

Eurochild Code of Ethics

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1. Foreword

Statement from the Eurochild Management Board

Eurochild is committed to the realisation of children's rights and well-being across Europe, in line with the United Nations Convention on the Rights of the Child and its Optional Protocols. We envision a society where every child grows up happy, healthy, confident, and respected as an individual. To achieve this, we work through advocacy, research, knowledge exchange, and evidence-based policy development, grounded in a strong and diverse membership base.

This Code of Ethics (“the Code”) sets out the binding ethical standards and principles that govern the conduct of all individuals acting on behalf of Eurochild. These standards reflect our core values: a child rights-based approach, member-led engagement, integrity, transparency, accountability, collaboration, and continuous learning.

The Code applies to all Eurochild representatives, including members of the Management Board, Secretariat staff, interns, volunteers, Members (when acting in the context of the network), and the Ethics Committee. Compliance with the Code is mandatory and essential to safeguarding our credibility, fulfilling our mission, and maintaining the trust of our members, partners, and the children and young people we ultimately serve.

The Management Board is committed to leading by example in upholding the Code and ensuring its consistent implementation across the organisation.

All individuals to whom this Code applies are expected to read, understand, and act in full accordance with its principles, as well as with all other Eurochild policies, guidelines, and governing documents.

Our collective credibility, integrity and impact depend on the ethical standards we uphold. Together, we are responsible for ensuring that Eurochild remains a values-driven, rights-based organisation dedicated to creating lasting, positive change for children throughout Europe.



2. Vision, Mission and Core Values

Vision and mission

Our vision is a society where children and young people grow up happy, healthy, confident, protected and respected as individuals.

Our mission is to promote the rights and well-being of children in policy and practice through advocacy, membership exchange and research.

Core values

Human rights-based. All involved with Eurochild have a shared commitment to the full implementation of the United Nations Convention on the Rights of the Child (UNCRC) as well as its associated Optional Protocols, General Comments and guidance.

A human rights-based approach recognises the universality, indivisibility, and interconnectedness of children's rights. It also requires that all rights are underpinned by four (4) general principles: non-discrimination; the best interests of the child; right to life, survival and development; and the right of the child to be heard and have their views respected in all decisions affecting them.

Membership-driven. We are accountable to the children we serve. We are also accountable to our Members through our governance structures. We use various membership engagement tools to ensure our work reflects members' expertise, needs and interests, and helps them achieve their goals and our shared mission. Members' engagement in our advocacy is especially important if we are to impact policies at EU and national levels. We also facilitate collaboration, networking and partnerships among Members.

Learning organisation. We are committed to learning from the insight and experiences of children and young people, and adapting our work to reflect their evolving capacities and ever-changing realities and ensure maximum impact. We are responsive to changing environments, be it in policy, research or the broader political or civil society sector. We are eager to promote continuous improvement, to learn from our mistakes and to change and adapt to new realities. We provide regular opportunities to reflect on and improve our ways of working in the Secretariat, governance structures and within the wider membership. We have a monitoring and evaluation framework, which sets out our goals and expected outcomes.

Partnership. We seek to collaborate with other organisations and networks working towards the same goals and operating with similar values. We establish and participate in partnerships, alliances and umbrella networks where they bring added value and we can contribute. We are transparent about our areas of interest and expertise, seeking to play to our strengths and to those of our partners. We regularly evaluate these external partnerships.

Empowering organisation. Through our Child Participation Strategy, we give full and due consideration to the views of children and young people. *We promote platforms and other*



means to help ensure their genuine participation, and to enhance their capacity to engage meaningfully in our advocacy, policy and research work and embed children's participation into our events and within our governance structures. Through our focus on child participation, we also help to ensure that children's participation rights are respected and upheld in other fora and where they live their lives. We aim to ensure Members have equal access to information and opportunities to participate fully in the network. This includes ensuring our outputs are accessible and understandable to a broad audience and finding more and better ways for Members to engage and, where appropriate, to take a leading role in implementing Eurochild's activities.

