

## **CHILD PROTECTION POLICY - Blow-up Academy**

### **INTRODUCTION**

Blow-up Academy APS, a social promotion association, established on September 15, 2018, with its registered office in Ferrara at Corso Isonzo 137, pursuant to Legislative Decree No. 117/2017 (known as the Third Sector Code) and in accordance with the Constitution, is a center of autonomous, pluralistic, non-partisan associative life, of a voluntary and democratic nature, and has an unlimited duration. It does not pursue profit-making purposes and, therefore, the distribution, even indirectly, of revenues, profits, or management surpluses is not permitted.

The activities conducted by Blow-up Academy include:

- a. Education, instruction, and vocational training, pursuant to Law No. 53 of March 28, 2003, and subsequent amendments, as well as cultural activities of social interest with educational purposes;
- b. Organization and management of cultural, artistic, or recreational activities of particular social interest, including activities, also editorial, for the promotion and dissemination of culture and the practice of volunteering and activities of general interest;
- c. Organization and management of tourism activities of social and cultural interest;
- d. Organization of exhibitions, cultural events, fairs, and conferences;
- e. Organization of vocational training courses and advanced cinematographic training;
- f. Cinematographic production and reproduction.

Furthermore, the Association may engage in any other activities connected or related to those listed above and perform, always in compliance with the relevant regulations, any act or contractual operation necessary or useful for the direct or indirect achievement of its institutional purposes. The Association may also conduct fundraising activities in compliance with the principles of truth, transparency, and correctness with supporters and the public, in accordance with the provisions contained in Article 7 of Legislative Decree No. 117/2017. The Association may carry out activities that are different, instrumental, and secondary to the activities of general interest, pursuant to and within the limits provided by Article 6 of Legislative Decree No. 117/2017.

For the achievement of its statutory purposes and objectives, for the performance of its activities, the Association may enter into agreements with the Municipality and with other public or private entities and/or Associations for the provision of services. Furthermore, it may affiliate with other entities and National Organizations recognized under current regulations that have the same purposes. The Association may, therefore, undertake all initiatives and carry out all activities, including the stipulation of collaboration agreements with Italian and foreign organizations, as well as the promotion and/or participation in

associations and foundations and other public or private institutions deemed necessary or useful for the achievement of its purposes.

The main activities or those directly connected to them are carried out by the Association primarily through the personal, voluntary, and unpaid contributions of its members. The activities of the members cannot be remunerated in any way, not even by potential direct beneficiaries. Members can only be reimbursed by the Association for actual expenses incurred for the activities provided, upon presentation of documentation and within the limits established by the Board of Directors or as regulated by Article 17 of Legislative Decree No. 117/2017.

## **PRINCIPLES AND CODE OF CONDUCT**

All activities conducted by Blow-up Academy are based on principles of equality, transparency and coherence. The association strongly rejects all forms of discrimination, racism and harassment, be it of sexual or verbal nature. Due to its line of work, special care is given to working with children as they form a significant portion of its members. Therefore, Blow-up Academy has implemented specific preventive measures in the organization and implementation of its activities as well as in the recruitment of its volunteers and staff members. These measures are shown clearly in the policies and procedures adopted as well as in the recruitment of staff members and the solid system of communication and accountability.

Furthermore, the Association has adopted a zero tolerance policy to any violation of its principles, which are unreservedly based on transparency, integrity and ethical behavior. An infringement of any sort will lead to immediate investigation and action.

Blow-up Academy is fully aware of the risks that children may encounter and is unequivocally committed to safeguarding them in all contexts and ways following the International Standards for Safeguarding Children.

## **STANDARD 1: POLICY**

The Association's activities involve working with both minors and adults. While Scuola d'Arte Cinematografica Florestano Vancini is for students aged 18 to 30 years old, the Youth Acting Center (CPA) has students ranging from 6 to 18 years old grouped in different levels and classrooms. In addition to lessons where minors are involved, both minor and adult students may participate in group filming projects, sets and school events. Therefore, a Child Protection Policy has been drafted and implemented in order to keep children safe in all contexts. The main points of the Policy include:

- sharing transparent and explicit regulations on what acceptable and ethical behavior with children entails, both on the staff and student level and in all the school activities. Awareness is raised by organizing meetings with staff members, teachers and volunteers in order to consolidate the association's Policy in the implementation of the activities conducted and to highlight its commitment to safeguarding children.
- applying the rules and regulations to all staff members and teachers alike and raising awareness on incidents that may compromise child safety at school.

