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TRAINING GAP ANALYSIS

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Authors:

Ms Ana Babić Pezo, Coordinator of the expert team and Advisor to the Ombudsperson for Children

Assistant professor Ivana Pavić Šimetin, MD, PhD, School medicine specialist and Deputy Director General and Head of School medicine, Mental Health and Drug Dependence Service, Croatian Institute of Public Health

Ms Helenca Pirnat Dragičević, Ombudsperson for Children of Croatia

Ms Ella Selak Bagarić, Clinical Psychologist, Head of Youth Health Centre

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EXECUTIVE SUMMARY

The Barnahus model represents a child-friendly, multidisciplinary approach designed to support child victims and witnesses involved in legal proceedings. In the Republic of Croatia, the project “Implementing the Barnahus Model in Croatia” is currently being executed, aiming at establishing the first Children’s House at the national level. This initiative seeks to provide care for child victims of criminal acts, primarily sexual abuse and exploitation, following international guidelines and exemplary European practices. The unified approach of the Barnahus model aims to prevent the re- traumatisation and victimisation of children by ensuring their treatment in a safe and supportive environment.

The analysis begins with an overview of the Barnahus model, highlighting its significance and the objectives of a training needs analysis necessary for successful implementation. A detailed framework for analysis is presented, supported by the inception report from the joint project “Implementing the Barnahus Model.” The paper explores the legislative framework, current practices, and statistical data related to child victims and witness protection, emphasising existing gaps within these systems.

Consultations were conducted with both children and key stakeholders to capture diverse perspectives. Quantitative and qualitative analyses of these consultations revealed obstacles to training and identified gaps in existing educational programmes. Children’s feedback aligned with expert opinions, indicating that professionals are insufficiently trained to recognise and respond to the needs of child victims, particularly in terms of communication and providing adequate support. Furthermore, the consultations underscored that it is the attitude of the adult, rather than their professional role, that determines the level of trust and support they are able to provide. This underscores the critical importance of fostering empathetic and respectful interactions when working with child victims and witnesses.

The SWOT analysis results suggest that Croatia possesses strong professional capacities across multiple sectors critical to the effective implementation of the Barnahus model. Experts from the educational (pedagogue/social pedagogue, educator, rehabilitator, psychologist, teachers), healthcare (gynaecologist, psychiatrist, specialist in child and adolescent psychiatry, clinical psychologist, psychotherapists, forensic experts), and judicial-police (experts in juvenile delinquency and victims of violence, child interview experts, criminologists, lawyers, state attorneys, judges, Ombudsperson for Children) systems bring diverse perspectives and rich experience in child protection. Preventive programmes in schools, alongside annual plans and strategies, further strengthen efforts to raise awareness and prevent child abuse. However, challenges remain, particularly in terms of weak intersectoral connectivity and lack of coordination. Improved collaboration and mutual respect between experts from various sectors are essential to ensure a comprehensive and integrated approach to child protection. The lack of records on conducted trainings, quality of education, and evaluation were also recognised and addressed during the consultations. Centralised services risk limiting access for children in rural and remote areas, and the need for additional training and evaluation was emphasised to ensure high-quality service provision. The paper concludes with final recommendations, stressing the importance of aligning training programmes with the needs identified to ensure the protection and support of child victims and witnesses. Recommendations highlight the need

for sustained collaboration between stakeholders and the introduction of specialised protocols and training programmes.

In Croatia, it is necessary to establish a new Barnahus training model based on intersectoral cooperation, quality control that includes recording and evaluation, and strong and sustainable institutional support with established leadership, coordination and resources. Proper coordination and effective organisation are key to creating a safe and supportive environment for children.

INTRODUCTION TO NEEDS ASSESSMENT

Barnahus Model

In the Republic of Croatia, the implementation of the project “Implementing the Barnahus Model in Croatia” is currently underway. This is a joint project of the European Union and the Council of Europe, with the main beneficiary being the Ministry of Justice, Public Administration and Digital Transformation. The project’s goal is to support Croatia in establishing the first Children’s House at the national level, based on the Barnahus model, where child victims of violence, primarily sexual abuse and exploitation, will be treated in accordance with international guidelines and promising European practices.

The Children’s House will ensure a multidisciplinary and interagency approach, providing collaboration and coordination of various bodies within a child-friendly facility that offers comprehensive services for the child and family under one roof. This entails that a child victim of sexual violence will give their testimony at the Children’s House, which will be recorded and used during the criminal proceedings to avoid repeated testimonies by the child victim. Additionally, if needed, the child victim will be medically examined by a doctor and receive therapeutic services and mental health treatment as well as social service support at the Children’s House. The aim of this unified approach is to avoid re-traumatisation.

The project is co-financed by the European Union through the Technical Support Instrument and implemented and co-financed by the Council of Europe in cooperation with the European Commission, Directorate-General for Structural Reform Support (DG REFORM). The project budget is 666,503 EUR, with a planned duration of 30 months. During the project’s implementation period, officially starting in September 2023 and lasting until February 2026, technical assistance will be provided to Croatia to establish the operational and organisational framework for implementing the Barnahus model at the national level.

This will be achieved through various activities aimed at the following outcomes:

1. Establishing the legal, political, and institutional framework for the Barnahus model in Croatia;
2. Enhancing the knowledge and capacities of professionals working with children in areas of sexual abuse and exploitation;
3. Raising awareness among professionals and the general public about the issue of sexual abuse and exploitation of children.

In order to achieve the aforementioned results, an analysis of training gaps was undertaken, which is being done in parallel with an in-depth report on legal, political and institutional assessments.

Objective of training gap analysis

The overall objective of the training needs analysis is to identify existing gaps and provide recommendations for targeted and/or interdisciplinary training to support the implementation of the Barnahus model in Croatia.

The specific goals of this analysis are to determine:

1. Organisational aspects of conducting training with an emphasis on all responsible sectors, institutions and groups of experts who participate in education as (co)organisers, lecturers and participants, emphasising obstacles and positive experiences
2. Professional aspects of the implementation of training that are important for the implementation of the Barnahus model

The purpose of this analysis is to provide recommendations for stakeholders and policy makers on:

1. the possible need for a new Barnahus training model or upgrade of the existing training, and
2. the foundations that should be provided in order to organise the necessary training in a way that is sustainable and of high-quality standards.

Framework for analysis

An Inception Report was prepared during the initial phase of the project, which provided preliminary research on the perspectives of various stakeholders involved in the future functioning of the Barnahus model in Croatia. It also highlighted the views and challenges in implementing the Barnahus model in Croatia by various institutions and professionals who participated in bilateral consultations, allowing the analysis of training needs for professionals to be undertaken. Alongside the inception report, the starting points for the analysis included recommendations from the UN Committee on the Rights of the Child to Croatia, the existing legislative framework and practice, and available statistical data on child victims and witnesses of sexual abuse and exploitation.

Inception Report

Prepared during the initial phase of the project “Implementing the Barnahus Model in Croatia”, the goal of the [Inception Report](#) was to identify the main needs and challenges for the future establishment of the Barnahus model. Consultations were organised with relevant ministries and institutions, and the project team identified legal and political needs, needs for interdepartmental coordination, information exchange and case management, initial training needs, and needs related to child participation and consultation. Key stakeholders involved in the protection of children who are victims of violence, witnesses of violence, and victims of sexual abuse included:

- Judiciary (Supreme Court of Croatia, State Attorney's Office, Zagreb County Court),
- Ministry of the Interior, including police and the Police Academy,
- Ministry of Health,
- Ministry of Labor, Pension System, Family and Social Policy,

- Ministry of Science and Education,
- Croatian Bar Association,
- Ombudsperson for Children,
- Faculty of Law, University of Zagreb and Judicial Academy,
- Croatian Psychological Association and the Supreme Court.

The Council of Europe project team consulted these stakeholders and discussed available training opportunities and needs for professionals working on cases of child sexual abuse, and areas where specific intervention is needed. Based on training and awareness-raising gaps, recommendations and guidelines for future project activities were formulated, including:

- Establishing a system of specialised and trained judges, prosecutors, and lawyers for children,
- Identifying training needs for various professionals working with and for children, including future Barnahus staff, social workers, police officers, and educators,
- Responding to the need for interdepartmental and multidisciplinary training,
- Making training on child sexual abuse and children's rights mandatory for all professionals working with and for children,
- Making career development contingent on attending holistic training courses,
- Developing specific training needs on online child sexual abuse,
- Building future training on existing interdisciplinary approaches already developed in several institutions (Judicial Academy, Police Academy, Agency for Education, or future Academy of Social Work),
- Building future training on existing structures available outside Zagreb (such as four regional centres for professional training of the Judicial Academy and 94 regional centres for social work),
- Raising public awareness about child sexual abuse and the role of the Barnahus model,
- Ensuring sufficient funding for capacity building in training professionals working with and for children – a recommendation destined to national authorities.

Recommendation of the UN Committee on the Rights of the Child to Croatia

In its latest report to Croatia, the UN Committee on the Rights of the Child recommended, among other things:

- Ensuring mandatory training and guidelines on children's rights, the protection of the best interests of the child, and child participation for all professionals working with and for children in justice, social welfare, health, education, alternative care, migration services, media, etc.
- Regarding violence against children and abuse, it recommends:
- Conducting campaigns and programmes for parents and professionals working with children on non-violent and participatory forms of parenting and disciplining children and eliminating all corporal punishment of children.
- Developing a comprehensive policy for preventing, combating, and monitoring all forms of violence against children, sexual violence and exploitation of children, and online violence.
- Ensuring that abuse is immediately reported and investigated, using a child-friendly multisectoral approach to avoid re-victimisation.
- Accepting audiovisual testimony of the child as primary evidence.
- Providing comprehensive support to child victims for trauma recovery and ensuring

appropriate punishment of perpetrators.

- Raising awareness about the harmful effects of child marriages, especially in the Roma community, and the impact on girls' physical and mental health and well-being.

Regarding child-friendly justice, the Committee recommends:

- Accelerating judicial proceedings involving children and providing training on child-friendly justice for all professionals working with children.
- Providing psychological, social, and other support for child victims and witnesses, ensuring that all professionals conducting interviews, examinations, and other investigations with children are trained to handle their needs, age, maturity, and development, and prioritise the best interests of the child.
- Promoting alternative measures for children in conflict with the law, using deprivation of liberty only as a last resort and for the shortest possible time, in line with international standards.

Earlier analyses of educational/training gaps concerning the protection of child victim

To gain deeper insights into previously conducted analyses regarding training gaps, a review of relevant existing literature was conducted. A study by Van Welzenis & Ricijaš¹, under the auspices of UNICEF, provides a thorough examination of existing research and highlights the critical areas needing attention. The data has been included to examine whether the recommendations presented at the time (2018) were implemented in comparison with the period of this analysis.

Legislative framework

Croatia is a signatory to numerous international documents related to the protection of children's rights and interests. Croatia is a State party to the UN Convention on the Rights of the Child and its Optional Protocol on the Sale of Children, Child Prostitution, and Child Pornography, the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (Lanzarote Convention), the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), and the Convention on Cybercrime (Budapest Convention). Additionally, in 2010, the Council of Europe, of which Croatia is a member, adopted the Guidelines of the Committee of Ministers on Child-friendly Justice. National legislation is harmonised with these international documents, ensuring protection for child victims and witnesses of violence within the Criminal Code, the Criminal Procedure Act, the Juvenile Courts Act, and numerous other by-laws. National regulations are aligned with Directive 2012/29/EU, establishing minimum European standards for the rights, support, and protection of victims of crime, and Directive 2011/93/EU on combating the sexual abuse and sexual exploitation of children and child pornography.

¹ I. Van Welzenis, N. Ricijaš, and UNICEF, "Training Needs Assessment and Institutional Needs Assessment: Training Needs of Justice Professionals and Psychosocial Professionals Dealing with Boys and Girls Involved in Criminal Proceedings and Institutional Needs of National Training Institutes/Departments for Child Justice Professionals and Child Psychosocial Professionals," 2018, <https://www.croris.hr/crosbi/publikacija/rad-ostalo/782255>.

In addition to regulations that ensure protection for child victims and witnesses, international regulations and documents obliging Croatia to provide training for professionals involved in assisting and protecting child victims and witnesses include:

- UN Standard Minimum Rules for the Administration of Juvenile Justice (Beijing Rules) (1985),
- UN Guidelines for the Prevention of Juvenile Delinquency (Riyadh Guidelines) (1990),
- UN Rules for the Protection of Juveniles Deprived of their Liberty (Havana Rules) (1990),
- UN Committee on the Rights of the Child, General Comment No. 10 on Children's Rights in Juvenile Justice (2007) (CRC-GC10),
- UN Model Law on Justice in Matters Involving Children in Conflict with the Law (2013),
- European Rules for Juvenile Offenders Subject to Sanctions or Measures (2008),
- Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution, and Child Pornography (2000),
- UN Guidelines on Justice in Matters involving Child Victims and Witnesses of Crime (2004),
- UN Model Law on Justice in Matters Involving Child Victims and Witnesses of Crime (2009),
- Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (Lanzarote Convention) (2012),
- UN Model Strategies and Practical Measures on the Elimination of Violence against Children in the Field of Crime Prevention and Criminal Justice (2014),
- UN Common Approach to Justice for Children (2008),
- Council of Europe Guidelines on Child-Friendly Justice (2010).

This international legal framework forms the basis for providing appropriate training for all professionals involved in providing specific types of assistance to child victims and witnesses. More information on the international and national legislative framework can be found in [“Analysis of the legislative, policy and institutional framework regarding protection of children and procedures for cases on violence against children, including sexual violence in Croatia”](#) also prepared in the framework of the project.

Statistical data on child victims and witnesses

The UN Committee on the Rights of the Child has identified deficiencies in data collection on children and recommends that Croatia develops a comprehensive data collection system for all persons under 18. According to the Council of Europe, one in five children is sexually abused, a statistic supported by national data. Monitoring the number of child victims and witnesses is challenging since most detected cases of sexual violence or abuse are not prosecuted. Nevertheless, the expert team has managed to put together a number of statistics on the subject which demonstrate the need for a comprehensive support service within Barnahus (See Appendix 1).

CONSULTATIONS WITH STAKEHOLDERS

Scope and methodology

The primary objective was to identify and propose a unified training model to address deficiencies in current training programmes for relevant professionals working with and for children in the framework of multidisciplinary and interagency processes. The components of this model include: involvement of all sectors (multisectoral training), reliance on previous Croatian and international experiences and best practices, addressing gaps in existing training compared to estimated needs, evaluation and/or supervision, quality control, sustainability, and national coverage/attainability.

Methods: Online meetings and consultations were conducted with consultants for the needs analysis for improving training within the EU/CoE project “Implementing the Barnahus Model in Croatia,” selected with the Council of Europe. The goals were:

- 1) identification of stakeholders to be included in the analysis of existing education,
- 2) development and dissemination of a questionnaire (open-ended, closed-ended and combined questions), to collect data on existing training,
- 3) basic quantitative and qualitative analysis of data collected through the questionnaire,
- 4) preparation of a meeting of consultants and stakeholders to collaboratively develop a proposal for the required training (SWOT analysis).

In addition, the relevant literature related to earlier analyses (until 2018) of the shortcomings/training gaps concerning the protection of child victims, and the recommendations given at that time were reviewed.

A desk review of existing programmes and training curricula over the last five years, 2019 to 2024 (See Appendix 2), was conducted by quantitative and qualitative analysis of data gathered by a specially designed questionnaire².

The questionnaire available in Appendix 3 contains 31 questions, one pertaining to the institution/organisation completing the questionnaire, five to the respondents, and 25 to the characteristics of the conducted training. Due to the small sample size, statistical significance testing methods were not conducted.

