whom information about the incident and the need/opportunity for specialist support, including from other organisations or services, is shared.
5. Where a criminal offence has been committed against a child, the Director prepares a suspected criminal offence notification and forwards it to the locally competent police or public prosecutor's office (model notice is available upon request by contacting the ENRS via email: office@enrs.eu).

6. Where a member of staff has done harm to a child in a form other than the commission of a criminal offence, the Director shall investigate all the circumstances of the case, in particular (s)he shall be required to hear the member of staff suspected of inflicting harm, the child and other witnesses to the incident. The findings shall be recorded in an intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
7. Where the violation of a child's welfare is significant, in particular where there has been discrimination or a violation of a child's dignity, consideration should be given to terminating the legal relationship with the abuser or recommending such termination to that person's superiors.
8. If the staff member who has inflicted harm is not directly employed by the ENRS but by another entity (the organiser), then this entity should be notified and a ban on contact with minors should be recommended and, if necessary, the contract with this entity should be terminated.

Article 13

Harm inflicted by other third parties

1. Where harm done to a minor by a third party (stranger or relative) is reported, the Director shall interview the child and other persons who have or may have knowledge of the incident, in particular his/her guardians.
2. The Director tries to establish the course of the incident, but also the impact of the incident on the child's mental and physical health. The findings are written down in the intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
3. Depending on the findings, the Director arranges (a) meeting(s) with the child's legal guardians, to whom (s)he provides information about the incident and the need/possibility to seek specialist support, including from other organisations or services.
4. Where a criminal offence has been committed against a child, the Director prepares a suspected criminal offence notification and forwards it to the locally competent police or public prosecutor's office (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).

5. If the interview with the legal guardians shows that they are not interested in helping the child, ignore the incident or otherwise do not support the child who has experienced harm, the Director shall draw up a request for an examination of the situation of the family, a model of which is available upon request by contacting the ENRS via email (office@enrs.eu., and refer it to the competent family court.

Article 14

Harm inflicted by legal guardians

1. Where harm inflicted on a child by his/her legal guardians is discovered or reported, the Director shall interview the child and other persons who have or may have knowledge of the incident.
2. The Director shall seek to establish the course of the incident and the impact of the incident on the child's mental and physical health. The findings are written down in the intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
3. Where a crime has been committed against a child, the Director prepares a suspected criminal offence notification and forwards it to the locally competent police or prosecutor's office (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
4. If the findings indicate that the legal guardian of the child neglects the child's psycho-physical needs or the family is inefficient in terms of upbringing (e.g. the child walks around in clothes that are inappropriate for the weather, leaves the place of residence without adult supervision), the family uses violence against the child (the legal guardian shouts at the child, uses spanking or similar types of physical punishment), if the unmet needs are due to a situation of poverty, the Director notifies the relevant welfare centre of the need to help the family, including the need to initiate the Blue Card procedure.
5. Further course of proceedings is within the competence of the institutions referred to in the preceding paragraphs.

Article 15

Harm inflicted by peers

1. In the case of suspected harm done to a child by another child at the ENRS or in organised group activities, workshops, etc., a member of the ENRS staff passes the information to the Director, who interviews the child suspected of inflicting harm and his/her guardians (in the case of organised groups) or legal guardians, and separately the child subjected to harm and his/her guardians (in the case of organised groups) or legal guardians.

2. In addition, the Director shall interview other persons with knowledge of the incident.
3. The interviews seek to establish the course of the incident, as well as the impact of the incident on the harmed child's mental and physical health. The findings are written down in the intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
4. A separate intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu) is drawn up for the child inflicting harm and the harmed child.
5. During the interviews, it must be ensured that the child suspected of harming another child is not himself harmed by third parties or legal guardians. If such a circumstance is confirmed, the procedure from Article 13 - Article 14, respectively, should be applied.
6. Depending on the findings the Director arranges (a) meeting(s) with the legal guardians of the child, the one inflicting harm and the harmed one, to whom (s)he provides information about the incident, how to respond to the it (notifying the family court, the school) and the need/possibility of specialist support, including in the institutions set up for this purpose.

Article 16

1. The rules for intervention in a situation of suspected harm involving an immediate threat to the health or life of a minor defined as an emergency intervention are hereby defined:
 - 1) If a member of staff, in the course of his/her duties, acquires information about an immediate threat to the life and/or health of a child, (s)he is obliged to intervene immediately (emergency intervention);
 - 2) An emergency intervention consists in immediate notification by telephone and e-mail of an immediate threat to the life and health of a child to the relevant police unit;
 - 3) In the telephone and e-mail notification, the staff member should provide all the information (s)he has obtained concerning the minor (name, address, place of his/her stay), describe the type of danger and, in the case of a telephone call, give the exact time of the call, its duration and the number from which the child or another person called;
 - 4) If the member of staff is aware of the child's current location, s(he) sends an e-mail message to the duty officer of the police station in charge of that location;