3. Eurochild's Code of Ethics

Introduction

Eurochild is a network of organisations and individuals working with and for children throughout Europe, striving for a society that promotes, respects and protects the rights of all children. We advocate for child-friendly and child-sensitive policies, build internal capacities, facilitate mutual learning and exchange practice and research.

Our work is underpinned by the United Nations Convention on the Rights of the Child (UNCRC), its Optional Protocols and is guided by its general principles.

This Code aims to reaffirm Eurochild's values as defined in [Eurochild's Strategic Framework](#) and establishes the general principles and operational standards, which provide a framework for the way in which we carry out our work.

The Code is not intended to provide an exhaustive answer to every single ethical question that may arise in our work. Instead, it provides a set of guiding principles to follow when faced with an ethical dilemma, which can help us to do the right thing. To help apply the Code, we have included in Annex 2 a [guide to ethical decision making](#).

Before setting out the essential points of the Code, we address some of the questions that have arisen as we developed the Code.

Why create a Code?

Many organisations both in Europe and across the wider international community have created ethical codes to guide them in their work. Like us, they see these codes as an important tool to help create shared values and principles, which can unite and bring organisations and networks together to help fulfil a common mission.

Why is ethical behaviour important for the Network?

Ethical behaviour and having a sense of integrity matters to us, as it is the key to ensure that we do in fact at all times promote the rights and wellbeing of children, to develop and create trust in what we do and in our services, and is the foundation for the long term sustainability of our network. Poor ethical behaviour could harm children, may damage our reputation and undermine our credibility with children, other stakeholders and donors.



Who does the Code apply to?

The Code applies to the staff of the Secretariat, volunteers, interns, Members and children (when participating in the activities of the network or representing it), the Ethics Committee, and the Management Board when carrying out their duties.

How does the Code relate to our key procedures and processes?

The Code provides the general ethical principles to follow when dealing with any matter. More detailed rules are laid out in the relevant procedures and internal policies and regulations of Eurochild. These documents are referenced in [Annex 1](#).

How has the Code been developed?

The Code has been developed with the help of an external consultant, Berkley Associates, who worked closely with Secretariat staff and the Management Board. Its preliminary content has been discussed with members at General Assemblies in 2019 and 2020, and the draft Code has been circulated for written consultation with members. Eurochild Children's Council has also been consulted on different aspects of the Code. Consequently, it is very much our Code - we all own it. The 2026 update to the Code was reviewed by the Ethics Committee, the Management Board and the Membership.

How is the Code organised?

The Code is organised in eight (8) key sections. Sections 1 & 2 deal with the core principles and how they apply to the structures we have established to manage the network. Sections 3-6 deal with our contacts and relationship with the outside world (working with children, external representation, professional relationships, dealing with sponsors and funders). Section 7 deals with how the Code is implemented and covers the creation of the Ethics Committee, as well as breaches of the Code and 'Speak-Up' provisions (voicing concerns). Section 8 covers how the Code is approved and describes the review mechanism.

All provisions, statements, guidelines, principles and similar rules set out in this Code are without prejudice to the provisions of the Statutes, the Internal Rules, and policies other than this Code. In the case of any contradiction between the Code and the provisions of the Statutes, the Internal Rules, or policies other than the Code, the provisions of the Statutes, the Internal Rules, or policies other than the Code shall prevail in compliance with Article 18.4. of the Statutes.

Section 1 – The core principles

This section covers the core ethical principles that govern the work of the network and apply to Members, members of the Management Board, staff members, interns and volunteers, members of the Ethics Committee, as well as others with whom the network has established a partnership (e.g. partners, service providers, etc.). These seven (7) core principles are not meant to constitute an exhaustive list.

Particular consideration is given to supporting children and young people, especially those engaged through the Eurochild Children's Council, to fully understand, reflect on, and act in



accordance with these principles, with Eurochild providing the necessary guidance and safeguarding support.

Taken together, these principles define the ethical standards of Eurochild and help ensure we “do the right thing” in accordance with our vision, mission, and core values. At their core lies our commitment to the UNCRC and its Optional Protocols, including the duty to always act in the best interests of the child.