Results: Consultants identified 32 institutions/organisations, with one negative response (totalling 33) received from a private email of a paediatrician colleague from Split, which was excluded as it did not represent an institution. Inclusion criteria:

- Multisectoral representation: education, health, social care, police and justice.
- Lifelong training (not basic education, i.e. not high school programmes, undergraduate, graduate and postgraduate teaching)
- National level of action with appropriate continuity and representativeness (among the associations included primarily professional associations as well as UNICEF due to previously implemented strategic activities related to this topic and appreciating the

² The submitted documentation varied significantly depending on the institutions, with some only listing the areas or titles of the education programs, while others provided detailed descriptions of their implementation. In this context, there are notable methodological limitations.

role of UNICEF with civil society).

The list of 32 contacted institutions/organisations:

1. Agency for Education and Teacher Training
2. Association of Croatian Judges
3. Association of Judges for Youth, Family Judges, and Experts for Children and Youth
4. Association of Kindergarten Nurses
5. Child and Youth Protection Centre of Zagreb
6. Croatian Association of Nurses
7. Croatian Bar Association
8. Croatian Chamber of Educational Rehabilitators
9. Croatian Chamber of Nurses
10. Croatian Chamber of Psychotherapists
11. Croatian Chamber of Social Pedagogues
12. Croatian Chamber of Social Workers
13. Croatian Dermatovenerological Society
14. Croatian Institute for Emergency Medicine (HZHM)
15. Croatian Institute of Public Health
16. Croatian Medical Chamber
17. Croatian Paediatric Society
18. Croatian Pedagogical and Literary Assembly
19. Croatian Pedagogical Society
20. Croatian Psychological Chamber
21. Croatian Society of Court Experts and Appraisers
22. Croatian Society for Child and Adolescent Psychiatry and Psychotherapy
23. Croatian Society for Emergency Medicine
24. Croatian Society for Forensic Psychiatry
25. Croatian Society for Gynaecology and Obstetrics
26. Croatian Society for Preventive and Social Paediatrics
27. Croatian Society for Sexually Transmitted Diseases
28. Croatian Society for School and University Medicine
29. Judicial Academy
30. Police Academy "First Croatian Policeman", Ministry of interior
31. Professional Association of Criminologists
32. UNICEF

All 32 institutions/organisations were given the opportunity during July 2024 to provide their opinion on the conclusions that emerged from the analysis of the questionnaire and the conclusions of the meeting held on 26 June 2024 (See agenda and list of participants in Appendix 4), in the process of dissemination to all stakeholders. These stakeholders also included members of the advisory group for the implementation of the Barnahus model in Croatia. No corrections or additions were received that would influence nor modify the content. This indicates that the support of the wider public/audience has been achieved.

The survey

The overall goal of the gap analysis in education and training is to determine and propose a unique educational model that would eliminate deficiencies in training. A total of 13 fulfilled questionnaires state that the training conducted are somewhat related to sexual violence against children in the last 5 years. However, 16 answers state that no training was conducted in the last 5 years. Only 23 trainings focused exclusively on the topic of sexual violence and exploitation of children. In 85 trainings, the sexual violence and exploitation of children was included as one of the several topics. Most of the trainings, 188 in total, addressed violence against children more broadly, without specifically covering sexual violence. The evaluation was carried out by 6, the knowledge test by 2, and the certificate was issued by 7 institutions/organisations. 7 institutions/organisations intend to repeat the training regularly, while repetition/supervision for the participants is provided only for UNICEF training. The main obstacles encompass a broad area of activity, and include a lack of time, of financial resources, of experts and of interest.

Quantitative analysis

Out of 13 responses, 12 were more or less complete, with the questionnaire being fully or partially filled out. One response (from the Croatian Society for Sexually Transmitted Diseases) was verbally conveyed, stating that Prof. Dr. Mihael Skerlev, in his lectures on HPV infection at various professional gatherings for physicians, always emphasises the need to suspect sexual violence against children in certain clinical presentations.

The question asked was: “How many training sessions has your institution/organisation (as a co-organiser, sole organiser, supporter, sponsor, or in another capacity) conducted in the past 5 years (from June 2019 to the time of completing the questionnaire) in the following areas?” A numerical answer was requested (indicating the number of training sessions) in three categories, a) Sexual violence and exploitation of children as the sole topic of the training; b) Sexual violence and exploitation of children as one of the topics of the training; c) Other forms of violence against children (please only indicate the number of training sessions where violence against children was the sole topic, not one of several topics).

Only 23 training sessions in the past five years were conducted where sexual violence and exploitation of children was the sole topic. These 23 training sessions were conducted by 5 institutions: the Croatian Pedagogical-Literary Society, UNICEF, the Association of Juvenile Judges, Family Judges and Child and Youth Experts, the Agency for Education, and the Police Academy “First Croatian Policeman”, Ministry of Interior. Under response b, 85 training sessions were indicated, and under response c, the highest number, 188 training sessions were indicated.

To the question “Was an evaluation conducted?”, positive responses were received from 6 institutions/organisations. To the question “Was a knowledge test conducted at the end of the training?”, there were 2 positive responses. To the question “Was a certificate issued to participants?”, 7 responses were positive. To the question “Does the participant need to retake this training or undergo supervision?”, there was only 1 positive response, from UNICEF. To the question “Will the training be regularly repeated?”, 7 institutions/organisations responded

positively. Regarding the question “What were the obstacles in conducting training on the protection of children from sexual violence?”, the responses included the very broad scope of the organisation’s activities, lack of time to conduct training, lack of financial resources, lack of professionals to conduct training, and lack of interest, while five institutions/organisations did not indicate any obstacles to conducting the training.

Table 2. Summary of Responses

Question	Yes Responses
Was the questionnaire fully or partially completed?	12
Was an evaluation conducted?	6
Was a knowledge test conducted at the end of the training?	2
Was a certificate issued to participants?	7
Does the participant need to retake this training or undergo supervision?	1 (UNICEF)
Will the training be regularly repeated?	7
Number of training sessions (sole topic: sexual violence and exploitation of children)	23
Number of training sessions (one of the topics: sexual violence and exploitation of children)	85
Number of training sessions (sole topic: other forms of violence against children)	188

Obstacles to conducting training :

- Broad scope of organisation activities
- Lack of time to conduct training
- Lack of financial resources
- Lack of professionals to conduct training
- Lack of interest
- No obstacles indicated by five institutions/organisations

Quantitative analysis of the results obtained from the questionnaire “Child Sexual Abuse 2019-2024” is presented through the tables annexed to this report in Appendix 5 (please note that the institutions in these tables are listed in the chronological order in which they responded).

Respondents made additional comments and recommendations:

- The Croatian Paediatric Society organises a national congress every two years, and the topic of child abuse in the broader context is always present with presentations by various professionals. However, this is not systematic training on the topic. The Croatian Paediatric Society also notes that their area of activity is very broad.
- UNICEF stated that the most common obstacles in their analysis were related to financial sustainability and the system’s capacity for absorption and planning work to enable professional participation. UNICEF also notes the specificity of working with particularly vulnerable groups as a key topic. The Agency for Education and Training highlights the training for implementing scientifically evaluated programmes for the prevention of sexual violence as a key topic.
- The Agency for Education and Training regularly conducts evaluations of professional gatherings related to satisfaction with the training content, with average ratings of 4.9 and higher. The effectiveness of the training has not been evaluated, but the scientific

evaluation of the effectiveness of the programmes for which the participants were trained has been conducted.

- The Croatian Chamber of Social Pedagogues mentions evaluation pertaining to conferences, with a section dedicated to this topic.

The Croatian Bar Association regularly holds training in criminal and family law. Lecturers include judges, professors, psychologists, psychiatrists, etc. In many of these training sessions, the topic of child sexual abuse is covered.

In the framework of the preparations for the first phase of consultations (qualitative analysis) through the development of an online questionnaire, certain qualitative advantages and advancements were identified in some training sessions conducted over the past 5 years, such as coverage. For example, the Police Academy conducted extensive training specifically focused on the sexual violence and exploitation of children, with detailed structuring of courses into lectures, seminars, exercises, and discussions. However, qualitative shortcomings were noted in terms of the absence of a more comprehensive approach, lack of sustainability, continuous improvement of collaboration among different stakeholders, and monitoring of the quality, implementation, and effectiveness.

A meeting with stakeholder representatives (institutions/organisations/associations) was organised and structured into four sections: Barnahus in Croatia, situational analysis, opinions of appointed professionals using brainstorming and SWOT analysis methods, and conclusions with recommendations for necessary training. Sixteen relevant professionals were identified and participated in the meeting held on 26 June 2024.

SWOT Analysis

The meeting was prepared in collaboration with professionals appointed by institutions/organisations/associations designated by the establishments. The meeting was held on June 26, 2024, from 11am to 3pm at the premises of the Ombudsperson for Children, Teslina 10, Zagreb.

A SWOT analysis was performed during the meeting.

A detailed agenda was prepared for the meeting (Appendix 4), outlining the goals and purposes of each item, divided into four sections:

1. Barnahus in Croatia
2. Presentation of the situation identified by the questionnaire (situational analysis)
3. Opinions of appointed professionals
4. Conclusions with recommendations

Professionals from Croatia, including representatives from the judiciary, healthcare, and professional chambers, participated in a workshop on 26 June 2024 (See the list of participants in Appendix 4). During the workshop, previous activities related to the establishment of the Barnahus model were presented, along with a preliminary quantitative and qualitative analysis of data collected from relevant bodies concerning the training of professionals related to child sexual abuse. The participants were then divided into three heterogeneous groups, each comprising representatives from different sectors to ensure diverse perspectives and

contributions of experiences. A SWOT analysis (Strengths, Weaknesses, Opportunities, Threats) was used to evaluate the implementation of the Barnahus model in Croatia.

Results of the SWOT analysis:

STRENGTH		WEAKNESS	
Category	Details	Category	Details
Experts	Educational system: pedagogue/social pedagogue, educator, rehabilitator, psychologist, teachers	Cooperation	Poor intersectoral connectivity/lack of coordination among professionals
	Healthcare system: gynaecologist, psychiatrist, specialist in child and adolescent psychiatry, clinical psychologist, psychotherapists, forensic experts		Insufficient cooperation
	Judicial-police system: professionals in juvenile delinquency and victims of violence, child interview professionals, criminologists, lawyers, state attorneys, judges, Ombudsperson for Children		Lack of mutual respect
	Existing cooperation	Other	Lack of records
Education	Free preventive programmes in schools		Lack of personnel
	Preventive strategies for each school year		Lack of cooperation
	Annual schoolwork plan and programme		Quality of education
	Existing training programmes		Lack of evaluation
			Centralisation
			Weak sensitisation
OPPORTUNITIES		THREATS	
Category	Details	Category	Details
Institutional Support	Example of good practice: Child and Youth Protection Centre of Zagreb	Professional Capacity	Sustainability
	Motivation to introduce the model		Lack of professional services
	Government's declarative support		Emotional exhaustion of professionals
	Women's Room SNEP programme		Overburdened system (social services)
Coordination	Coordinating body for multidisciplinary activities		Motivation
			Lack of therapists
			Centralisation
		Organisation	Disorganisation of professionals
			Insufficient coverage of certain areas

The SWOT analysis results indicate that Croatia has strong professional capacities across various sectors crucial for the successful implementation of the Barnahus model. Professionals from the educational, healthcare, and judicial-police systems bring diverse perspectives and rich experience in child protection. Free preventive programmes in schools, annual plans, and strategies further strengthen preventive measures and awareness about child abuse. However, weak intersectoral connectivity and lack of coordination pose significant challenges. Cooperation and mutual respect among professionals from different sectors need improvement to ensure an effective and comprehensive approach to child protection. The lack of records on conducted trainings, quality of education, and evaluation were also recognised and addressed during the workshop. Centralisation of services may hinder access for children from rural and remote areas. There is also a need for additional training and evaluations to ensure high-quality services.

Opportunities for improvement include existing examples of good practice, such as the Child and Youth Protection Centre of Zagreb, and the government's declarative support, which can serve as a foundation for further development and implementation of the model. Establishing a coordinating body for multidisciplinary activities can significantly enhance cooperation and efficiency. Threats include the project's sustainability, lack of professional services, and the overburdened social welfare system. Disorganisation of professionals and insufficient coverage of certain areas also present risks that require careful planning and resource support.

Qualitative analysis

The analysis of the received training programmes, lists, and records collected in this study pertains to the period from 2019 to 2024³.

The **Police Academy** "First Croatian Policeman" as an organisational unit of the Directorate of Police, **Ministry of the Interior**, conducts training of police officers. According to the Regulation on the Internal Organisation of the Ministry of the Interior, the primary activity of the Police Academy, and its organisational units, is to provide basic education for the profession of police officer, higher education, specialisation, professional training, and advanced training of police officers; to develop corresponding training programmes, participate in the creation and implementation of the Annual Education and Training Plan for police officers, and the Annual Education and Training Plan for other civil servants within the Ministry of the Interior. The mentioned topics are addressed in various ways at the Police School "Josip Jović", the University of Criminal Investigation and Public Safety, and the Lifelong Learning Service. In the past five years, the **Police Academy** has conducted 9 training sessions where sexual violence and child exploitation were the sole topics of the training, and 29 training sessions in which these topics were among the subjects covered. Additionally, they have held 5 training sessions focused on other forms of violence. The training sessions lasted a total of 466 teaching hours. Lectures lasted 93 hours. Seminars lasted 15 hours. Exercises lasted a total of 288 hours, and discussions lasted 10 hours. The police academy organised a **course** aimed at providing specialised professional training for criminal police officers to independently handle the

³ The submitted documentation varied significantly depending on the institutions, with some only listing the areas or titles of the education programs, while others provided detailed descriptions of their implementation. In this context, there are notable methodological limitations.

prevention and suppression of juvenile delinquency, cases of criminal protection of children, and domestic violence. The course is structured with theoretical lectures and practical exercises, lasting a total of 250 teaching hours, of which 65 hours are allocated for theoretical instruction, 181 hours for practical exercises, and 4 hours for knowledge assessment. The course is generally conducted once a year, and since 2019, a total of 88 participants have completed it: 25 participants in 2019, 20 participants in 2020, 19 participants in 2022, and 24 participants in 2023.

Additionally, the Police Academy organised two specialised seminars on the topics “Investigation of Sexual Crimes Against Children on the Internet” and “Conducting Investigative Interviews with Child Victims of Crimes.” **The first one** has been developed to provide in-depth training for specialised criminal police officers. This 40-hour seminar is designed to enhance their ability to independently investigate criminal acts committed against children via the Internet and to gather digital evidence. Participants in the seminar are police officers responsible for organisational and coordination activities in the field of high-tech crimes involving the exploitation of children for pornographic purposes. These officers are from various police departments and focus on conducting investigations into crimes committed against children using modern technologies. Since 2019, the seminar has been held 9 times, with a total of 124 participants completing it: 28 participants in 2019, 31 participants in 2021, 40 participants in 2022, and 25 participants in 2023. **The second one** has been established for the purpose of enhancing the professional development of police officers. The seminar focuses on equipping officers with the skills to independently gather information from child victims of criminal acts in line with best practices and international standards. It is based on the PEACE interview model and the application of legal regulations and bylaws in the Republic of Croatia. The seminar is structured with theoretical lectures and practical exercises, lasting a total of 35 teaching hours. Since 2019, the seminar has been held 5 times, with a total of 71 participants completing it: 15 participants in 2019, 14 participants in 2021, 11 participants in 2022, 15 participants in 2023, and 16 participants in 2024 (data for the period from 2019 to 2024).

On December 10, 2022, the Croatian Society for Medical Expertise of the Croatian Medical Association, together with the Department of Medical Sciences of the Croatian Academy of Sciences and Arts as a co-organiser under the auspices of the **Ministry of Health** of the Republic of Croatia, organised an expert symposium entitled “Multidisciplinary aspect of medical expertise in sexual abuse.”