- 5) if the member of staff does not possess information about the location of the child's current whereabouts, the notice shall include all relevant information relating to the emergency and, in the case of a telephone call: the exact time when the call was made and its exact duration, as well as a description of the contact with the caller and its content;
 - 6) The notice sent by e-mail shall be signed by the member of staff undertaking the intervention;
 - 7) The employee makes an emergency intervention without consultation. However, if the situation allows, the Director or another member of staff should be consulted before making an emergency intervention;
 - 8) A notice sent by e-mail must be sent by post to the address of the relevant police station no later than the next working day after the intervention.
2. Once an emergency intervention has been undertaken, a member of staff is required to give a verbal briefing to the Director and is then required to complete the intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
 3. Specialists, in particular psychologists and educators, may be invited to participate in the intervention in order to benefit from their assistance in talking to the child about difficult experiences.

Article 17

1. In the case of suspicion that a child's life is in danger or that a child is in danger of serious harm, the relevant services (the police, emergency medical services) should be informed immediately by calling 112 or 998 or any other country-specific number, e.g. when a project or event organised by the ENRS takes place abroad.
2. Informing the services is done by the member of staff who first becomes aware of the emergency and then completes an intervention sheet (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).

Article 18

1. The fact of revealing the possibility of committing a criminal offence to the detriment of a minor or of harming a minor is not subject to a credibility assessment by a staff member and as a matter of principle requires a response.

2. Members of staff and other persons who, in the context of the performance of their duties, have acquired information about harm done to a child or information related thereto, are obliged to keep this information confidential, excluding information provided to authorised bodies and institutions as part of intervention activities.

Article 19

1. If the person suspected of inflicting harm is a minor between 13 and 17 years of age and his/her behaviour constitutes a criminal offence, the headmaster shall inform the locally competent family court or the police by means of a written notification (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
2. If the person suspected of inflicting harm is a minor over 17 years of age, and his/her behaviour constitutes a criminal act, the Director shall inform the locally competent police or public prosecutor's office by means of a written notification (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).

Article 20

1. If an offence has been committed against a child, the Director immediately draws up a suspected criminal offence notification and forwards it to the locally competent police or public prosecutor's office and take the necessary measures until the arrival of the authority appointed to prosecute the offence or until the authority issues an appropriate order to prevent the obliteration of traces and evidence of the offence (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu).
2. If the well-being of a minor is at risk, the person responsible for notifying the guardianship court by submitting a request for an examination of the situation of the family (a model of which is available upon request by contacting the ENRS via email: office@enrs.eu), is the Director.

Article 21

In the case of harm inflicted abroad, the above provisions of this chapter shall apply accordingly, including the consideration of notifying the competent local services (police etc.) of the incident.

Article 22

1. Intervention against a family affected by domestic violence shall be undertaken on the basis of the Blue Cards procedure.

2. In a situation where a member of staff becomes aware of domestic violence, the person responsible for submitting a request to the Interdisciplinary Team to initiate the Blue Cards procedure is the Director.

CHAPTER 5

The scope of competence of the person responsible for preparing the staff to apply the Standards, the principles of preparing the staff to apply them and the manner of documenting this activity

Article 23

1. The Director is responsible for the substantive preparation of the staff for the application of the Standards, including the organisation of training meetings on their application.
2. The staff shall be obliged to familiarise themselves with the Standards for the Protection of Minors and confirm this fact with their own signature in the Declaration which is available upon request by contacting the ENRS via email: office@enrs.eu).

CHAPTER 6

Rules and manner of making the Standards available to parents or legal or actual guardians and minors for reading and application

Article 24

1. There is a full version of the Standards and a shortened one for minors in force at the ENRS.
2. The complete and abridged version of the Standards for minors shall be posted on the ENRS website and made available to any interested party for inspection at the Secretariat.
3. A notice (announcement) shall be posted at the ENRS registered office - Secretariat about the availability of the full and the abridged version for minors for inspection at the Secretariat.
4. Legal guardians of minors and guardians of organised groups shall be informed each time of the Standards in force at the ENRS and shall have the possibility to become acquainted with them in the manner specified in this paragraph.

CHAPTER 7

Persons responsible for receiving reports on incidents threatening a minor and providing him/her with support

Article 25

1. The person responsible for receiving reports on incidents threatening a minor is the Director.
2. In urgent cases, the person responsible for providing support to a harmed minor is any member of staff.
3. In special cases, the Director may appoint an intervention team, consisting of persons who may have knowledge of the child's situation and are in a position to support and ensure his/her safety.
4. The team may also include persons external to the ENRS able to help the child.
5. The intervention team shall draw up a plan to assist the child, which should include indications of:
 - 1) the activities the ENRS provides for the child to feel safe;
 - 2) the support it will offer the child;
 - 3) the possible referral of the child's parents to a specialist child welfare service or the provision of information about such places, if needed.
6. The child's support plan shall be presented by the Director to the child's legal guardians.