- minimizing risks and harm through prevention measures. These include improving communication and information overflow, involving families in the designed activities, identifying reference and contact people for each activity, as well as selecting teachers, staff members and volunteers based on their experience, principles, reputation and background checks during the recruitment stage.
- creating a centralized feedback network from volunteers to teachers and from teachers to administration with regular follow-ups and audits on activities, events and classes.
- providing consent forms to be signed by parents and legal guardians for activities involving children as well as assigning an adult in charge of the children during the course of the activity.
- ensuring good practice when using media by not posting inappropriate images of children or any details that could infringe their privacy and put them at risk of being tagged or identified. Official written permission is granted to the Association to share those images online on its official page by the children's legal guardians.

## **STANDARD 2: PEOPLE**

Blow-up Academy is committed to hiring responsible staff members, teachers and volunteers who are aware of the importance of safeguarding students. In order to fulfill this standard, the Association has put in place the following rules and regulations:

- Designated administrators, Isra Salah and Federico Castaldini, have been identified with the specific role of ensuring that the child safeguarding measures are applied. They report directly to the President Stefano Muroli. The designated administrators are available on the premises of the school during all events and can be contacted by teachers, staff, children and families.
- Safe recruitment of staff and volunteers will be guaranteed by conducting checks and highlighting the Association's commitment to the Child Protection Policy in job advertisements and interviews. The staff and volunteer selection process is based on an evaluation of their interviews, references, and background checks. The Child Protection Policy must be read and signed by all new staff members and volunteers.
- Clear guidelines on what acceptable and legal behavior with children entails are provided to all staff members and volunteers. Staff and volunteers have to report their concern to the designated administrators, who will then take action as soon as they are informed of the incidents. Staff, volunteers and administrators must immediately report any incidents of physical, sexual or emotional abuse or children exploitation for sexual or commercial purposes.
- A training session will be organized with all staff members and volunteers before the start of each event in order to raise awareness on the definitions of harm and risks. Specific roles and responsibilities will be assigned and clear guidelines will be developed for the purpose of each activity.
- Staff members and volunteers must immediately report to the designated administrators if they have any concerns. Consequent action will be taken.
- Blow-up Academy is committed to working with partners who are clear about the principles of the Policy. Partnerships that violate the agreement will immediately be terminated.

- The Child Protect Policy will be made public to staff, partners, children and families. Families must communicate with the designated administrators if they have any concerns or questions about the safety of their children.
- All the children involved in Blow-up Academy events and projects will be introduced to the participating members and volunteers, which will also be introduced to parents and families, and will be easily identifiable when at work.

### **STANDARD 3: PROCEDURES**

Blow-up Academy is committed to implementing child safeguarding measures. In order to fulfill this criteria, Blow-up Academy has adopted a universal definition of “child” and “harm” and its code of ethics is based on the UN Convention on Rights of the Child. In addition, risk areas have been identified and the right procedures have been put in place to prevent any harm or damage.

- All new staff members and volunteers must be trained before the beginning of and observed during any event or project
- Hired staff members and volunteers must abide by the Association’s culture which considers safeguarding children a fundamental part of its philosophy.
- All activities are planned based on the principle of ACT and staff members are trained accordingly. Regular training will be provided at the start of each event and if necessary, the Policy will be updated according to the givens of the project.
- Staff members and volunteers are encouraged to act on their concerns, to report any incidents or concerns in a timely manner. The approach to any concerns must be entirely child-centered, as children are the most important consideration when voicing concerns about their safety.

### **STANDARD 4: ACCOUNTABILITY**

Blow-up Academy will monitor the implementation of all standards by all its members. The constant monitoring and the clear feedback and reporting system will ensure that the policy remains up-to-date and relevant to the context in which it is applied.

All staff members and volunteers are required to adhere to the policy adopted by the association. Regular auditing will take place to ensure that the policy is being applied for the sake of safeguarding children. All staff members and volunteers are also responsible for the implementation of the policy and must report any suspicions or incidents of violation to the designated administrators in charge. Should they fail to do so, they will be held accountable and responsible for any harm or risk caused.

### **DESIGNATED ADMINISTRATORS FOR THE PURPOSE OF POLICY IMPLEMENTATION**

Blow-up Academy assigns the administrators Isra Salah for the auditing of the implementation of the policy and for the reporting process to the President Stefano Muroni and the General Director Isra Salah. In addition, the administrators are authorized to receive and process any complaints about violations or risks. In case of complaints, they must be contacted at +39 377 385 6631 or per email: [direzione@blowupacademy.it](mailto:direzione@blowupacademy.it)

Should violations of any sort be reported to the designated administrators, they will respond in a timely manner to evaluate and to investigate the circumstances.. They will also immediately refer any concerns to Stefano Muroi.

**President**  
**Stefano Muroi**

A handwritten signature in black ink, appearing to read 'Stefano Muroi', with a horizontal line underneath.