The Croatian Psychological Chamber does not conduct training programmes in the sense of training psychologists and other specialists for working with children exposed to sexual violence and exploitation, or others forms of violence. For the purpose of professional development, the Chamber of Psychology awarded professional credits for the mentioned lectures:

- **The Women’s Room**, a civil society organisation from Zagreb, as part of the European project “Sexual violence – educational and preventive programme online” organised a conference with international participation under the name “Silence is a burden - loudly against sexual violence against children.” (15.5.2024)
- **The Carpe Diem Psychological Centre**, in cooperation with professionals with many years of experience in working with children (Marija Crnković, Ph.D., clinical psychologist and Nikolina Škrlec, B.Sc., group analytical psychotherapist) hosted an

expert meeting entitled “Working with children and young people victims of sexual abuse” for professionals who may encounter abused children in their work. The meeting lasted five hours. (3.5.2024)

- 11.5.2023. and 22.5.2023. – webinar “Exposure to violence and mental health of children and young people” lasting from 3 hours, intended for professional associates in primary and secondary schools, lecturer: Ella Selak Bagarić, clinical psychologist, and Nada Kegalj, school psychologist. The webinar was organised on the occasion of a tragic event (a mass murder committed by students) in a Belgrade elementary school
- 7.6.2024. – online symposium “Violence – expert answers” lasting 5 hours, organised Coordination of chambers in social care (Croatian Chamber of Social Workers, Croatian Chamber educational rehabilitators, Croatian Chamber of Social Pedagogues, Croatian Chamber of Psychotherapists and Croatian Psychological Chamber)

The Croatian Psychological Chamber has also (co)organised the following conferences that included topics on other forms of violence against children as one of the covered subjects:

- 2nd Conference of School Psychologists “Horizons of Strength”, Zagreb, February 29 - March 1, 2024 (led by the Croatian Psychological Chamber, the Agency for Education and Upbringing, and the Department of Psychology at the Faculty of Humanities and Social Sciences in Zagreb)
- 2nd KOKOSS Conference “Interdisciplinarity as a Resource – Individual and Community in Focus”, Dubrovnik, February 22-25, 2024 (organised by the Coordination of Chambers in the Social Welfare System: Croatian Psychological Chamber, Croatian Chamber of Social Workers, Croatian Chamber of Educational Rehabilitators, Croatian Chamber of Social Pedagogues, and Croatian Chamber of Psychotherapists)
- Conference of School Psychologists “Horizons of Strength”, Zagreb, March 3-4, 2023 (arranged by the Croatian Psychological Chamber, the Agency for Education and Upbringing, and the Department of Psychology at the Faculty of Humanities and Social Sciences in Zagreb)
- KOKOSS Conference “Interdisciplinarity as a Resource – Synergy and Cooperation of Experts for a More Resilient and Sustainable Society”, Vodice, February 23-25, 2023 (organised by the Coordination of Chambers in the Social Welfare System: Croatian Psychological Chamber, Croatian Chamber of Social Workers, Croatian Chamber of Educational Rehabilitators, Croatian Chamber of Social Pedagogues, and Croatian Chamber of Psychotherapists)

Women’s Room

Women’s Room, Centre for Sexual Rights, held a total of 1,371 educational activities (trainings, lectures, workshops) for 17,680 people from January 1, 2019, to June 28, 2024, all listed in Appendix 8. Additionally, there were 65 educational activities where one of the topics was sexual violence against children (although not the only one) and 18 activities related to other forms of violence against children.

Child and Youth Protection Centre of Zagreb

The Child and Youth Protection Centre of Zagreb⁴ is a specialised health care institution, an example of good practice in Croatia in protection of abused and neglected children. The Centre submitted a list of the projects in which it participated, as well as the trainings it organised concerning violence against children, available in Appendix 9. From the provided data, we can see that 34 activities related to the topics of sexual violence and exploitation of children were conducted.

Identified gaps in current training programmes

In Croatia, there are significant shortcomings and training gaps in the organisation of trainings regarding child sexual abuse prevention. These gaps primarily stem from the lack of comprehensive and sustained programmes, inadequate evaluation frameworks, and insufficient monitoring across all levels of prevention efforts.

Fragmentation and Inconsistency

The current training programmes on child sexual abuse prevention in Croatia are fragmented and inconsistent. There is a notable absence of standardised and continuous training initiatives that address the multifaceted aspects of preventing child sexual abuse. Many existing programmes are often ad-hoc, short-term, and lack integration into broader curricula or community outreach efforts. This fragmentation leads to disparities in knowledge and preparedness among educators, parents, and children themselves.

Need for Robust Evaluation Mechanisms

There is a critical need for robust evaluation mechanisms to assess the effectiveness of prevention programmes. Without proper evaluation frameworks, it becomes challenging to measure the impact of educational initiatives, identify areas for improvement, and allocate resources efficiently. Clear metrics and evaluation criteria are essential for ensuring that prevention efforts are evidence-based and yield measurable outcomes in reducing instances of child sexual abuse.

Lack of Continuous Monitoring

The lack of continuous monitoring exacerbates the issue. Monitoring mechanisms are essential for ongoing assessment of programme implementation, adherence to guidelines, and identification of emerging challenges or gaps in knowledge dissemination. Continuous monitoring ensures that educational interventions remain relevant and responsive to evolving societal needs and dynamics related to child protection.

⁴ Please take into consideration that this Centre was subsequently included in the analysis based on the advice of stakeholders due to their knowledge and experience's importance for the national context, even though it is an institution of the City of Zagreb. Due to the subsequent inclusion with narrow timeframe, and the matter of local and not national representativeness, the Centre did not undergo through the entire process of filling out the questionnaire. Therefore, some of the data from the quantitative analysis were not collected. An issue of representativeness with subsequent inclusion and narrow timeframe applies to Women's Room, as well.

Identified needs of specialised training and protocols

1. General and School Medical Practitioners
 - Recognise signs and symptoms of child sexual abuse during routine medical examinations.
 - Conduct sensitive medical interviews with children and adolescents.
 - Collaborate with child protection services, law enforcement, and psychological services.
2. Paediatricians
 - Make use of specialised training in child development and age-appropriate communication regarding sexual abuse.
 - Diagnose and manage physical and psychological health consequences of abuse.
 - Integrate with multidisciplinary teams for holistic support and intervention.
3. Psychologists and Psychiatrists
 - Develop techniques for trauma-informed assessment and therapy for child victims.
 - Understand the psychological impact of sexual abuse across different developmental stages.
 - Provide evidence-based interventions and support for recovery.
4. Social Welfare Workers
 - Use knowledge of child protection laws and protocols for reporting suspected abuse.
 - Conduct assessments of familial and environmental factors impacting child safety.
 - Advocate for the rights and welfare of child victims within the legal system.
5. Law Enforcement
 - Conduct training on forensic interviewing techniques and evidence collection from child victims.
 - Understand legal procedures and child protection laws relevant to sexual abuse cases.
 - Collaborate with healthcare providers and social services for coordinated investigation and support.
6. Forensic Experts
 - Apply standardised protocols for collecting and analysing forensic evidence in cases of child sexual abuse.
 - Maintain and ensure the integrity of forensic evidence.
 - Testify as expert witnesses in legal proceedings, adhering to ethical and legal standards.
7. Emergency Room Personnel
 - Deliver rapid assessment and management of acute physical and emotional trauma in child victims.
 - Coordinate with child protection agencies and forensic experts for immediate and long-term care.
8. Legal Professionals
 - Understand child rights and legal frameworks for prosecuting sexual abuse cases.
 - Ensure child-sensitive courtroom practices and support for child witnesses.
 - Advocate for legal reforms to strengthen protections against child sexual abuse.

9. Educational Professionals

- Recognise signs and symptoms of child sexual abuse.
- Understand protocols and legal obligations for reporting suspicions of child abuse.
- Provide emotional support to students who may be victims of sexual abuse.
- Implement prevention programs within the school environment.
- Maintain open communication channels with parents and caregivers.

By aligning with the principles of the Barnahus model, schools can significantly contribute to the protection and support of children within their communities.

Recommendations for addressing the identified training gaps

Comprehensive Curricula

Addressing these training gaps requires a multifaceted approach.

Therefore, it is recommended to develop comprehensive training curricula that are integrated into formal education systems and community outreach initiatives for professionals involved in the Barnahus process. These curricula should cover topics such as recognising signs of abuse, appropriate responses, reporting procedures, and fostering a safe environment for children to disclose abuse.

Coordination proposal for Barnahus model implementation

It is recommended to set up a coordination framework for education and training.

Objective

To implement a coordinated framework for education and training across relevant ministries, professional chambers, and the Ombudsperson's Office in implementing a Barnahus model for child victims of abuse.

Identification of Key Stakeholders

- Ombudsperson's Office: Responsible for advocating child rights and coordinating efforts across governmental bodies.
- Ministries: Including the Ministry of Health, Ministry of Interior (police), Ministry of Justice, Ministry of Social Welfare, and Ministry of Education.
- Professional Chambers: Such as medical, psychological, legal, and social work chambers, responsible for accrediting professionals and ensuring adherence to standards.

Development of a Coordination Steps

- Initial Meeting: Convene a meeting with representatives from each stakeholder group to outline objectives, roles, and responsibilities.
- Task Allocation: Assign specific tasks to each stakeholder based on their expertise and jurisdiction.

- Regular Coordination Meetings: Schedule periodic meetings to review progress and adjust strategies.
- Information Sharing: Establish a centralised platform for sharing educational resources, best practices, and updates.

Curriculum Development

- Collaborate with training professionals to develop standardised curricula for training programmes, which are tailored to each profession's requirements.
- Organise workshops, seminars, and online courses to deliver training, ensuring accessibility across different regions.
- Implement mechanisms to monitor the effectiveness of training programmes, gather feedback, and evaluate outcomes.
- Sharing experiences and existing curricula in other countries where Barnahus is already established.

Legal and Policy Framework

- Ensure alignment of training initiatives with existing child protection laws, policies, and international standards.
- Advocate for policy reforms or enhancements to support the Barnahus model implementation.

Resource Mobilisation

- Seek technical assistance from professionals experienced in Barnahus models for guidance and capacity building.

Communication Strategy

- Establish clear channels for communication among stakeholders to facilitate transparency and information flow.
- Develop a public awareness campaign to educate the community about the Barnahus model and its benefits.

Continuous Improvement

- Establish mechanisms for stakeholders and beneficiaries to provide feedback on training programmes and make necessary adjustments.
- Encourage research initiatives to explore innovative approaches in child protection and incorporate findings into training practices.

Multisectoral approach

Interdisciplinary/interagency training and education programmes are the basis of the Barnahus model: UNICEF and the Association of Juvenile Judges, Family Judges and Specialists for Children and Youth conducted comprehensive trainings that included professionals from all relevant sectors as well as children and parents. This experience shows that it is possible to organise such trainings and that one should rely on the experience gained in organising such trainings.

Capacity Building

There is a crucial need for capacity building among educators, healthcare professionals, social workers, and law enforcement officials to effectively recognise, respond to, and prevent child sexual abuse.

Therefore, it is recommended to develop a basic training for all frontline professionals and that the basic training be continuous, updated regularly based on new research and best practices, and accessible to all professionals involved in child protection.

Systematic and Decentralised Education

While there are notable deficiencies in the organisation of training regarding child sexual abuse prevention, exemplary practices exist. However, systemic improvements are necessary to ensure widespread, systematic, and decentralised training that is obligatory and not contingent on project-based funding. Within closed systems like police enforcement, initiatives have been successful in training officers to recognise and respond to cases of child sexual abuse sensitively and effectively.

Therefore, it is recommended to ensure continuous funding for relevant training and base further training on good practices already existing in the country.

Effective Training

A model of effective training can be found in the online education platform established by the Croatian Medical Chamber. This platform offers a structured curriculum on various medical topics, with mandatory exams to ensure proficiency. This systematic approach ensures that healthcare professionals across Croatia receive standardised training, updated regularly based on new research and best practices, and accessible to all members of the medical community. The platform tracks the completion of training modules, exemplifying a structured and effective approach to professional development within the medical community.

Therefore, it is recommended to make use of the online education platform established by the Croatian Medical Chamber.

Interagency joint training

It is clearly observed from the analysis that different professionals are trained in their own institutions and in a non-continuous and fragmented manner. Joint initiatives would be important to ensure good interagency collaboration within a Barnahus or any other Barnahus-type services. These initiatives can be among various professionals, e.g. prosecutors, judges and law enforcement trained together, social workers and police officers together, etc.

Therefore, it is recommended to develop a specific curriculum on interagency collaboration for professionals involved in the process of Barnahus.

Forensic interviewing

Some training already exists on forensic interviewing of children, mainly for police officers. This training should be updated with new versions and based on NICHD protocol adapted to the Croatian context.

Therefore, it is recommended to adapt the NICHD interviewing protocol to the Croatian context and develop a specific training for those professionals who interview children based on the protocol.

Medical examination

Medical examination should be conducted by taking into consideration the best interests of the child and avoiding re-victimisation.

Therefore, it is recommended to develop training materials for healthcare professionals conducting medical examinations to ensure the application of the best interests of the child during their work with children.

Trauma-informed therapeutical training

Healthcare professionals, specifically psychotherapeutic professionals should be equipped with relevant knowledge and skills to provide psychotherapeutic support in the framework of Barnahus.

Therefore, it is recommended to involve these professionals in the basic training and to complement their training with trauma-informed evidence-based materials.

CONSULTATIONS WITH CHILDREN

Scope

Consultations with children from the Network of Young Advisors of the Ombudsperson for Children (NYA) were carried out as part of the project “Implementing the Barnahus Model in Croatia”, which refers to the analysis of the training needs of professionals who will provide support to child victims and witnesses of violence.

The general goal of the consultation is to give the children the opportunity to have their voices heard and express their thoughts on the Barnahus project, and to see the training needs of the professionals who will support the children from the child’s perspective. The specific goals are to examine the importance of this project from the children’s perspective, to examine children’s opinions about the competences of professionals employed in different systems (social care, educational system, justice system, police and healthcare) to provide support to child victims and witnesses of violence.

The NYA is a permanent advisory body of the ombudsperson for children, which consists of 25 children (15 girls and 10 boys) from all over Croatia between the ages of 12 and 18. At meetings with the Ombudsperson and through discussions on a closed e-forum, they exchange opinions and advise the Ombudsperson on various topics, participate as representatives of children and in expert discussions on children’s rights, and together with the Ombudsperson, strive to make children’s voices heard more strongly in society. The topic of child victims and witnesses is familiar to them, and they previously discussed this topic, among others, during their meetings.

Consultations were conducted according to the principles of the Code of Ethics of the Croatian Psychological Chamber⁵, the Code of Ethics for Research with Children⁶ and the current regulations of the Republic of Croatia (See the approval of the Ethics Committee for the research implementation in Appendix 6). Taking into account the ethical principles regarding children’s participation in research, the consent of the parents of the children of the NYA was obtained prior to the consultation. Members of the NYA were informed in writing about the purpose and goals of the consultation before participation, as well as the manner and methods of conducting the consultation, data storage and presentation of data at the group level, and the use of data. It was emphasised that consultations are voluntary and that children did not have the obligation to answer all questions if they did not want to. The children, the members, were also previously familiarised in detail with the Barnahus project, as well as with the specific part of the project related to the analysis of the training needs of professionals working with and for children.

The consultations were held via the Zoom application on June 24 from 10 am to 11:30 am with prior preparation. Audio recording was also used for data collection, for which the children

⁵ Croatian Psychological Chamber, “Codes of Conduct,” 2004.