The seven (7) core principles are the following:

Integrity: We share a common commitment to the values of Eurochild. We are respectful, courteous, treat everyone, including children, with dignity, and act honestly and fairly towards each other, seeking to build trust and quality relationships within the network. The Eurochild network must not be used as a vehicle for private financial or other gain.

Professionalism: We are committed to make a difference to the lives of children and to promoting and respecting the rights of the child in all our actions and decisions. We seek to apply and develop our professional skills in the best way possible to further the goals of Eurochild and our respective organisations in their efforts to promote the rights and wellbeing of children.

Collaboration: We seek to find ways to reinforce each other’s work and to create synergies between members and across the network as a whole, to better serve children.

Non-Discrimination: In line with international human rights standards, including the Universal Declaration of Human Rights and other international conventions prohibiting discrimination, we treat everybody equally, with dignity and respect and promote diversity and inclusion. We do not discriminate on any grounds and are committed to preventing and responding to acts of discrimination. We avoid any action or behaviour that might amount to harassment of any individual or group.

Accountability: We are committed to promoting high standards of conduct and assume our collective and individual responsibility for helping to safeguard the rights of the child. We take responsibility for our actions and understand and accept the consequences of them. We are always guided by the child’s best interests and act in accordance with the law aligned with the Convention on the Rights of the Child and its Optional Protocols.

Transparency: We are honest with ourselves both as individuals and as an organisation about the actions we are taking and whether those actions are consistent with Eurochild’s mission and core values.

Independence: We act impartially and objectively in our work and make decisions based on the merits of each case, free from any outside influence. We always declare promptly any

conflicts of interest¹ that might arise in our work in accordance with Eurochild’s procedures on conflicts of interest.

Section 2 – The core principles and our operational structures

This section sets out how the core ethical principles described above are applied to Eurochild’s operational structures, namely the Secretariat, the Management Board, the Membership, and the Ethics Committee. In line with our commitment to the UNCRC and its Optional Protocols, all structures of the organisation are required to ensure that the best interests of the child guide their decisions and actions.

All staff, elected representatives, and members engaged in Eurochild’s activities are also bound by [Eurochild’s Child Safeguarding Policy](#).

2.1 The Secretariat

Our staff are a vitally important resource for the network to achieve its mission.

The [Employment Rules](#) sets out the following operational and ethical values for the Secretariat: trust and respect, professionalism and commitment and a collaborative spirit and shared vision. These values are very much part of and are included in our core principles outlined above.

We expect Staff to observe in their work the following behaviours that put the above principles and values into practice. They will, in particular:

- Act in accordance with the law aligned with the Convention on the Rights of the Child and its Optional Protocols and follow the procedures and processes that have been established by Eurochild for the proper management of its activities.
- Comply with the Eurochild Child Safeguarding Policy.
- Carry out their duties in good faith and to the best of their abilities. Staff shall be loyal to Eurochild and promote its activities, as well as its vision, mission and core values, guided by the best interests of the child.
- Promptly seek out the correct and ethical course of action with respect to any particular situation with which they are faced, in line with the vision, mission and core values of Eurochild and the principles established in this Code.
- Support the management and each other and take responsibility and be accountable for their individual actions or decisions. Treat all persons whether inside or outside the network, with dignity, fairness, courtesy, and respect.

¹ Defined as having a personal, family, financial or corporate interest, which might conflict with your duties or obligations to the network.



- Build an inclusive service culture with the membership, supporting them in their work to promote the rights and wellbeing of children and communicating with them in an open and transparent manner. Ensure that all enquiries and requests for information from members are dealt with promptly and in a professional manner.
- Be consistent and fair in the application of the rules and procedures of Eurochild that may apply to the membership. Treat all members the same regardless of the size, influence, status or resources of the organisation concerned.
- Act responsibly by upholding the rights of the child and contributing to the protection of Eurochild’s good name and reputation through respectful actions, words, and communications. Promptly bring to the attention of the management any wrongdoing or breaches of this Code in line with the provisions of [Section 7](#) of this Code.

The above behaviours or standards apply to managers as well as to staff. Managers, in addition, have a duty to treat their staff with fairness, dignity and respect, to provide a safe, inclusive and supportive working environment (including respect for a healthy work-life balance), and to apply the personnel and human resources rules in a transparent, consistent and fair manner. Managers shall listen to the concerns of their staff and promptly deal with any reports from them of illegal activities and wrongdoing in accordance with the provisions of Section 7 of this Code.