CHAPTER 8

Manner of documenting and rules of keeping disclosed or reported incidents or events threatening the welfare of a minor

Article 26

1. Documentation of disclosed or reported incidents or events threatening the welfare of a minor consists of:
 - 1) an intervention sheet concerning a given incident - completed in accordance with the model which is available after contacting the ENRS via e-mail: office@enrs.eu
 - 2) official notes drawn up by the employees on the circumstances of a given incident;
 - 3) a copy of the application to the family court for an examination of the situation of the family drawn up in accordance with the model available upon request by contacting the ENRS via email (office@enrs.eu).
 - 4) a copy of the notification of a suspected criminal offence against a child drawn up in accordance with the model available upon request by contacting the ENRS via email (office@enrs.eu).
 - 5) a copy of the Blue Cards application drawn up for the Interdisciplinary Team;
 - 6) a register of interventions performed available upon request by contacting the ENRS via email (office@enrs.eu).
2. Documentation concerning disclosed or reported incidents or events threatening the welfare of a minor, as well as documentation concerning interventions in the case of suspected harm inflicted on a child is stored in accordance with the office and archiving regulations in force at the ENRS, i.e. in chronological order in the case of paper documentation or in the Electronic Document Management system in the case of electronic documentation, and is made available only with the consent of the Director.

CHAPTER 9

Requirements for safe relations between minors and, in particular, prohibited behaviour

Article 27

1. The following rules for safe relations between minors are hereby defined:
 - 1) participants in ENRS events accept and respect one another, recognising the right of other participants to be different and to maintain their identity on the basis of: ethnicity, geography, national origin, religion, economic status, family characteristics, age, gender, sexual orientation, physical characteristics, and disability;
 - 2) event participants are obliged to respect the rights and personal freedoms of other participants, their right to their own opinion, to searching and making mistakes, to their own views, appearance and behaviour - within the framework of socially accepted norms and values;

- 3) the participants have no right to use any aggression, verbal, physical and psychological violence - for any reason and under any circumstances - towards other participants and other persons.
2. In relations between minors, prohibited types of behaviour aimed at causing both physical and mental pain and suffering to another person include:
 - 1) physical aggression, which includes: fights between minors, hitting, kicking, slapping, spitting, any other action causing physical pain;
 - 2) verbal aggression, which includes: using vulgar words, gestures and jokes, making insulting remarks, alluding in one's speech to sexual activity or attractiveness, using physical advantage towards another minor (intimidation, coercion, threats);
 - 3) cyberbullying, which includes: publishing degrading films or photos online, publishing ridiculous, vulgar comments and posts, impersonating another person, hacking into someone's social network account, stalking, bullying, harassment via the Internet, telephone, text messages, etc.

Chapter 10

Rules for the use of electronic devices with Internet access

Article 28

1. Where the ENRS makes electronic devices with Internet access available to minors, it is obliged to take measures to protect them from accessing content that may pose a threat to their proper development; in particular, malware protection and content filtering software should be installed and updated.
2. As far as possible, staff should inform minors about the principles of safe use of the Internet and should provide supervision of the content to which minors have access and intervene in the event of access to inappropriate content.
3. The Director of the ENRS designates a person responsible for security as regards Internet access within the institution.

CHAPTER 11

Principles for establishing a plan for supporting a minor after disclosure of harm

Article 29

1. In cases of disclosure of harm done to a minor, the Director appoints a staff member or a team of staff members obliged to develop a plan of support for the harmed minor, which includes, as appropriate, indications concerning:

- 1) determination of the forms of assistance, including referral to institutions providing various forms of assistance in agreement with the child's legal guardians and adequately to the needs;
 - 2) family support - by indicating institutions offering: counselling, psychological consultations, addiction therapy, therapy for perpetrators of violence, support groups;
 - 3) social or material assistance by indicating institutions offering support and welfare assistance.
2. The implementation of the plan takes place upon approval of the Director.

CHAPTER 12

Principles for reviewing and updating the Standards

Article 30

1. The person responsible for monitoring the implementation of the Standards is the Director or a person designated by him/her.
2. The person referred to in paragraph 1. conducts a debriefing interview once every two years with staff members implementing projects/events at the ENRS related to the participation of minors in order to monitor the level of implementation of the Standards.
3. All staff members may propose changes to the Standards and identify situations of violation of the Standards and situations where the procedures set out herein have not been applied or have not worked.

CHAPTER 13

Final Provisions

Article 31

The following annexes constitute an integral part of the Standards and are available upon request by contacting the ENRS via email (office@enrs.eu):

- 1) Annex no. 1 - Templates of statements on citizenship/nationality and residence in the period of 20 years;
- 2) Annex no. 2 - Intervention sheet;
- 3) Annex no. 3 - Template of a suspected criminal offence notification;
- 4) Annex no. 4 - Template of an application for an examination of the family situation;
- 5) Annex no. 5 - Template of the register of interventions, and

- 6) Annex no.6 - Template of a declaration made by employees to have read the Standards for the Protection of Minors in force.