⁶ M. Ajduković and V. Kolesarić, “The Code of Ethic for Research With Children,” 2003, <https://www.semanticscholar.org/paper/The-code-of-ethic-for-research-with-children-Ajdukovi%C4%87-Kolesari%C4%87/c0f4f2fc304202eb1849fc1a31ee5fb4601e7aa9>.

gave their informed consent. In addition to the children, members of the consultative team and the head of the NYA in the Office of the Ombudsperson for Children, participated in the consultation, who was also thoroughly familiar with the project goals and the goals of the consultation. Members of NYA were encouraged to discuss, share their opinions and experiences, and it was emphasised that there are no right or wrong answers. The conclusions were presented to the children by members of the consultative team, and they had the opportunity to give their opinion on the conclusions. It is planned that they will be informed with the complete analysis when it is completed.

Consultations were conducted according to a pre-prepared plan, outlining specific topics and goals. The consultation scenario consisted of three parts. In the introductory part, a member of the consultation team introduced the children to the consultation process and, once again, to the Barnahus project and the importance of such a house for child victims and witnesses of violence as well as for their families. The children were then introduced to the part of the project that refers to the analysis of training needs, and the importance of the competence of professionals whose role is to provide support to child victims and witnesses of violence was highlighted. At the same time, they are familiar with the training gaps that experts have pointed out and the competencies that experts estimate they lack and need to support children. It was emphasised to the children that all their ideas and reflections are very valuable for the analysis. The children were asked for their opinion on the significance of Barnahus for child victims and witnesses and their families, and they all agreed that the project is of introducing a “house” like Barnahus will greatly help children and their families.

In the second part, the participants discussed the competences of professionals needed to help children. The first part of the discussion referred to professionals from the social welfare system, then the educational system, then the health system, the police and finally the justice system. Children were asked questions about their opinions, experiences and knowledge about the relationship and competences of professionals from individual systems in providing assistance to children.

From the collected data, qualitative data was analysed following the qualitative data analysis procedure (data collection, transcription, familiarisation with data, coding and analysis, data interpretation). In the table, the children's statements relevant to the set goal of the consultation are underlined (Appendix 7).

Outside the family circle, the first people they would confide in and address to would be, they say, friends and class teacher, Ombudsperson because we don't really have any support at school, pedagogue in elementary school because she solved a lot of problems both at home and with other students.

When asked about the ideal environment for conducting an interview, in terms of quality, distance and acceptability, respondents suggested that the space should be inviting and comfortable rather than sterile, like a health facility. They emphasised the importance of having comfortable furniture to create a more relaxed atmosphere.

Results and recommendations

The obtained results provide a deeper insight into the perspectives and experiences of children, members of the NYA, about the competences of professionals who provide support to child victims and witnesses of violence. These are divided and presented by systems in order to respond to the needs of the analysis of the training needs of different profiles of professionals. The children's conclusions coincide with the opinion of the professionals and indicate that the professionals are not sufficiently educated neither to recognise, nor to provide appropriate support to children, nor to communicate with them.

Some of the topics that should be included in the training programmes of professionals, which emerged from consultations with children, are:

- General information on the topic of violence (signs, causes, consequences, protocols for dealing with violence)
- Communication with children (establishing a relationship of trust with the child, how to talk to the child)
- Child psychology and child development
- Emotional needs of the child
- How to adapt a medical examination to a child

At the same time, it emerges from consultations with children that only the adult's attitude towards them determines whether and to what extent they will be trusted and will be able to provide the necessary support, regardless of the professional role of the specialist.

CONCLUSIONS

The Barnahus model offers a structured and multidisciplinary approach to child protection, enhancing the quality and comprehensiveness of care and support for child victims and their families. Systemic improvements are crucial to ensure that education and training on child sexual abuse prevention is comprehensive, decentralised, continuously evaluated, and sustainable. By adopting a structured approach to coordinating education and training efforts among key stakeholders, Croatia can enhance its efforts to protect children and create a safer environment for all.

Education and training across various professions involved in addressing child sexual abuse are critical for ensuring a comprehensive and sensitive response. Sexual violence and exploitation of children is insufficiently represented in the education of professionals in Croatia. However, examples of good practice have been identified, on the basis of which the future Barnahus training (training that will fulfil the gap) should be built on:

- Child and Youth Protection Centre of Zagreb is not only an example in the education of professionals, but also is a model of work with child victims of sexual violence and exploitation with elements similar to the Barnahus model.
- Education and Teacher Training Agency conducts education according to the education educators' model.
- UNICEF and the Association of Juvenile Judges, Family Judges and Specialists for Children and Youth cultivate a comprehensive interdisciplinary/interagency approach to training.
- Education and Teacher Training Agency and the Croatian Bar Association explicitly stated that they had no obstacles in the implementation of training, which can be a good basis for sustainability.

Incorporating specialised training and protocols ensures that professionals are equipped to handle cases of child sexual abuse effectively, respecting the child's dignity and rights throughout the process.

FINAL RECOMMENDATIONS

Croatia needs a new Barnahus education model that will be comprehensive and coordinated among the relevant agencies. The coordination framework should be rigorous and functioning. The overall education should be based on three pillars:

1. Multisectoral approach with emphasis on the best interest of children
2. Introducing a quality control system
3. Strengthening institutional support in order to ensure continuity and sustainability

General recommendations

Recommendation 1. All sectors (police, judiciary/law, social care, health and education) should be involved:

- as promoters, organisers, educators/lecturers and participants
- to exchange knowledge, skills and experiences
- to strengthen cooperation between sectors/professionals

The best interests of the child should be the foundation of the education based on legal framework and opinions, wishes, needs and experience of children.

Recommendation 2. The quality control system should be established containing:

- education planning including the planning of initial training and advanced training in appropriate periods of time (including standard operating procedures (SOP) and checklists when appropriate),
- invitation to education with a list of lecturers and participants, and the education schedule,
- record keeping and reporting,
- evaluation of the education itself (satisfaction of participants and lecturers with the education, improved knowledge, skills and attitudes immediately at the end of the education),
- evaluation of the effectiveness of education (monitoring the extent to which the knowledge and skills acquired during the education are applied in everyday practice in the period after the education),
- issuance of certificates for participants and trainees, as well as the issue of certificate renewal and scoring by competent chambers as part of the licensing and continuing education system,
- supervision,
- creation, updating and dissemination of educational and promotional materials including information about the education,
- an appropriate IT support/solution.

Recommendation 3. Strong institutional support implies:

- institutions' obligation to continuously conduct, promote and support the Barnahus training,
- leading institution for Barnahus training with quality control system, human, material/technical and financial resources (for example, 100,000 euros/year, 2 full-time employees); most likely the leading institution could be Ministry of Justice as the holder of this project, or a body above the ministry due to multisector role, or a body established for Barnahus,
- multisectoral advisory body nurturing children's best interests,
- permanent financial, material (technical) and human resources for all stakeholders
- education system,
- supervision,
- creation, updating and dissemination of educational and promotional materials including information about the education,
- an appropriate IT support/solution.

Specific recommendations

Recommendation 4. Therefore, it is recommended to develop comprehensive, age-appropriate educational curricula that are integrated into formal training systems and community outreach initiatives for professionals involved in the Barnahus process.

Recommendation 5. It is recommended to develop a basic training for all frontline professionals and that the basic training be continuous, updated regularly based on new research and best practices, and accessible to all professionals involved in child protection.

Recommendation 6. It is recommended to ensure continuous funding for relevant training and base further training on good practices already existing in the country.

Recommendation 7. It is recommended to make use of the online education platform established by the Croatian Medical Chamber.

Recommendation 8. It is recommended to develop a specific curriculum on interagency collaboration for professionals involved in the process of Barnahus to implement joint training initiatives involving different professionals.

Recommendation 9. It is recommended to adapt the NICHD interviewing protocol to the Croatian context and develop a specific training for those professionals who interview children based on the protocol.

Recommendation 10. It is recommended to develop training materials for healthcare professionals conducting medical examinations to ensure the application of the best interests of the child during their work with children.

Recommendation 11. It is recommended to involve psychotherapeutic professionals in the basic training and to complement their training with trauma-informed evidence-based materials.

Recommendation 12. It is recommended to provide child with emotional support, comfort, finding a good solution to child's problem, understanding have child perceive the situation and not immediately focus on to the problem.

Recommendation 13. It is recommended to emphasise importance of nurturing friendly relationship with child, respecting the child's opinion, getting to know the child a little outside of that situation, and if possible, allowing child to choose the age and gender of the professional who will help her/him.

We encourage the Ministry of Justice, Public Administration and Digital Transformation to support and coordinate implementation of the recommendations in cooperation and with involvement of all stakeholders represented in the Project Advisory Group with regard to their competencies.

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15. European Convention on Human Rights, European Court of Human Rights Council of Europe F-67075 Strasbourg cedex (1950)
16. United Nations Standard Minimum Rules for the Administration of Juvenile Justice (Beijing Rules) (1985)
17. United Nations Convention on the Rights of the Child (CRC) (1989)
18. United Nations Guidelines for the Prevention of Juvenile Delinquency (Riyadh Guidelines; 1990)
19. United Nations Rules for the Protection of Juveniles Deprived of their Liberty (Havana Rules; 1990)
20. United Nations Guidelines for Action on Children in the Criminal Justice System, ECOSOC Resolution 1997/30 (Vienna Guidelines) (1997)
21. United Nations Optional Protocol to the Convention on the Rights of the Child on the Sale of Children, Child Prostitution, and Child Pornography (2000)
22. Convention on Cybercrime ([Budapest Convention](#)) (2004)
23. United Nations Guidelines on Justice in Matters involving Child Victims and Witnesses of Crime, ECOSOC Resolution 2005/20 (2005)
24. Committee on the Rights of the Child, General Comment No. 8 - The Right of the Child to Protection from Corporal Punishment and Other Cruel or Degrading Forms of Punishment (2006)
25. Committee on the Rights of the Child, General Comment No. 10, Children's Rights in Juvenile Justice (2007)
26. UN Common Approach to Justice for Children (2008)
27. Committee on the Rights of the Child, General Comment No. 12, The Right of the Child to be Heard (2009)
28. Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse ([Lanzarote Convention](#)) (2010)
29. [Council of Europe Guidelines on Child-friendly Justice](#) (2010)
30. United Nations Optional Protocol to the Convention on the Rights of the Child on a Communications Procedure (2011)
31. Committee on the Rights of the Child, General Comment No. 13, The Right of the Child to Freedom from All Forms of Violence (2011)
32. Directive 2011/93/EU on Combating the Sexual Abuse and Sexual Exploitation of Children and Child Pornography
33. Directive 2012/29/EU Establishing Minimum Standards on the Rights, Support, and Protection of Victims of Crime
34. Committee on the Rights of the Child, General Comment No. 14, The Right of the Child to Have His or Her Best Interests Taken as a Primary Consideration (2013)
35. Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence ([Istanbul Convention](#)) (2014)
36. UN Model Strategies and Practical Measures on the Elimination of Violence against Children in the Field of Crime Prevention and Criminal Justice (2014)

National Legal Documents:

37. Criminal Code (Official Gazette, No. 125/11, 144/12, 56/15, 61/15)
38. Criminal Procedure Act (Official Gazette, No. 152/08, 76/09, 80/11, 121/11, 91/12, 143/12, 56/13, 145/12, 152/14, 70/17)
39. Juvenile Courts Act (Official Gazette, No. 84/11, 143/12, 148/13, 56/15, 126/19)
40. Domestic Violence Protection Act (Official Gazette, No. 70/17, 126/19, 84/21, 114/22, 36/24)

41. Protocol on Procedures in Cases of Domestic Violence, Retrieved from: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://mup.gov.hr/UserDocsImages/dokumenti/Protokol_o_postupanju_u_slucaju_nasilja_u_obitelji-usvojila_Vlada_19_6_2019.pdf

APPENDICES

Appendix 1: Statistical data on child victims and witnesses

The annual report on the work of the Ombudsperson for children for 2023 states ⁷ that according to the data of the Ministry of Interior, 6,409 crimes against children were committed in 2023, marking a 22.4% increase compared to 2022. The majority of reported crimes were against marriage, family, and children (3,764), primarily violations of child rights (2,976), which include abuse and gross neglect of child-rearing, violations of support obligations (467), failure to implement child protection decisions (206), violations of child privacy (49), and family violence. Additionally, there were 837 sexual offenses against children, 546 criminal offenses against personal freedom (including deprivation of liberty and threats), and 434 criminal offenses against life and body. A significant number of these offenses occurred in the family environment or were directly related to family relations, with the most frequent being violations of child rights (2,966) and support obligations (467).

According to the annual report on the work of the Ombudsperson for children for 2023 the Ministry of Interior's criminal records for 2023 listed 1,155 perpetrators of sexual offenses against children, with 142 registered that year. The Ministry of Justice, Public Administration and Digital Transformation reported 2,246 child victims and witnesses in judicial processes in 2023, with verdicts finalised for 935 children while proceedings for 1,311 were ongoing.

In 2023, the Ministry of Internal Affairs' Internal Control Service received 94 reports regarding police actions due to failure to take appropriate measures for child protection in cases of domestic violence and criminal protection of children (34), regarding reports of punishable actions (13), exceeding police powers (23), inappropriate behaviour of police officers in the presence of children (14), and inappropriate behaviour towards parties (1). This information is stated in the annual report of the Ombudsperson for children for 2023. .

According to the aforementioned report in 2023, the Ministry of Interior reported 837 sexual offenses against children. The most reported crimes included sexual abuse of a child under 15 (342), exploitation of children for pornography (199), and introducing children to pornography (125). Other reports included acts of satisfying lust in front of a child (50), sexual harassment (34), lewd acts (34), rape (24), enticing children to satisfy sexual needs (18), pimping a child (5), exploiting children for pornographic shows (3), and sexual abuse of a child over 15 (3).

In the aforementioned report 2023, the Ombudsperson for Children handled 197 individual cases of children's rights violations in judicial proceedings. The majority concerned protection from sexual exploitation and abuse (120) and dignity in proceedings before competent authorities (54). There were fewer cases related to minimum guarantees for children suspected, accused, or convicted (7), the right to a trial within a reasonable time (6), the rights of child victims and witnesses (3), the right to immediate legal assistance (2), and protection against kidnapping, sale, and trafficking (1). These figures do not reflect the actual situation but only the individual reports received by the Ombudsperson.

The Ombudsperson for Children received 120 notifications in 2023 regarding children's right

⁷ Office of the Ombudsperson for Children. (2024). Annual report on the work of the Ombudsperson for Children for 2023. Zagreb, Croatia. <https://dijete.hr/hr/download/izvjescje-o-radu-pravobraniteljice-za-djecu-za-2023-godinu/>

to protection from sexual exploitation and abuse, mostly from educational institutions regarding the application of the Protocol on dealing with sexual violence. The Ministry of Health reported 52 cases under the Protocol, with primary schools reporting 36 cases, secondary schools 15, and preschool institutions one. Most reports involved sexual harassment (36), followed by sexual violence on social networks (9), sexual abuse (4), and rape (3). Perpetrators of sexual harassment at school and on social networks were mostly peers, but in 10 cases, educational institution employees were reported.

According to the annual report on the work of the Ombudsperson for children for 2023 in 2023, the Centre for Missing and Abused Children of Croatia received 328 reports of illegal content via the Hotline form, which includes materials of child sexual abuse, hate speech, visual representations of sexually abused children, child trafficking, and inappropriate online interactions with children. The free helpline, Helpline, intended for parents, educators, social welfare workers, and children, recorded 473 contacts in 2023, over 200% more than the previous year. Calls included issues like sharing or receiving images/videos via mobile devices, often involving photos taken during intimate relationships and shared without consent after a breakup. Common cases also included the creation of fake profiles with such photos and photos generated by AI tools, as well as several cases of children being blackmailed for money or threatened with exposure (sextortion).

These data highlight the need for comprehensive support services within the Barnahus model.