All staff are supported to put the principles and core values into practice in their daily work, through constructive discussions, individual supervision, team meetings, and internal Secretariat policies and guidance.

2.2 The Management Board

The role and function of the Management Board are governed by the [Statutes](#), as well as by the [Internal Rules](#). The latter defines the Management Board as “the democratically elected governing body responsible for providing leadership and strategic direction to the Eurochild network.” It is accountable to the Secretariat, the membership, the children it serves, and external stakeholders for the achievement of Eurochild’s mission, as defined in the [Statutes](#) and [Strategic Framework](#). The Management Board oversees the work of the Secretariat and ensures that the network has a sound financial base in order to secure its long term sustainability. The Management Board is elected by the General Assembly, which also appoints its officers including a President, who provides its leadership and overall direction. However, independent of the position of each Management Board member, accountability rests with the whole Management Board and it is their joint and several responsibilities.



The Internal Rules established operational values² for the Management Board, which reflect the core principles, detailed in Section 1 of this Code. We expect the activities and behaviour of the Management Board to comply with these core values and principles. In particular, the Management Board and each Management Board member will:

- Perform their tasks and responsibilities with due care and attention in accordance with their mandate and Belgian law. They shall ensure that all the activities of Eurochild are aligned with the Convention on the Rights of the Child and its Optional Protocols and put the best interests of the child first, and are aligned with Eurochild's vision, mission and core values.
- Ensure that Eurochild has put in place the procedures and policies to properly govern and manage its activities in line with standard business practices. These procedures and policies shall be in writing, clearly articulated in an accessible format and in line with the vision, mission and core values of the network including this Code.
- Oversee the work of the Secretariat and ensure that it is properly monitored and evaluated. Where necessary or required by law, such monitoring shall be supported by the use of outside experts or auditors.
- Ensure that the network has the necessary human and financial resources to carry out its work and secure its future.
- Promptly investigate and act decisively and promptly where problems or issues are revealed or reported to them. All decisions of the Management Board shall be made in a fair and transparent manner and properly recorded.

2.3 The Membership

Eurochild would not be able to accomplish anything without the support and actions of its Members – they are the lifeblood of the organisation. The abiding principle and philosophy of the network is that all Members are equal regardless of status, influence, size and resources.

The rules, rights and duties of Members are set out in the Statutes and the Internal Rules. We expect the behaviour of each Member to reflect these rules as well as our shared mission and the core values and core principles described in Section 1 of this Code. In particular, each Member will:

- Promote and protect the rights of the child in accordance with the UNCRC and its optional protocols.

² These cover: Effectiveness and Efficiency, Transparency and Accountability, Consensus Oriented, Participation, Rule of Law, Due Care, Responsive.



- Commit to effectively implementing child safeguarding and protection measures and mechanisms by having and complying with their own child protection or safeguarding policy which needs to meet a set of minimum child safeguarding requirements set by Eurochild (see Annex 3 for Eurochild’s child safeguarding assessment criteria).
- Members should promptly inform Eurochild of any safeguarding situation that may put at risk the rights of the child and/or the name and reputation of the network. Where a safeguarding incident has been reported to the authorities, members should share the relevant (anonymised) factual information and the measures taken to address the situation. Such information should only concern safeguarding-related matters, and must be shared in a GDPR-compliant manner and with due respect to confidentiality.
- Commit to the vision, mission and core values of the network and wherever possible, participate in its activities including meetings.
- Actively promote their affiliation with Eurochild, promoting the interests of the network wherever possible, and avoid attempting to influence network decisions based solely on personal or organisational interests.
- Keep the Secretariat informed of the activities and developments in their organisation and ensure that all reports are submitted on time in line with the planning cycles of the network, to ensure the optimal effectiveness of the Network.
- Contribute to the financial sustainability and well-being of Eurochild by promoting its activities and events and ensuring that membership fees are paid on time.
- Respect each other and the staff of the Secretariat and uphold the good name and standing of Eurochild at all times.
- Try to resolve conflicts and disputes between Members or between Members and the staff of the Secretariat, amicably and in line with the core principles. In particular, in resolving disputes, each member shall be guided by the child’s best interests while acting in the interest of the broader Eurochild network.

Section 3 - External Representation

Without any prejudice to the legal representation rules laid down in Article 15 of the Statutes, external representation covers any situation in which an individual speaks or acts on behalf of Eurochild. This includes, but is not limited to: participation in events, conferences and seminars; meetings with other organisations, institutions or government



bodies (such as the European Commission, the European Parliament, United Nations, national, regional or local authorities); and engagement with the media (e.g. press conferences, interviews, or public statements).

External representation may be carried out by a staff member as part of their duties, by a Management Board member, or by a network Member who has been requested to represent Eurochild. All representatives are required to uphold Eurochild's core ethical principles—Integrity, Professionalism, Non-Discrimination, Accountability and Transparency— and to ensure that the best interests of the child, as enshrined in the UNCRC and its Optional Protocols, guide their actions. In particular, the following points must be observed:

- Always act in ways that protect the rights of the child and upholds the reputation of Eurochild.
- Act in accordance with the mandate and any specific guidance or instructions that you have been given, seeking clarification from the Secretariat where needed.
- Ensure that you represent the official viewpoint of the network and not only your own personal opinion or that of the organisation to which you belong.
- Representatives must promptly declare any potential conflicts of interest that could compromise their independence.

Section 4 – Working with Others

In order to carry out the activities of Eurochild, it may be necessary to use outside experts, consultants, suppliers (including, but not limited to, hiring hotels, conference centres, caterers), and service providers such as computer technicians, auditors and lawyers, etc. This section covers the general ethical principles and requirements that should be observed when dealing with these outside suppliers. In applying our core values and core principles to these types of activities, it is important to underline that the protection of the rights of the child is paramount and the good name and reputation of Eurochild matters and that our suppliers and service providers should also be treated ethically and correctly (with dignity, respect, politeness and courtesy).

The following points should be emphasised:

- Suppliers are appointed in accordance with the [Eurochild procurement policy's](#) transparent procedures where the decision is based on the principles of objectivity, impartiality and equal treatment.
- Decisions on selection of suppliers or service providers take into account their social responsibility principles and practices and their safeguarding policies, standards and practices. Eurochild promotes screening and risk-based vetting and does not knowingly engage with third parties with unethical policies or practices.



- A staff member or network Member is prohibited from taking part in any decision relating to a supplier or service provider where he/she has a conflict of interest with respect to that organisation.
- Any supplier has the right to be treated fairly, ethically, transparently and equitably which includes receiving a contract or written confirmation of the work to be carried out or the service to be delivered. The supplier shall be paid on time in accordance with its contract or written arrangement unless there is a genuine dispute about the quality of the services delivered.
- Eurochild applies a strict policy on gifts and hospitality to safeguard the independence of its decision-making and to avoid any perception of undue influence. As a general rule, gifts and hospitality from suppliers, contractors, or service providers must not be accepted. Reasonable hospitality that is offered to all participants at an event (e.g. coffee, meals, or refreshments during a conference) is permitted. However, staff, Management Board members, or Members acting on behalf of Eurochild must not accept gifts or hospitality of a value exceeding €30, and under no circumstances from suppliers, contractors, or grantees in a bilateral setting (e.g. being taken out for a meal or coffee). Any exception requires the prior written authorisation of Eurochild's management, and all gifts or hospitality accepted must be transparently declared in line with Eurochild's internal procedures.

Section 5 – Funders and Sponsors

In carrying out its activities, Eurochild may wish to seek funds from outside organisations whether as sponsorship or as a grant to cover the activities and expenses of the project or work concerned. This may involve seeking funding from public bodies such as the European Commission or from corporate partnerships and philanthropy (foundations and trusts). Decisions on funding and sponsorship are governed by the core principles of Integrity, Transparency, Accountability and Independence. These principles are explained in the network document, Eurochild Fundraising Ethics. Decisions relating to sponsorship are taken in an objective, ethical, transparent and impartial manner in line with Eurochild's mission, core values and the core principles set out in this Code.