Appendix 2. Desk review of the existing programmes and training curricula over the last 5 years

Ključne značajaka pozitivnih odgovora:

	Koliko edukacija je provela institucija/ustanova/organizacija (kao suorganizator, jedini organizator, podrška, pokroviteljstvo ili u drugom svojstvu) u posljednjih 5 godina (od lipnja 2019. godine do trenutka ispunjavanja upitnika) iz sljedećeg područja?								
Institucija/ustanova/organizacija	a) Seksualno nasilje i iskorištavanje djece kao jedina tema edukacije	b) Sekusualno nasilje i iskorištavanje djece kao jedna od tema edukacije	C) Druški oblici nasilja nad djecom (molimo upisati samo broj edukacija u kojima je nasilje nad djecom jedina tema edukacija, a ne jedna od više tema edukacija	Je li provedena evaluacija?	Je li provedena provjera znanja (test) na kraju edukacije?	Je li izdan certifikat polaznicima?	Trebali polaznik edukacije ponovno proći nastavak ove edukacije ili je potrebna supervizija?	Hoće li se edukacija redovito ponavljati?	Koje su bile prepreke u provedbi edukacija o zaštiti djece od seksualnog nasilja?
Hrvatsko pedijatrijsko društvo	0	3	0	Ne	Ne	Ne	Ne	Da	Područje djelovanja Hrv. Ped.

									društva je jako široko
Hrvatsko društvo za školsku i sveučilišnu medicinu	0	2	0	Ne	Ne	Da	Ne	Ne	Nedostatak vremena za provedbu edukacija
Hrvatski podagoško-književni zbor	1	1	5	Ne	Ne	Ne	Ne	Da	Nedostatak financijskih resursa
UNICEF	1	1	100 (20/go dišnje)	Da	Da	Da	Da	Da	Ostalo
Hrvatska psihološka komora	0	0	2						
Udruga hrvatskih sudaca	0	1	0	Ne	Ne	Da	Ne	Ne	Nedostatak stručnjaka za provedbu
Hrvatska odvjetnička komora				Ne	Ne	Ne	Ne	Ne	Nije bilo prepreka
Hrvatska komora socijalnih pedagoga	0	2	4	Da	Ne	Ne	Ne	Ne	
Udruga sudaca za mladež, obiteljskih sudaca i stručnjaka za	4	0	0	Da	Ne	Da	Ne	Da	Nedostatak financijski

djecu i mladež									h sreds tava
Agencija za odgoj i obrazovanje	8	10	50 (10/go dišnje)	Da	Ne	Da	Ne	Da	Nem a prepr eka
Pravosudna akademija		35		Da	Ne	Da	Ne	Da	Nedo stata k intere sa
POLICIJSKA AKADEMIJA „PRVI HRVATSKI REDARSTVENIK“	9	29	5	Da (ovis no o eduk aciji)	Da (ovis no o eduk aciji)	Da (ovisn o o eduka ciji)	Ne	Da	
Hrvatsko društvo za spolno prenosive bolesti		1							
UKUPNO	23	85	188	Da: 6	Da: 2	Da: 7	Da: 1	Da: 7	

Appendix 3: Questionnaire

Poštovani,

U Republici Hrvatskoj u tijeku je provođenje projekta „Uspostavljanje Barnahus modela u Hrvatskoj“, u suradnji Europske komisije i Vijeća Europe. Barnahus model je vodeći europski model zaštite prava i interesa djece žrtava i djece svjedoka nasilja ili zlostavljanja, koji je u cijelosti prilagođen djeci. Barnahus model podrazumijeva multidisciplinarni i međuagencijski pristup, osiguravajući suradnju i koordinaciju različitih tijela (pravosudnih, socijalnih, medicinskih) u jednoj ustanovi prilagođenoj djeci koja nudi cjelovite usluge za dijete i obitelj pod jednim krovom. Cilj takvog jedinstvenog pristupa jest izbjeći ponovnu traumatizaciju i viktimizaciju djeteta tijekom istrage i sudskog postupka, da bi se osigurao koordinirani i učinkoviti odgovor na nasilje koje je dijete doživjelo te djetetu pružila podrška i pomoć, uključujući medicinsku procjenu i liječenje, u okruženju sigurnom za djecu.

Barnahus model je 2015. godine prepoznat kao obećavajuća praksa od strane Odbora stranaka Konvencije Vijeća Europe o zaštiti djece od seksualnog iskorištavanja i seksualnog zlostavljanja (Odbor Lanzarote). Model je repliciran u Finskoj, Irskoj, Norveškoj, Sloveniji i Švedskoj, a u procesu je prilagodbe u više od desetak drugih europskih zemalja.

Glavni korisnik projekta u Republici Hrvatskoj je Ministarstvo pravosuđa i uprave, u bliskoj suradnji s drugim dionicima – predstavnici sudbene vlasti; Ministarstvo unutarnjih poslova, uključujući policiju; Ministarstvo zdravstva; Ministarstvo rada, mirovinskog sustava, obitelji i socijalne politike; Ministarstvo znanosti i obrazovanja; Državno odvjetništvo Republike Hrvatske; Hrvatska odvjetnička komora; Pravobraniteljica za djecu; Pravosudna akademija; Policijska akademija, predstavnici Pravnog fakulteta u Zagrebu.

Provedba Projekta doprinosi reformi zaštite prava djece u Hrvatskoj koja je u tijeku. Očekivani dugoročni učinak ovog Projekta je poboljšana kvaliteta usluga pravosudnog sustava za djecu žrtve seksualnog iskorištavanja i seksualnog zlostavljanja. Osim toga, od Projekta se očekuju dodatni učinci: - Uspostava pravnog, političkog i institucionalnog okvira za djelovanje Barnahusa u Hrvatskoj; - Jačanje znanja i kapaciteta stručnjaka koji rade s djecom, posebice u području seksualnog iskorištavanja i zlostavljanja djece; - Podizanje svijesti stručne i šire javnosti o spolnom zlostavljanju i iskorištavanju djece

Molimo Vas da ispunite ovaj upitnik do

Upitniku pristupate na poveznici:

Zahvaljujmo na razumijevanju i suradnji,

Konzultanti za analizu potreba unaprjeđenja u edukacijama - UE/CoE project "implementing the Barnahus Model in Croatia, izabrani od strane Vijeća Europe"

Institucija/ustanova/organizacija u ime koje ispunjavate upitnik (padajući izbornik popisa ustanova kojima smo poslali upitnik):

PITANJA O OSOBI KOJA ISPUNJAVA UPITNIK U IME INSTITUCIJE/USTANOVE/ORGANIZACIJE:

1. Kojeg ste spola (M, Ž, NA)

2. Vaša razina obrazovanja (VSS, VŠS ili SSS):

3. Vaše znanstveno i umjetnička područja (padajući izbornik prema Pravilniku):

- PRIRODNE ZNANOSTI
- TEHNIČKE ZNANOSTI
- BIOMEDICINA I ZDRAVSTVO

- BIOTEHNIČKE ZNANOSTI
- DRUŠTVENE ZNANOSTI
- HUMANISTIČKE ZNANOSTI
- UMJETNIČKO PODRUČJE
- NIŠTA OD NAVEDENOG (NA)

4. Koliko godina radnog staža imate (0-4, 5-9, 10-14, 15-19...)? Od toga u ovoj institucije/ustanove/organizacije (0-4, 5-9, 10-14, 15-19...)?

PITANJA O EDUKACIJAMA:

4. Koliko edukacija je provela institucija/ustanova/organizacija (kao suorganizator, jedini organiziratelj, podrška ili pokroviteljstvo ili u drugom svojstvu) u posljednjih 5 godina (od lipnja 2019. godine do trenutka ispunjavanja upitnika) iz sljedećih područja?

4.a. Seksualno nasilje i iskorištavanje djece kao jedina tema edukacije

4.b. Seksualno nasilje i iskorištavanje djece kao jedna od tema edukacije

4.c. Drugi oblici nasilje nad djecom: molimo uključite samo edukacije u kojima je nasilje nad djecom jedina tema edukacija a ne jedna od više tema edukacija.

Mogući odgovori za svako potpitanje- 4.1, .4.b. i 4.c. :

Upisati broj od 0 do neograničeno

Kada je barem jedan odgovor 1 i više, postavljaju se sljedeća pitanja:

5. Molimo vas da navedete tko je bio nositelj kurikuluma za provedene edukacije. Nositelj kurikuluma odnosi se na osobu, instituciju ili organizaciju koja je kreirala ili razvila sadržaj i strukturu edukacijskog programa.

- Ministarstvo obrazovanja, znanosti i sporta.
- Ministarstvo unutarnjih poslova
- Ministarstvo socijalne politike i mladih
- Zdravstvene ustanove (molimo specificirajte): Navedite ime zdravstvene ustanove koja je bila nositelj kurikuluma.
- Fakulteti (molimo specificirajte): Navedite ime fakulteta koji je bio nositelj kurikuluma.
- Nevladina organizacija (molimo specificirajte): Navedite ime nevladine organizacije koja je bila nositelj kurikuluma.
- Akademska institucija (molimo specificirajte): Navedite ime akademske institucije koja je bila nositelj kurikuluma.
- Stručna komora (molimo specificirajte): Navedite koja je bila nositelj kurikuluma.
- Drugo (molimo specificirajte):

6. Koja je svrha provedbe edukacija? (Molimo označite odgovarajuće):

- Edukacije se provode kako bi se ispunile zakonske obveze ili propisi institucije.
- Edukacije imaju svrhu povećanja svijesti stručnjaka različitih profila o problemu seksualnog nasilja nad djecom.
- Edukacije su namijenjene unapređenju vještina i znanja stručnjaka koji djeluju u području zaštite djece od seksualnog nasilja.
- Edukacije imaju svrhu pružanja podrške i informacija žrtvama/obiteljima seksualnog nasilja.
- Edukacije imaju svrhu prevencije seksualnog nasilja nad djecom a namijenjene su djeci, mladima i roditeljima.
- Edukacija odgojno-obrazovnih djelatnika: Edukacije su usmjerene na osposobljavanje odgojno-obrazovnih djelatnika za prepoznavanje i postupanje

u slučajevima seksualnog nasilja nad djecom.

- Edukacija pravosudnih stručnjaka: Edukacije imaju svrhu osposobljavanja pravosudnih stručnjaka (sudaca, odvjetnika, ...) za postupanje u slučajevima seksualnog nasilja nad djecom, u skladu s pozitivnim zakonskim propisima.
- Edukacija zdravstvenih stručnjaka: Edukacije su usmjerene na osposobljavanje zdravstvenih stručnjaka (liječnika i dr.) u slučajevima seksualnog nasilja nad djecom.
- Edukacija policijskih službenika: Edukacije imaju svrhu osposobljavanja policijskih službenika za postupanje u slučajevima seksualnog nasilja nad djecom
- Edukacija stručnjaka u sustavu socijalne skrbi: Edukacije su namijenjene osposobljavanju djelatnika u slučajevima seksualnog nasilja nad djecom
- Edukacija namijenjena izvaninstitucionalnoj podršci: usmjerena na osposobljavanje djelatnika iz organizacija civilnog društva i drugih izvaninstitucionalnih struktura
- Osnaživanje djece: Edukacije imaju svrhu osnaživanja djece
- Osnaživanje roditelja
- Ostalo (molimo specificirajte):

7. Tko su bili predavači provedenih edukacija? (Molimo označite odgovarajuće i/ili navedite druge sudionike) (navesti nekoliko osnovnih kategorija poput liječnici, medicinske sestre, psiholozi, logopedi, edukacijski rehabilitatori, nastavnici, odgajatelji, ravnatelji ustanova, pravosudni djelatnici, suci, odvjetnici, policajci, socijalni radnici, ostalo)

- Zdravstveni djelatnici
- studenti (budući učitelji, odgojitelji, pravnici, policajci, socijalni radnici, psiholozi, liječnici...)
- Djeca, mladi i roditelji
- Ostalo: _____-
- Djelatnici u odgojno obrazovnom sustavu
- Pravosudni djelatnici
- Policijski službenici (pravnici i nepravnici)
- Djelatnici u sektoru socijalne skrbi
- Zdravstveni djelatnici
- Studenti (budući učitelji, odgojitelji, pravnici, policajci, socijalni radnici, psiholozi, liječnici...)

8. Tko su bili polaznici provedenih edukacija? (Molimo označite odgovarajuće i/ili navedite druge sudionike) (navesti nekoliko osnovnih kategorija poput liječnici, medicinske sestre, psiholozi, logopedi, edukacijski rehabilitatori, nastavnici, odgajatelji, ravnatelji ustanova, pravosudni djelatnici, suci, odvjetnici, policajci, socijalni radnici, ostalo)

- Djelatnici u odgojno obrazovnom sustavu
- Pravosudni djelatnici
- Policijski službenici (pravnici i nepravnici)
- Djelatnici u sektoru socijalne skrbi
- Zdravstveni djelatnici
- Studenti (budući učitelji, odgojitelji, pravnici, policajci, socijalni radnici, psiholozi, liječnici...)
- Djeca, mladi i roditelji
- Ostalo: _____-
- Djelatnici u odgojno obrazovnom sustavu

- Pravosudni djelatnici
 - Policijski službenici (pravnici i nepravnici)
 - Djelatnici u sektoru socijalne skrbi
 - Zdravstveni djelatnici
 - Studenti (budući učitelji, odgojitelji, pravnici, policajci, socijalni radnici, psiholozi, liječnici...)
9. Je li provedena evaluacija (da, ne- ako da molimo izvješće evaluacije)
10. Je li provedena provjera znanja (test) na kraju edukacije (da, ne, ako da molimo izvješće o uspjehu polaznika),
11. Je li izdan certifikat polaznicima (da, ne),
12. Treba li polaznik edukacije ponovno proći nastavak ove edukacije ili je potrebna supervizija (da, ne), hoće li se edukacija redovito ponavljati (da, ne, ako da svakih koliko godina),
13. Koja su bile prepreke provedbi edukacija o zaštiti djece od seksualnog nasilja?
- Nedostatak financijskih resursa
 - Nedostatak stručnjaka za provedbu
 - Nedostatak podrške institucije /ako da, opisati
 - Nedostatak interesa
 - Kompleksnost administrativnih procedura
 - Nedostatak vremena za provedbu edukacija
 - Ostalo (molimo specificirajte):
14. Koliko su trajale provedene edukacije (zbrojiti za sve edukacije)?
- u ukupnom trajanju od _____ sati,
 - od toga:
 - - predavanja _____ sati,
 - - seminari _____ sati,
 - - vježbe _____ sati,
 - - vođene rasprave _____ sati,
 - - ostali oblici rada _____ sati
15. Koje su ključne teme obuhvaćene u provedenim edukacijama o zaštiti djece od seksualnog nasilja? (Molimo označite odgovarajuće i/ili navedite druge teme)
- Prepoznavanje znakova seksualnog zlostavljanja
 - Prevencija seksualnog nasilja
 - Savjetovanje i podrška žrtvama
 - Zakonski okviri i obveze:
 - Poznavanje međunarodnih standarda, normi i načela koji se odnose na pravdu za djecu i dječja prava (UNICEF)
 - Poznavanje nacionalnog zakonodavstva, propisa i smjernica za djecu žrtve seksualnog nasilja/drugog nasilja (UNICEF)
 - Internet sigurnost i prevencija online zlostavljanja
 - Rodna ravnopravnost
 - Medicinski protokoli
 - Forenzičke tehnike
 - Specifične teme tretmana u medicinskom kontekstu
 - Dijagnostičke procedure za identifikaciju traume i posljedica zlostavljanja
 - Pravni aspekti
 - Etika
 - Rodno osjetljivi pristup
 - Specifične potrebe žrtava
 - Poznavanje izazova s kojima se susreću stručnjaci u kontaktu s djecom žrtvama

seksualnog nasilja/drugog nasilja (na primjer: djeca koju odrasli kriminalci prisiljavaju na zločin, djeca žrtve/svjedoci zločina koji žive na ulici, suočavanje s medijima u kaznenim slučajevima djece (UNICEF)

- Poznavanje obećavajućih/dobrih praksi postupanja s djecom žrtvama nasilja (UNICEF)
- Poznavanje karakteristika različitih faza razvoja djeteta (UNICEF)
- Poznavanje usluga i programa za djecu žrtve nasilja (UNICEF)
- Poznavanje učinaka viktimizacije (UNICEF)
- Poznavanje deset međunarodnih prava djece žrtava/svjedoka zločina (UNICEF)
- Zaštita djece od digitalnih opasnosti
- Ostalo: _____

16. Jesu li uključeni materijali za podršku učenju? (Molimo označite odgovarajuće)

- Brošure
- Edukativni video materijali
- Online resursi
- Ostalo: _____
- _____
- _____

17. Jesu li edukacije bile obavezne za sudionike?

- Da
- Ne

18. Je li se naplaćivala kotizacija od polaznika edukacija? (da, ne)

19. Je li provedena evaluacija učinkovitosti edukacija?

- Da
- Ne

20. Jesu li sudionici koji su sudjelovali u edukacijama još uvijek aktivni u vašem sustavu/organizaciji?

- Da
- Ne
- Ne znam
- Dodatni komentari ili sugestije:

Molimo za svaku edukaciju navedite: naslov edukacije, mjesto i datume provedbe, broj polaznika (upisati broj)

Za svaku edukaciju je potrebno dostaviti program (raspored) edukacije, kurikulum, evaluaciju i sve druge materijale (brošure, edukativne videe) na info@dijete.hr

Nakon ovog upitnika, u planu je sastanak s po jednim predstavnikom svake institucije/ustanove/organizacije u cilju utvrđivanja unaprjeđenja edukacija stručnjaka u skrbi za djecu i obitelji žrtve seksualnog i drugog nasilja nad djecom. Molimo Vas navedite ime i prezime, e-adresu i broj mobitela stručnjaka koji će u ime Vaše institucije/ustanove/organizacije sudjelovati na sastanku, kako bi ga/ju mogli izravno kontaktirati radi daljnjih dogovora:

IME I PREZIME STRUČNJAKA:

E-ADRESA STRUČNJAKA:

BROJ MOBITELA STRUČNJAKA:

Za ovo istraživanje pribavljena je suglasnost Etičkog povjerenstva Hrvatske psihološke komore.

Svi prikupljeni podatci koristit će se za izradu izvještaja Projekta, a pri čemu Vam garantiramo zaštitu privatnosti u skladu s GDPR odredbom.

Appendix 4: Agenda and list of participants of the meeting on 26 July 2024, Zagreb

- 11:00-11:15: Gathering of participants
- 11:15-11:30: Introduction of participants
- Part 1: Barnahus in Croatia
 - 11:30-11:45: Introduction to the issue – Why this topic is important, what Barnahus is, and the goals of the project (Daška Leppe Pažanin)
- Part 2: Presentation of the situation identified by the questionnaire:
 - 11:45-12:00: Initial analysis of the situation in Croatia (Helenca Pirnat Dragičević): Identified stakeholders (institutions/organisations/associations), contacting and involving stakeholders, list of stakeholders who provided responses
 - 12:00-12:15: Presentation of quantitative research results (Ivana Pavić Šimetin): List of institutions/organisations/associations that conducted training, number of training sessions in three categories (a. Sexual violence and exploitation of children as the sole topic; b. Sexual violence and exploitation of children as one of the topics; c. Other forms of violence against children), curriculum holder, purpose, lecturers, participants, evaluation, knowledge test, certificate, supervision, repetition of training, obstacles, duration, key topics, materials, obligation, fee, effectiveness evaluation, and participant activity status
 - 12:15-12:30: Presentation of qualitative research results (Ella Selak Bagarić): Critical analysis of curriculum texts, programmes, evaluations, and training materials provided by institutions/organisations/associations that conducted at least one training session, focusing on achieved goals, covered areas/topics, intersectoral cooperation, comprehensiveness of the approach, and specifics of individual training sessions
 - 12:30-13:00: Break with refreshments
- Part 3: Opinions of appointed experts on:
 - The importance of the topic
 - Areas/topics to be covered in further training
 - The most appropriate form of training (lectures, small group work, online, in-person, or hybrid)
 - Duration of training
 - Profiles of professionals to be lecturers
 - Organisers and co-organisers of training sessions
 - Experiences from other countries
 - Intersectoral cooperation
 - Frequency of training sessions
 - Supervision and evaluation
 - Sustainability (material and human resources, motivation of professionals to participate)
- 13:00-13:30: Discussion on the role of stakeholders in training – brainstorming method (interactive for all participants)
- 13:30-14:30: SWOT analysis of existing training programmes (interactive for participant groups)
- 14:30-15:00: Conclusions with recommendations for training specific stakeholders and agreement on further activities

List of Participants, Meeting, 26 July 2024, Zagreb

Name	attended the meeting in person or on-line
Jadranka Zorić	in person
Ivan Jakopčić	in person
Lea Čavić	in person
Renata Pražetina Kaleb	in person
Sanja Mladenić	in person
Nikolina Kolić Antolović	in person
Tanja Kosec	in person
Nikolina Vrabac -	in person
Vanja Slijepčević Saftić	in person
Mladen Samardžija Gregorić	in person
Ivona Vrekalić	in person
Tatjana Petričević Vidović	in person
Dijana Mayer	in person
Milena Car	in person
Miroslav Kopjar	in person
Ivan Begovac	in person
Mirjana Kolarek Karakaš	on-line
Jasminka Horvatić	online
Gina Lugović	online
Ivana Srb-Miščević	online
Arbanas Goran	on-line

Appendix 5. Tables from the quantitative analysis

Table 1. Topics of training

Institution/Organisation	A Child Sexual Violence and Exploitation as Sole Training Topic	B Child Sexual Violence and Exploitation as One of the Topics	C Other Forms of Violence against Children
Croatian Paediatric Society	0	3	0
Croatian Society for School and University Medicine	0	2	0
Croatian Pedagogical and Literary Society	1	1	5
UNICEF	1	1	100
Croatian Psychological Chamber	0	0	2
Association of Croatian Judges	0	1	0
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	4		
Agency for Education and Training	8	10	50
Judicial Academy		35	
Police Academy "First Croatian Policeman"	9	29	5
Croatian Chamber of Social Pedagogues	0	2	4
Croatian Bar Association			
Total	23	84	166

Table 2. Purpose of Training

Purpose of Training	1	2	3	4	5	6	7	8	9	10	11	12	13
Croatian Paediatric Society		X							X				
Croatian Society for School and University Medicine								X					
Croatian Pedagogical and Literary Society						X							
UNICEF		X	X	X	X	X	X	X	X	X	X	X	X
Croatian Psychological Chamber													
Association of Croatian Judges							X						
Association of Juvenile Judges, Family Judges, and Child and Youth Experts		X	X		X	X	X	X	X	X	X	X	X
Agency for Education and Training		X	X			X							
Judicial Academy							X						
Police Academy "First Croatian Policeman"									X				
Croatian Chamber of Social Pedagogues		X	X			X	X	X		X	X		
Croatian Bar Association		X	X				X						

Table 3. Explanation of Table 2

1	To fulfil the legal obligations or regulations of the institution
2	Raising awareness among professionals of various profiles about the problem of sexual violence against children
3	Aimed at improving the skills and knowledge of professionals working in the field of child protection from sexual violence
4	Intended to provide support and information to victims/families of sexual violence
5	Aimed at preventing sexual violence against children, intended for children, youth, and parents
6	Training of educational staff
7	Training of judicial professionals
8	Training of healthcare professionals
9	Training of police officers
10	Training of professionals in the social care system

11	Training intended for out-of-institution support
12	Empowering children
13	Empowering parents

Table 4. Participants

Participants of conducted trainings	Employees in the educational system	Judicial employees	Police officers (lawyers and attorneys)	Employees in the social care sector	Healthcare workers	Students (future professionals)	Children, youth, and parents
Croatian Paediatric Society			Yes		Yes		
Croatian Society for School and University Medicine					Yes		
Croatian Pedagogical and Literary Society	Yes						
UNICEF							
Croatian Psychological Chamber							
Association of Croatian Judges		Yes					
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	Yes	Yes			Yes		
Agency for Education and Training	Yes						
Judicial Academy		Yes	Yes				
Police Academy "First Croatian Policeman"			Yes				
Croatian Chamber of Social Pedagogues	Yes	Yes		Yes	Yes		
Croatian Bar Association		Yes			Yes		

Table 5. Lectures

Lecturers of conducted trainings	Employees in the educational system	Judicial employees	Police officers (lawyers and attorneys)	Employees in the social care sector	Healthcare workers	Students (future professionals)	Children, youth, and parents
Croatian Paediatric Society	Yes						Yes
Croatian Society for School and University Medicine					Yes		
Croatian Pedagogical and Literary Society	Yes						
UNICEF							
Croatian Psychological Chamber							
Association of Croatian Judges		Yes					
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	Yes	Yes				Yes	
Agency for Education and Training	Yes						
Judicial Academy		Yes	Yes				
Police Academy "First Croatian Policeman"			Yes				
Croatian Chamber of Social Pedagogues	Yes	Yes		Yes	Yes		
Croatian Bar Association		Yes			Yes		

Table 6. *Records*

	Has an evaluation been conducted?	Has a knowledge test been conducted at the end of the training?	Have certificates been issued to participants?	Do participants need to retake this training or is supervision needed?	Will the training be regularly repeated?
Croatian Paediatric Society					Yes
Croatian Society for School and University Medicine			Yes		
Croatian Pedagogical and Literary Society					Yes
UNICEF	Yes	Yes	Yes	Yes	Yes
Croatian Psychological Chamber					
Association of Croatian Judges			Yes		
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	Yes		Yes		Yes
Agency for Education and Training	Yes		Yes		Yes
Judicial Academy	Yes		Yes		Yes
Police Academy "First Croatian Policeman"	Yes	Yes	Yes		Yes
Croatian Chamber of Social Pedagogues	Yes				
Croatian Bar Association					

Table 7. *Obstacles*

Obstacles	Lack of financial resources	Lack of professionals for implementation	Lack of institutional support	Lack of interest	Complexity of administrative procedures	Lack of time for training implementation
Croatian Paediatric Society						
Croatian Society for School and University Medicine						Yes
Croatian Pedagogical and Literary Society						
UNICEF	Yes					Yes
Croatian Psychological Chamber						
Association of Croatian Judges		Yes				
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	Yes					
Agency for Education and Training						
Judicial Academy				Yes		
Police Academy "First Croatian Policeman"						
Croatian Chamber of Social Pedagogues						
Croatian Bar Association						

Table 8. Quantity of Actions

	Total hours of training sessions	Total hours of lectures	Total hours of seminars	Total hours of exercises	Total hours of guided discussions	Total hours of other work forms
Croatian Paediatric Society	13	8	0	3	2	0
Croatian Society for School and University Medicine	6	4	12	0	2	0
Croatian Pedagogical and Literary Society						
UNICEF						
Croatian Psychological Chamber						
Association of Croatian Judges	6	6				
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	20					
Agency for Education and Training	620					
Judicial Academy	318					
Police Academy "First Croatian Policeman"	466	93	15	288	10	
Croatian Chamber of Social Pedagogues						
Croatian Bar Association						
Total	1443	111	27	291	14	0

Table 9. Key Topics

	Key Topics
Croatian Paediatric Society	7, 9, 23
Croatian Society for School and University Medicine	1, 3, 4, 9, 12, 14, 16, 17
Croatian Pedagogical and Literary Society	1, 2, 4
UNICEF*	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 18, 19, 20, 21, 22, 23
Croatian Psychological Chamber	
Association of Croatian Judges	3, 4, 7, 13, 16
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	1, 2, 4, 5, 6, 7, 13, 14, 16, 17, 19, 21, 22, 23
Agency for Education and Training	3, 4, 7, 8, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23
Judicial Academy*	1, 3, 4, 5, 6, 8, 13, 16, 17, 21
Police Academy "First Croatian Policeman"	1, 2, 3, 4, 5, 6, 7, 8, 10, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23
Croatian Chamber of Social Pedagogues	
Croatian Bar Association	1, 3, 5, 6, 10, 12, 13, 16

Table 10. Explanation of Table 9

1	Recognising signs of sexual abuse
2	Prevention of sexual violence
3	Counselling and support for victims
4	Legal frameworks and obligations
5	Knowledge of international standards, norms, and principles related to justice for children and children's rights (UNICEF)
6	Knowledge of national legislation, regulations, and guidelines for children's victims of sexual/other violence (UNICEF)
7	Internet safety and prevention of online abuse

8	Gender equality
9	Medical protocol
10	Forensic techniques
11	Specific treatment topics in a medical context
12	Diagnostic procedures for identifying trauma and abuse consequences
13	Legal aspects
14	Ethics
15	Gender-sensitive approach
16	Specific needs of victims
17	Understanding challenges faced by professionals in contact with children's victims of sexual/other violence (e.g., children coerced by adult criminals into crime, children victims/witnesses of crime living on the street, dealing with media in cases involving children (UNICEF))
18	Knowledge of promising/good practices in dealing with child victims of violence (UNICEF)
19	Knowledge of the characteristics of different stages of child development (UNICEF)
20	Knowledge of services and programmes for child victims of violence (UNICEF)
21	Understanding the effects of victimisation (UNICEF)
22	Knowledge of the ten international rights of child victims/witnesses of crime (UNICEF)
23	Protecting children from digital dangers

Table 11. Supporting Materials

	Brochures	Educational video material	Online resources	Other
Croatian Paediatric Society				
Croatian Society for School and University Medicine				
Croatian Pedagogical and Literary Society				
UNICEF	Yes	Yes	Yes	Manuals
Croatian Psychological Chamber				
Association of Croatian Judges				Presentations
Association of Juvenile Judges, Family Judges, and Child and Youth Experts	Yes	Yes	Yes	
Agency for Education and Training	Yes	Yes	Yes	
Judicial Academy				Manuals, presentations, quizzes
Police Academy "First Croatian Policeman"	Yes	Yes	Yes	According to the list of literature: textbooks, books, scientific and professional papers, presentations, self-assessment tests, review questions
Croatian Chamber of Social Pedagogues				
Croatian Bar Association				

Table 12. Overview of Questions Related to the Implementation and Organisation of Training

	Were the trainings mandatory for participants?	Was a participation fee charged?	Was an evaluation of the effectiveness of the training conducted?	Are the participants who attended the training still active in your system/organisation?
Croatian Paediatric Society		Yes		Yes
Croatian Society for School and University Medicine				Yes
Croatian Pedagogical and Literary Society		Yes	Yes	Yes
UNICEF	Yes		Yes	I don't know
Croatian Psychological Chamber				
Association of Croatian Judges				I don't know
Association of Juvenile Judges, Family Judges, and Child and Youth Experts			Yes	I don't know
Agency for Education and Training				Yes
Judicial Academy				I don't know
Police Academy "First Croatian Policeman"	Yes			Yes
Croatian Chamber of Social Pedagogues		Yes		
Croatian Bar Association				Yes

Appendix 6. Croatia Psychological Chamber - approval of the Ethics Committee for the research implementation



HRVATSKA PSIHOLOŠKA KOMORA

ETIČKI ODBOR
HRVATSKE PSIHOLOŠKE KOMORE
KLASA: 025-04/24-05/11
URBROJ: 251-375/01-04-24-2
Zagreb, 08. svibnja 2024. godine

ANA BABIĆ
savjetnica pravobraniteljice za djecu
Ured pravobraniteljice za djecu
ana.pezo@dijete.hr

**PREDMET: Molba za procjenu etičnosti istraživanja u sklopu projekta
„Uspostavljanje Barnahus modela u Hrvatskoj“
- zaključak, dostavlja se**

Poštovani,

temeljem članka 22. stavka 1. alineje 3. Zakona o psihološkoj djelatnosti (Narodne novine broj 98/19, 18/22), članka 7. stavka 2. alineje 3. i članka 27. Statuta Hrvatske psihološke komore (Narodne novine broj 21/2021, 109/22), Etičkog kodeksa (Narodne novine broj 13/05) i Poslovnika o radu Etičkog odbora, dana 07. svibnja 2024. godine održana je sjednica Etičkog odbora.