The following practical points should be borne in mind when dealing with funders and sponsors, in particular Eurochild will:

- Only engage in partnerships with funding partners and sponsors who align with or share the mission and vision of the network and help it to achieve its mission.
- Not enter into funding or sponsorship agreements where the activities or practices of the company or entity are directly harmful to children's rights or are clearly inconsistent with Eurochild's mission and values. Eurochild will also not





accept funding where such a partnership would reasonably be expected to cause serious damage to Eurochild's reputation or bring the organisation into disrepute. Consequently, offers of sponsorship from industries such as tobacco, alcohol, gambling, and the arms and defence sector (including foundations established on their behalf) shall be rejected.

- Not endorse or give the impression that it is endorsing any product, activity or operation of the sponsor or corporate donor. Children may not be instrumentalised for marketing, branding, or sponsorship-related activities. However, the sponsor may mention the fact that it is supporting the work of the network.
- Ensure that sponsorship or funding arrangements are covered by a written agreement - framed by Eurochild's mission, core values and core principles - which sets out clearly the terms of the sponsorship or grant arrangement. As a general principle, Eurochild cannot accept money by cash or cheque from a sponsor although there may be exceptions to this rule to take account of local circumstances, subject to a written decision by the Management Board.
- Ensure that where sponsors or partners work with children or carry out activities involving children or impacting children's rights, it has in place adequate child safeguarding policies at least as strict as those of Eurochild.
- Abide by the terms of the sponsorship agreement and ensure that where reporting is required under the terms of any grant agreement, it is accurate and timely and reflects the activities and costs incurred.
- Review funding and sponsorship proposals on a case-by-case basis in line with the core values and principles detailed in this Code. Existing arrangements are reviewed on a regular basis to ensure that the requirements of this Code are complied with.

Section 6 – Working with Children

Eurochild accords great importance to the free and direct participation of children and young people in its work and is committed to ensuring that due consideration is given to children's views and that every effort is made to ensure that children are safe. As a network underpinned by the UNCRC we are committed to ensuring that all children (defined as anyone under the age of 18), without any discrimination whatsoever (UNCRC Article 2), enjoy their rights, have the information and space to feel safe, empowered and able to express their views and communicate effectively with other children and adults. This entails promoting a child-friendly environment and providing children with different ways of expressing themselves both offline and online. A special emphasis is put on promoting inclusion and supporting access for more vulnerable groups and ensuring diverse



representation. Free from coercion and pressure, children always participate completely voluntarily in all Eurochild activities and they are free to withdraw their participation or consent at any time.

To safeguard the rights of the child and ensure no harm occurs in any situation to children and young people during or as a result of their involvement in Eurochild activities, Eurochild has developed a Child Safeguarding Policy. The policy helps to ensure the highest standards of professional behaviour and personal practice to keep children safe. The child safeguarding policy includes a Code of Conduct to guide ethical and proper standards of behaviour of adults towards children, and of children towards other children.

Eurochild Members are required to uphold the highest standards of child safeguarding in all activities carried out within the Eurochild network. They are also required to implement robust child safeguarding practices.

Eurochild also ensures that any non-network partner supplier or service provider that it uses which may have contact with children in connection with the services it delivers, has appropriate child safeguarding measures and practices in place.

Eurochild's Child Participation Strategy sets out the network's commitment to embed child participation in its activities and decision-making. We recognise that children are experts of their own experiences and, when adequately supported, are very capable of expressing their needs, concerns, recommendations and ideas. The Child Participation Strategy outlines the structures and the activities in which children are involved and the goals we want to achieve. It also provides guidance regarding the selection of children, their training and preparation, recognition and certification, their involvement and protection in communication activities, and how we monitor and evaluate our child participation work. It aims to make our work directly accountable to children and young people by facilitating safe, fun and meaningful participation throughout our activities.

Section 7 – Implementation of the Code

This section gives a brief description of how the Code is implemented by Eurochild and covers the setting up of the Ethics Committee, dealing with breaches of the Code and Speak-Up provisions.