Na sjednici je razmatran zahtjev članica konzultativne radne skupine Elle Selak Bagarić, mag. psych., doc. prim. dr. sc. Ivane Pavić Šimetin, Helence Pirnat Dragičević, dipl. iur. i Ane Babić, prof., vezano uz namjeru provođenja istraživanja odnosno primjene upitnika, koji će omogućiti prikupljanje relevantnih podataka od strane stručnjaka i institucija, a kreiranog u sklopu projekta „Uspostavljanje Barnahus modela u Hrvatskoj“.

Nakon izvršenog uvida u dostavljene podatke, Etički odbor je jednoglasno utvrdio da je navedeno istraživanje usklađeno s odredbama Etičkog kodeksa.

S poštovanjem,

PREDSJEDNICA ETIČKOG ODBORA

Sandra Matošina Borbaš,
univ. spec. prof. psihologije



Dostaviti:

1. Ana Babić, ana.pezo@dijete.hr.
2. Pismohrana.

Appendix 7. Child Participation – recommendations

SYSTEM	KNOWLEDGE, EXPERIENCES AND OPINIONS OF CHILDREN	RECOMMENDATIONS ON NECESSARY COMPETENCES
SOCIAL CARE	<p>"I think that this is actually very important because most social workers are not sufficiently educated on how to provide support to the child and how to get some information about the child because the child does not trust anyone, especially after such a traumatic experience, and first of all that approach to the child needs to be improved and adapted according to the child's age, because of course, the children will not start talking about such a traumatic experience they have had."</p> <p>"I had experience with social welfare and the approach of social welfare workers towards us was not good at all, and only now after a few years when I saw such experiences of social workers towards us children, I realise that it was not good at all, and it did not make any sense and I wonder how could they even help us with such an approach."</p> <p>"You shouldn't immediately force the child to tell what happened, but he needs some time first to relax with the child who has lived through it, to understand that he trusts the person he is talking to, and not to immediately attack him to tell everything that happened because it just doesn't make sense."</p> <p>"I think experts should talk with children about things that are more about their emotional state instead of asking them for specific information about the circumstances of that whole event, but I think that a lot can be learned about the situation from the child's behaviour and the way he talks about the problem and of course, the child is put in a very uncomfortable position when he has to talk about others"</p>	<p>"Access to children and they should actually know what the children have been through and should adapt to them, because of course, the child will not be ready to answer right away."</p> <p>"General topics about violence."</p> <p>The need for social workers to learn or to be trained on "how to better communicate with children" or "to have a communication adapted to the specific needs of the children".</p>
EDUCATION	<p>"We do not receive adequate support from the employees of the educational system."</p> <p>"I had experience with the fact that there were problems in the class with abuse and</p>	<p>The need to strengthen the capacity of teachers to recognise and act on suspected sexual violence has been identified. School pedagogues can</p>

	<p>violence, which could be easily read by the teacher, however, nothing was done and I think that the educational staff does not really focus on this and that it is not their primary concern job. "I would say that it stems from their lack of motivation and insecurity, because the majority of those who work with smaller children already have work experience, they could witness such events in practice, but they simply do not want to do anything for any reason."</p> <p>"I would say that professors do not have knowledge about this, especially some younger ones who have not encountered any forms of violence and then they do not even know how to recognise if a child has experienced violence and they do not know how to deal with it or they are simply afraid."</p> <p>"At our school, the child first went for an interview with the pedagogue who is a really professional person and who really helped, I think she is the only employee in our school who helped and who knows how to approach the child and that way is really very good after that if it was a bigger issue, social welfare would come to the school and the child's home and they would try to talk."</p> <p>"I think that in general, teachers and professors like to emphasise that the school is an educational institution, but then when there is actually a problem, they forget about it."</p>	<p>support teachers in this process.</p>
<p>HEALTH CARE</p>	<p>"Our school doctor had no idea about us or anything, they only came to the school systematically to vaccinate us, they had nothing to do with problems at school or anything like that."</p> <p>"They could emphasise this during a systematic examination, because perhaps doctors would be adequate people who could recognise it."</p> <p>"I wouldn't like it to be an even bigger problem because it's difficult for the child anyway, maybe it would only be important to emphasise it to the doctor and nothing else should be done about it unless the child just wants it to happen."</p> <p>"I have never gone to a doctor if I had a</p>	<p>A stronger connection between health services and schools is necessary.</p>

problem with violence and I have never heard of anyone going there because of a problem with violence, especially since doctors have been working here for over 70 years and we still don't have an adequate doctor and we only go if we are sick, not because of violence and mental health."

"Our family doctors are quite old and already ready for retirement, and they would be the last thing on my mind to solve such problems, and I don't think they are adequate to help young people who are under 18 years old, people who are over 60 years old."

"I don't think they have any knowledge to be able to help us in such situations because literally everything has changed and they don't have any knowledge about what troubles young people today."

"Usually, even when I go to the doctor, I go for health problems and it would never occur to me to tell my doctor about what is happening to me at school, and in general the impression when I go to the doctor is that no one has time and that there is no time for the fact that I came, and especially not for anything else."

"I don't think it's really a solution for doctors to solve the problem of violence."

"Our school doctors come to the school systematically and carry out vaccinations, and when someone is not at school, we go to the doctor's office. I lived through both experiences. When I was at school, the doctors were much more nervous and while she was vaccinating us, it was really strange and I was scared as she vaccinated there, and when I came to her office she was so nice and calm, she asked me nicely I'm fine, she left me to sit still, asked me if I had any problems, looked at me nicely. So I don't know if it's a difference because the parent is with us in the office or he's just a lot more stressed when he comes to school because he has a lot more children to do work with."

"We all went to the doctor's office, no one came to our school and it was just a routine examination, vaccinations, nothing."

" We didn't even realise we were there. Honestly, I don't know how much I would

	<p>trust, even though our doctors are very good, they ask us how we are and if we have any problems." "I think we can trust them, but I don't know how much I would, because that's how we saw them in the 5th grade and in 8th grade. We don't see them at all in the meantime, and I don't know how much I would trust people I've seen three times in my life."</p>	
POLICE	<p>"I think the police are the last people a child would address to, especially a younger child, and I think the stereotype is that the police are bad people, but everyone is afraid of the police." because the child made up her mind that the police would punish the parents if they used violence against the child or anyone else."</p> <p>"I think that it needs to go through a long process for them to do something about it and I think that some stereotype is to blame for that and children would not trust the police at all."</p> <p>"There were a couple of cases when adults reported something that they couldn't really solve, if it wasn't their problem, so I don't know how they would communicate with children."</p>	<p>"I think that police officers should undergo training on communication with children, child psychology, perhaps.</p> <p>It's a stereotype because I don't think they would know how to question children at their level."</p> <p>"I don't have any experience with them, but in general, as far as adults are concerned, and this also applies to the police, I think they should really educate themselves about the way in which children they think now, and let's say not how they thought 40 years ago to follow trends."</p>
JUDICIARY	<p>"I absolutely think there should be judges who only deal with these issues."</p> <p>"That whole space and environment is very uncomfortable for kids and I think it's kind of forcing them to think in a way that they're not mature enough to think about yet."</p> <p>"I think that it should be adapted to children as much as possible and everything should be translated into a language that would be understandable to children."</p> <p>"It is important that the child's opinion is taken into account and included in the court decision because it is after all about that child and it is important what he wants and what he actually thinks, but what he wants and what is his welfare is another thing. If he wants to be with his mother, and the mother used to do violence, it won't work that way."</p> <p>"As for court proceedings, I don't know how it works in our country, but I think it would</p>	<p>"Judges should have some knowledge of how to communicate with children, how to make a decision that will be in the interest of the child and how to ask the child's opinions."</p>

	<p>be good if the children were questioned in private, because I don't know how comfortable it is for them to be listened to by others, and when someone is against them, I don't know how they will react to that." how pleasant it is for them to hear that."</p> <p>"Perhaps they should be alone or with the judge, or if they are more comfortable with someone, they may decide for themselves."</p>	
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After analysing different profiles of experts, the children were asked the question - What characteristics/traits would they like to have in a person who would talk to them about violence and what would be important to them?

Here are some of their answers:

"First, there should be a young person with whom the child should create some kind of relationship so that he understands that he should trust that person, and he should present himself as someone who is there to respect the child's opinion and to do the best for the child."

"You should be able to create a friendly relationship with the child so that the child opens up and actually says what he thinks and what he wants."

"I also think that it would be important for the child to have the opportunity to choose the age and gender of the one who will help him."

"I also think that this expert should also focus on getting to know the child a little outside of that situation, just to see what he is like, so it would be easier to reach him and talk to him."

"I would like him not to start immediately with questions about what happened, but to go around and investigate some other things and get to know the child a little better."

When asked what kind of support they expect when they confide in each other and what exactly would help them, the children answer:

"Some emotional support or comfort or something."

"It means that you don't immediately move on to the problem, but to how I feel and how I perceive the situation."

"Well, I think it's important that I, as a victim of violence, have some comfort with me, someone who understands me and who would find a good solution to my problem, i.e. it's important that I have a shoulder to cry on and that it's important to be with me."

When asked who would be the first person you would confide in in situations of violence, the children answered:

"If the violence happens at school or outside the family home, the first would be parents, mom or maybe even friends because we really spend a lot of time together and she knows me as well as mom and maybe she would be as helpful as my parents."

"There should be someone who would first solve my emotional state, so that I feel better and then the problem itself is solved."

Appendix 8. List of educational activities held by the Women's Room

2019

	Title of Training	Participants	Date	Number of Participants
1	"Sexual Violence Against Children"	teachers, educators, professional associates of primary schools	24th and 25th April 2019	45
2	"Prevention of Sexual Violence"	leaders of prevention programs of the County Expert Council of Karlovac County	2.7. 2019.	33
3	"Sexual and Electronic Sexual Violence"	teachers, educators, professional associates of primary schools	5. 12. 2019	32
4	"Implementation of SVEP Program - Programme for the Prevention of Sexual Violence for Secondary Schools"	professors and professional associates of secondary schools	5. and 6. 12.2019	36
5	"Sexual Violence Against Children"	parents	14 lectures throughout 2019	224
Total: 18 activities for 370 people				

2020

	Title of Training	Participants	Date	Number of Participants
1	"SNEP - Implementation of the Programme for the Prevention of Sexual Violence"	professors and professional associates of secondary schools	15.01.2020	40
2	"Sexual Violence Against and Among Children"	teachers and professional associates of primary schools	16.01.2020	39
3	"SNEP Programme and Prevention of Sexual Violence in Croatia"	representatives of relevant bodies and institutions, civil society organisations, and the general public	20.02.2020	-
4	"SNEP - Implementation of	professors and professional	24.04.2020	36

	the Programme for the Prevention of Sexual Violence"	associates of secondary schools		
5	"Sexual Violence Against Children"	professors and professional associates of secondary schools	6 and 7.10.2020	26
6	Conference "The Importance and Challenges of Implementing Sexual Violence Prevention Programmes in Schools"	representatives of relevant bodies and institutions, educational institutions, civil society organisations, and the general public	24.11.2020	310
7	Conference "The Importance of Involving Youth in the Prevention of Sexual Violence"	representatives of relevant bodies and institutions, educational institutions, civil society organisations, children, and the general public	17.12.2020	375
Total: 7 activities for 826 people				

2021

	Title of Training	Participants	Date	Number of Participants
1	"Sexual and Electronic Sexual Violence"	teachers and professional associates of primary schools	17.02.2021	6
2	"Electronic Sexual Violence"	parents	18.02.2021	26
3	"Sexual and Electronic Sexual Violence"	professors and professional associates of secondary schools	24.02.2021	42
4	"Electronic Sexual Violence"	parents	24.03.2021	23
5	"Electronic Sexual Violence"	parents	14.04.2021	9
6	"Sexual Violence Against and Among Children and Youth and Prevention Programmes	County Expert Council of Krapina-Zagorje County	28.04.2021	40

	by Women's Room"			
7	"Electronic Sexual Violence"	parents	03.05.2021	12
8	"Sexual Violence Against and Among Children and Youth and Prevention Programmes by Women's Room"	County Expert Council of Sisak-Moslavina County	06.05.2021	20
9	"Electronic Sexual Violence"	parents	17.05.2021	48
10	"How to Talk About Sexual Violence?"	professors and professional associates of secondary schools	20.05.2021	24
11	"Sexual Violence Against Children - SNEP 2 - JUNIOR"	teachers, educators, and professional associates of primary schools	24th and 25th May 2021	20
12	"SNEP 2 - JUNIOR - The Importance of Preventing Sexual Violence Against Children"	representatives of relevant bodies and institutions, educational institutions, civil society organisations, and the general public	08.06.2021	72
13	"Sexual Violence Against and Among Children and Youth and Prevention Programmes by Women's Room"	County Expert Council of Zadar County	08.07.2021	48
14	"Sexual Violence Against Children"	parents	01., 09., and 15.12.2021	40
Total: 14 activities for 430 people				

2022

	Title of Training	Participants	Date	Number of Participants
1	"Sexual Violence Against Children"	teachers' council of primary schools	12.01.2022	10
2	"Sexual Violence Against Children -	teachers and professional associates of primary schools	13th and 14th January 2022	25

	SNEP 2 - JUNIOR"			
3	"Sexual Violence Against Children"	teachers and professional associates of primary schools	25th and 26th January 2022	23
4	"Sexual Violence Against Children and Prevention of Sexual Violence"	County Expert Council of School Preventive Programmes of Primorje-Gorski Kotar County	16.05.2022	31
5	"Sexual Violence Against Children and Prevention of Sexual Violence"	County Expert Council of School Preventive Programmes of the City of Zagreb and Zagreb County	19.05.2022	60
6	"Sexual Violence Against Children and Prevention of Sexual Violence"	County Expert Council of School Preventive Programmes of Karlovac and Istria Counties	01.06.2022	20
7	"Sexual Violence Against Children and Prevention of Sexual Violence"	County Expert Council of School Preventive Programmes of Međimurje, Varaždin, and Koprivnica-Križevci Counties	29.08.2022	36
8	"SNEP 2 - JUNIOR - Prevention of Sexual Violence Against Children"	professional associates of primary schools	22nd and 23rd September 2022	48
9	"SNEP 1 - Prevention of Sexual Violence Against Children"	professional associates of secondary schools	29th and 30th September 2022	29
10	"SNEP 2 - JUNIOR - Prevention of Sexual Violence Against Children"	professional associates of primary schools	27th and 28th October 2022	67
11	"SNEP 2 - JUNIOR - Prevention of Sexual Violence Against Children"	County Expert Council of Social Pedagogues of the City of Zagreb	28.11.2022	26
12	"Sexual Violence Against and Among	employees of educational institutions	08.12.2022	50