7.1 The Ethics Committee

The Ethics Committee, established by Eurochild's General Assembly, serves as an advisory body to ensure that Eurochild's activities and decision-making processes align with ethical principles, human rights standards and the best interests of children. It provides advice and guidance to the Secretary General and the Management Board about the implementation of the Code of Ethics and related policies, recommending updates when necessary, and about ethical issues that may arise during the implementation of the activities of Eurochild.

The Ethics Committee is not a governance or management body. It is not a disciplinary body and is not involved in deciding on penalties for breaches of the Code. However, it may be



consulted by the Secretary General (for staff) or the President/Vice-President of the Management Board (for Management Board and Members) for advice on whether a particular case could amount to a breach of the Code.

The Ethics Committee presents an annual report to the General Assembly summarising its activities throughout the year.

The Ethics Committee is comprised of up to a maximum of five (5) members appointed by the General Assembly for a period of three (3) years, which may be renewed once. Members of the Ethics Committee may be drawn from any category of membership and may include outside experts nominated by the Members or the Management Board. Members of the Management Board cannot serve on the Ethics Committee.

The precise definition of the tasks of the Ethics Committee and its operational procedures are defined in a detailed document proposed by the Ethics Committee and approved by the General Assembly ([terms of reference of the Ethics Committee](#)).

7.2 Breaches of the Code

Breaches of this Code may involve sanctions or penalties which are set out in the Statutes and Internal Rules (for Members) and in the Employment Rules (for the Secretariat staff). For Members, serious breaches of the Code and related policies may involve exclusion of the Member concerned. Breaches of the Code and related policies shall be investigated in accordance with the procedures established in the Eurochild Statutes, Internal Rules and other governing rules.

7.3 Speak-Up / Whistleblowing Procedures

Eurochild supports a Speak-Up culture and encourages Members as well as all staff, including interns and volunteers, to come forward to voice concerns, point out problems and/or present suggestions for improvement. Any wrongdoing or misconduct should be reported through established, accessible, safe and anonymous reporting processes. The first point of contact for staff (including interns and volunteers) is their line manager, except when the conflict involves the line manager in which case they should address the Secretary General, or a Management Board member, in case the Secretary General is concerned. For Members, the President of the Management Board is the first point of contact, except when the conflict involves the President, in which case the Vice-President should be contacted. Should non-Eurochild partners, contractors, subcontractors, consultants or other non-affiliated organisations have a concern about Eurochild, they should contact the Secretary General or, if the Secretary General is concerned, the President of the Management Board.

Everyone has a responsibility to speak up when seeing something happening in Eurochild which might be potentially harmful especially to children, unethical or which could damage the reputation of the organisation. Anybody raising a concern in good faith or reporting actions prohibited by this Code or related policies is protected from retaliation and is not subject to sanctions. Their personal details are not disclosed, and the complaint is treated as confidential by the person receiving the complaint - normally the persons indicated above.



Further information on this Code of Ethics may be obtained from the following persons:
For staff (including interns and volunteers): Secretary General (sabine.saliba@eurochild.org)
For the Membership: Membership Officer (membership@eurochild.org)

Section 8 – Approvals and Reviews

The Code of Ethics was first approved by the Management Board on the 12 April 2021 and by the General Assembly on 17 June 2021. The Code of Ethics was revised in 2025-2026 and approved on 28 May 2026 (Version 2.0). The Code of Ethics is subject to a comprehensive review every five (5) years counted from the date of its approval by the General Assembly. Outside of such a review, it may be amended by the General Assembly upon a proposal of the Management Board and/or the Ethics Committee contained in their annual report.



Annex 1: List of related Eurochild policies

Date of last update: 22 January 2026

Note: For ease of reference this annex lists all the Eurochild policies related to the code of ethics. This annex will be updated as and when a policy is approved or updated and any updates since the previous version will be highlighted.

List and links where possible:

[Statutes](#)

[Internal rules](#)

[Strategic Framework 2026-2029](#)

[Employment Rules](#)

[Child Safeguarding Policy](#)

[Child participation strategy](#)

[Procurement policy](#)

Annex 2: Ethical Decision Making



Some Steps to take in Resolving Ethical Issues

Gather the facts – make sure you have all the information concerned.

Check what you are intending to do against the applicable law, values and code of ethics of the organization (see diagram above).

If the checks carried out in point 2 above do not give a clear result, use an approach such as TEF³:

Transparency: Do I mind others knowing what I have decided?

Effect: Who does my decision affect or hurt?

Fairness: Would my decision be considered fair by those affected?

Discuss your intending action with colleagues or your peers.

Take Action.

Evaluate the result

Annex 3: Child Safeguarding Assessment for Eurochild members

(ANNEX to Code of Ethics and Child Safeguarding Policy – *reviewed version May 2026*⁴)

Child Safeguarding Self-Assessment for Eurochild members

The criteria below are developed for Eurochild members to assess their compliance with Eurochild's child safeguarding policy through 11 criteria. Members will return the assessment to the Eurochild Child Safeguarding Focal Person: Carine Le Borgne (carine.leborgne@eurochild.org).

Practical checks to assess implementation

0-2 (0=not implemented, 1=partially implemented, 2=implemented)

Max score: 100%= 22 points- 80% = 17.6; 60% = 13 points

The criteria below are developed for Eurochild members to assess their compliance with Eurochild's child safeguarding policy. They should have a minimum of 60% compliance.

Criteria and scoring:

³ TEF has been developed by the Institute of Business Ethics in the United Kingdom

⁴ The version included in Eurochild's revised child safeguarding policy will be the final one.



Policy	Practical checks to assess implementation 0-2 (0=not implemented, 1=partially implemented, 2=implemented)	Score
1. Written policy	Written policy to which all staff, board, associates (partners, consultants, volunteers, interns,...) are required to adhere. The UN Convention on the Rights of the Child is the basis of the child safeguarding policy. The policy is posted online.	
2. Informing children of child safeguarding:	Evidence of how this is done includes ensuring that children are systematically made aware of their right to be safe from abuse. They are provided with child-friendly documents, posters explaining the child safeguarding policy, briefings, resources, or training (e.g., before, during, and after events), including clear information on where to go for help and how to report any concerns about abuse.	
3. Code of conduct	Written Code of Conduct stipulating appropriate and improper behaviour of all staff and other representatives (associates, board members, consultants, volunteers, interns,...) ;	
4. Focal point	Records exist that there is a designated child safeguarding person, including contact details, clearly defined responsibilities and description of the role and training followed.	

<p>5. Recruitment</p>	<p>A description of pre-recruitment background checks (taking into account the national legislative context, e.g. availability or not of criminal record extracts, formal police background checks, reference checks or other measures used in the absence of formal state procedures)</p>	
<p>6. Human resources</p>	<p>A randomised request for one or more or all staff contracts, job descriptions and recent vacancy notices reflecting the organisation’s child safeguarding policy.</p>	
<p>7. Training</p>	<p>A description of induction and refresher trainings relevant to the organisation and its context on child safeguarding. (evidence provided by a training log, attendance sheets and training content, other...)</p>	
<p>8. Risk assessment</p>	<p>Evidence that risk assessment mechanisms are in line with Eurochild requirements: copies of general child safeguarding risk assessments, and event-, programme-project-specific risk assessments, copies of risk assessment review meeting notes, etc.</p>	
<p>9. Responding to concerns and reporting</p>	<p>A description of the organisation’s mechanisms and procedures, copy of report template, anonymized extract of a safeguarding report, a description of how everyone involved with the organisation knows how to respond to and report on a concern</p>	
<p>10 -Whistleblowers</p>	<p>Any person covered by this Policy who raises a concern in good faith, based on a genuine and legitimate concern for a child’s welfare, will not be subject to reprisal, retaliation, or disciplinary action.</p>	

<p>11. Monitoring and evaluation</p>	<p>Annual reports include a section on child safeguarding, and staff meeting agendas regularly include child safeguarding. Meeting records demonstrate that child safeguarding is consistently discussed at both board and staff meetings.</p>	
<p>Total score</p>	<p>Max score: 100%= 22 points- 80% = 17.6; 60% = 13 points</p>	