	Children and Youth"			
Total: 12 activities for 425 people				

2023

	Title of Training	Participants	Date	Number of Participants
1	"SNEP 2 - JUNIOR - Prevention of Sexual Violence Against Children"	teachers and professional associates of primary schools	14.02.2023	44
2	"Protection of Children with Developmental Difficulties from Sexual Violence"	members of the County Expert Council of social pedagogues and teachers in special class departments (City of Zagreb, Zagreb County, Bjelovar-Bilogora County, and Karlovac County)	15.02.2023	16
3	"National Expert Meeting for the Implementation of Preventive Programmes - Implementation of the SNEP Programme (Prevention of Sexual Violence Against Children)"	professional associates of secondary schools	13.04.2023	17
4	"Sexual Violence Against Children"	school medicine doctors	26.04.2023	13
5	"Sexual Violence Against Children"	school medicine doctors	11.05.2023	22
6	"Sexual Violence Against Children and SNEP Programme"	professional associates, teachers	27.04.2023	35
7	"Sexual Violence Against Children and SNEP Programme"	professional associates and professors of secondary schools	15th and 17th May 2023	18
8	"Prevention of Sexual Violence Against and Among Children"	general and professional public	15.05.2023	24

9	"Prevention of Sexual Violence Against and Among Children"	general and professional public	25.05.2023	24
10	Conference "What Can We Do Better - Prevention of Sexual Violence Against Children"	representatives of relevant bodies and institutions, educational institutions, civil society organisations, and the general public	29.06.2023	455
11	"Two-Day Education on Sexual Violence Against Children"	professional associates and professors of secondary schools	10th and 11th October 2023	32
12	"Two-Day Education on Sexual Violence Against Children - Implementation of the SNEP ONLINE TOOL"	professional associates and professors of secondary schools	25th and 26th October 2023	30
13	"Sexual Violence Against Children and SNEP Programme"	teachers' council of secondary schools	30.10.2023	75
14	"Sexual Violence Against Children and SNEP Programme"	teachers' council of secondary schools	27.11.2023	41
15	"Sexual Violence Against Children and SNEP ONLINE TOOL Programme"	parents	12.12.2023	80
Total: 15 activities for 926 people				

2024

	Title of Training	Participants	Date	Number of Participants
1	"Sexual Violence Against Children and Protocol for Dealing with Sexual Violence"	teachers' council of secondary schools	05.02.2024	80
2	"Sexual Violence Against Children and SNEP ONLINE TOOL"	professional associates and professors of secondary schools	12th and 13th February 2024	26

3	"Sexual Violence Against Children and Implementation of SNEP 2 - Junior Programme"	teachers, educators, and professional associates of primary schools	19th and 20th February 2024	17
4	"Programmes for the Prevention of Sexual Violence"	educational workers of primary and secondary schools	19.04.2024	36
5	"Implementation of the SNEP Programme"	professional associates of secondary schools	6th and 7th May 2024	18
6	"Sexual Violence Against Children and Legal Perspective"	parents	13.05.2024	19
7	Conference "Silence is a Burden - Speak Out Against Sexual Violence Against Children"	representatives of relevant bodies and institutions, educational institutions, civil society organisations, and the general public	15.05.2024	286
8	"Help and Support for Parents of Children Who Have Survived Sexual Violence"	parents	17.05.2024	17
9	"Help and Support for Parents of Children Who Have Survived Sexual Violence"	parents	20.05.2024	28
10	"Presentation of Programmes for the Prevention of Sexual Violence"	professional associates - inter-county expert meeting (County Expert Council)	21.05.2024	13
11	"Sexual Violence Against Children and SNEP 2 - JUNIOR Programme"	teachers' council of primary schools	21.05.2024	15
Total: 11 activities for 555 people				

Appendix 9. Activities conducted by the Child and Youth Protection Centre of Zagreb in the last five years

	Activities Conducted by Professionals from the Child and Youth Protection Centre of Zagreb	Organiser	Topic
2019.	Continuous Professional Development "Friday Collaboration - Lectures by Centres Experts"	Child and Youth Protection Centre of Zagreb	Child Abuse
2019.	Project "PROMISE"	Child and Youth Protection Centre of Zagreb	Presentation of the Centre's work and the child protection system in Croatia Training on forensic interviewing of children and youth (Hungary)
2019.	Project "PROMISE"	Child and Youth Centre of Zagreb	Presentation of the Clinic Training on working with sexually abused children and youth (Bulgaria)
2019.	Project "PROMISE"	Child and Youth Protection Centre of Zagreb, Terre des Hommes, and UNICEF Hungary	Training for psychologists
2019.	Training	Child and Youth Protection Centre of Zagreb	"Self-harm in Adolescents, Practical Guidelines for Assessment and Therapeutic Work" led by Dr. Jasminka Marković and Dr. Jelena Srdanović Maraš, Novi Sad
2019.	Training	Child and Youth Protection Centre of Zagreb, Ombudsman of the Republic of Slovenia	"How to Determine the Authentic Will and Desire of a Child in Parental Divorce" "Approaching the Child According to Age and Maturity" "High-Conflict Divorces"

			and Their Impact on Children"
2019.	Training	Child and Youth Protection Centre of Zagreb	"Mental Health of Children and Youth - Multidisciplinary Approach in Promotion, Prevention, Diagnosis, Treatment, and Rehabilitation"
2019.	Professional Seminar	Child and Youth Protection Centre of Zagreb, Centre for Social Welfare Split	"Losses and Support in the Grieving Process"
2019.	Training	OSCE Mission to Serbia in collaboration with the Centre for Protection of Trafficking Victims in Belgrade, Child and Youth Protection Centre of Zagreb	"Protection and Support for Sexually Abused Children" Participants: Professionals from the Centre for Protection of Trafficking Victims, social welfare centres, and ATINA and ASTRA
2019.	Training	Child and Youth Protection Centre of Zagreb, Community of Social Work Centres of Slovenia	"Recognising Sexual Abuse of Children" Participants: Social workers, psychologists, and lawyers
2019.	Training for the European Project "VERBUM_SAT"	Child and Youth Protection Centre of Zagreb	Developing forensic statement analysis standards to fight child abuse exploitation (CAE) with a victim-centred approach
2019.	Training - Public Health Campaign Project: "It's Not Cool to Be a Bully"	Child and Youth Protection Centre of Zagreb	Peer violence Participants: Teachers/educators
2019.	Round Table - "Partnership with Media in Preventing Youth Suicide"	Child and Youth Protection Centre of Zagreb	

2019.	Campaign #ItTakesAWorld/#VrijedniPa žnje	Child and Youth Protection Centre of Zagreb, World Vision BiH	"Child Neglect: Developmental and Practical Implications for Professionals"
2019.	Seminar for Social Welfare Centre Employees in Slovenia	Child and Youth Protection Centre of Zagreb, Community of Social Work Centres of Slovenia	"Consequences of All Forms of Violence Against Children"
2019.	Workshop for 5th and 6th Grade Students	Child and Youth Protection Centre of Zagreb, Primary School "22 June" Sisak	"Peer Violence"
2019.	Collaboration with Courts and State Attorney's Offices on Interviewing Children for Court Proceedings	Child and Youth Protection Centre of Zagreb	
2020.	International Professional Conference "COVID-19 Pandemic and Mental Health of Children and Adolescents: Threat and Opportunity"	Child and Youth Protection Centre of Zagreb, Clinic Kocijan Hercigonja	"Connected for Children's Well-Being: Multidisciplinary Approach in Diagnosing and Treating Childhood Trauma in Family Settings"
2020.	Training	Child and Youth Protection Centre of Zagreb, Croatian Psychological Chamber, City of Zagreb	Lecture for the psychological support hotline volunteers during the COVID-19 crisis
2020.	Interactive Lecture for Professionals Working with Children	Child and Youth Protection Centre of Zagreb	"Abused and Neglected Child"
2020.	III Croatian Congress on Prevention and Early Detection of Chronic Diseases	International Interdisciplinary Association for Chronic Diseases (MIUKB)	"Abuse and Trauma"
2020.	20th International	International	"Multidisciplinary and

	Conference on Integrated Care (ICIC20)	Foundation for Integrated Care (IFIC), Zagreb Health Centre, under the auspices of the Ministry of Health of the Republic of Croatia, City of Zagreb, University of Zagreb, and Libertas University, as part of Croatia's EU Council Presidency in 2020 (HR PRES 2020)	Intersectoral Child Protection System: Good Practice Model in Long-Term Health and Wellbeing"
2020.	Training for the European Project "VERBUM_SAT"	Child and Youth Protection Centre of Zagreb	Developing forensic statement analysis standards to fight child abuse exploitation (CAE) with a victim-centred approach
2020.	Commission for the Protection of Mental Health of Children and Youth in Zagreb During and After the COVID-19 Crisis	Child and Youth Protection Centre of Zagreb, City Health Office	
2020.	Education for Psychologists Volunteers on the Psychological Support Line	Child and Youth Protection Centre of Zagreb, Croatian Psychological Chamber with the support of the City of Zagreb	Psychological support during the COVID-19 crisis
2020.	European Campaign "Responsible Together"	Home for Children and Adults – Victims of Domestic Violence "Duga - Zagreb"	Round Table "Electronic Violence and Stalking"
2020.	Training for Juvenile Judges and Prosecutors in Montenegro	Judicial Training Centre and State Prosecutor's Office in Tivat, in collaboration and financial support from the US Embassy	Specialist Education "Child Sexual Abuse and Psychological Aspects"

		in Podgorica, US Government's Office for International Narcotics and Law Enforcement Affairs	
2020.	Round Table	Child and Youth Protection Centre of Zagreb, Croatian Journalists' Association	"Experts and Media Together in Protecting Children from Violence"
2021.	Lecture	Child and Youth Protection Centre of Zagreb	"#AreTheyAlone? - Support for Sexually Abused Children After Disclosure and in Recovery"
2021.	Education - Programme "Offer More IV"	Association of Persons with Physical Disabilities of Međimurje County	"Strengthening the Capacities of Professional Workers to Work with Victims of Abuse"
2021.	Webinar "TAIEX INTPA - Expert Mission on Setting up a Children Court in Mauritius"	Clinic for the Protection of Children and Youth of the City of Zagreb	"Child Sexual Abuse" - Expert Mission on Establishing Children's Courts in Mauritius
2021.	Project "Support Network and Cooperation for Victims and Witnesses of Crimes" Education for Professionals in System Institutions and Organizations Dealing with Victims and Witnesses of Crimes	Association "HERA" Križevci and Association "Iris" Bjelovar	"Protection of Child Victims of Violence"
2021.	Training on Protecting Child Victims of Domestic Violence	Association "HERA" Križevci and Center for Social Welfare Koprivnica	"Protection of Child Victims of Domestic Violence" Participants: Professionals in institutions and organisations dealing with women victims of violence and domestic violence
2021.	Training	Child and Youth	Developing forensic

	European Project "VERBUM_SAT"	Protection Centre of Zagreb	statement analysis standards to fight child abuse exploitation (CAE) with
2021.	Commission for the Protection of Mental Health of Children and Youth During and After the COVID-19 Crisis	Child and Youth Protection Centre of Zagreb, City Health Office	Regular, Continuous Education of Professionals
2022.	Course for Mental Health Professionals Working with Children	Non-Governmental Organisation "Vitezovi osmeha," Novi Sad	"Clinical and Forensic Approach to Sexually Abused Children"
2022.	Lecture at the Medical Association	Croatian Pediatric Society	Lecture by Zagreb Child and Youth Protection Centre Experts on Child Sexual Abuse, Trauma, Prevention, and Treatment
2022.	Lecture for Professionals Working Directly with Children and Youth	Child and Youth Protection Centre of Zagreb, Centre for Youth Health of Health Centre Zagreb - East, NZJZ "Dr. Andrija Štampar", Psychiatric Hospital for Children and Youth with the Support of the City of Zagreb	"Abuse, Competencies Needed for Professionals Working with Children"
2022.	Working Meeting / Education	Child and Youth Protection Centre of Zagreb, UNICEF Albania	Establishing Two Institutions in Albania Aimed at Helping and Supporting Abused and Neglected Children
2022.	Final Conference of the International Project "Leaving with Care - Living with Care"	Child and Youth Protection Centre of Zagreb, Brave Phone Association	"Needs of Children and Youth with Previous Traumatic Experiences"
2022.	Lecture	14th European Forum on the Rights of the	"Multidisciplinary Approach in Child

		Child	Protection: Experiences of Zagreb Child and Youth Protection Centre"
2022.	Lecture	Zagreb Child and Youth Protection Centre	"How to Support Children After Traumatic Events of Abuse"
2022.	International Conference "International Conference on Child Sexual Abuse"	The Smile of the Child, Athens, Greece	"Humbleness in Understanding the Needs of Children and Youth with Previous Traumatic Experiences"
2022.	The Barnahus Forum - Invited Panel Presentation, Stockholm, Sweden	Barnahus Forum	"Online Sexual Abuse"
2022.	Workshop	Terre des Hommes Tirana, Albania	"Introductory Exchange to Working with Traumatized Children and Youth"
2022.	International Conference "Hidden Tear of Childhood - Sexual Development, Trauma, and Consequences of Sexual Abuse"	Association "Vitezovi osmeha," Novi Sad	"Child Sexual Abuse"
2022.	Round Table	Child and Youth Protection Centre of Zagreb, Psychology Student Club (STUP) - Faculty of Philosophy	"Children are Not Brought by the Stork – The Importance of Sexual Education and Adolescent Education"
2022.	Cooperation with Courts and State Attorney's Office in the Examination of Children for Judicial Purposes	Child and Youth Protection Centre of Zagreb	
2023.	Congress – ISPCAN (International Society for the Prevention of Child Abuse and Neglect) ISPCAN	ISPCAN	"Adverse Childhood Experiences - Can We Do Better?"
2023.	15th Congress of the Croatian Pediatric Society of	Croatian Pediatric Society of the HLZ	"Toxic Stress - Abused and Neglected Child"

	the HLZ		
2023.	Study Visit	UNICEF and Terre des Hommes, Supported by the Government of the Republic of Albania, Child and Youth Protection Centre of Zagreb	Presentation of Work with Abused, Neglected, and Traumatized Children
2023.	Study Visit	Ministry of Health, Ministry of Social Policy of Ukraine, Representatives of Volyn Regional State Administration, Representatives of Kharkiv Military Regional Administration, Coordination Center for Family Education and Child Care, Representatives of the Government of the United Kingdom of Great Britain and Northern Ireland, and UNICEF Office Representatives for Ukraine, Child and Youth Protection Centre of Zagreb	Familiarisation with the Centre's Work and Topics of Abuse, Trauma, and Treatment
2023.	Study Visit / Training	Child and Youth Protection Centre of Zagreb, MOČ Association, an NGO Providing Psychosocial Assistance to Victims of Sexual Abuse	Familiarisation with the Centre's Work and Topics of Abuse, Trauma, and Treatment
2023.	Study Visit	Delegation of the Republic of Azerbaijan, Ministry of Labor and Social	Familiarisation with the Centre's Work and Topics of Abuse, Trauma, and Treatment

		Protection of the Republic of Azerbaijan, and UNICEF Azerbaijan, in Collaboration with UNICEF Office Azerbaijan and UNICEF Croatia, Child and Youth Protection Centre of Zagreb	
2023.	Lecture	European Commission Office in Croatia	"Abuse and Neglect and Brain Development"
2023.	International Conference "Hidden Tear of Childhood - Sexual Development, Trauma, and Consequences of Sexual Abuse"	Association "Vitezovi osmeha," Novi Sad	Comprehensive Education on Forms of Abuse, Trauma, and Treatment
2023.	Professional Meeting	Directorate of Police MUP	"Communication Without Noise – Children in Focus"
2023.	Round Table	Justice Initiative	"Every Second Counts: Making the Internet Safe for Children"
2023.	13th Conference on Online Child Abuse "Spletno oko"	Centre for Safer Internet Slovenia, Directorate of Criminal Police, and Informatics Association	"Online Sexual Victimization of Children and the Health Crisis (Covid-19); What Have We Learned?"
2023.	Professional Meeting for Diocesan Commissioners "Protection of Minors and Vulnerable Persons in the Church"	Commission of the Croatian Bishops' Conference for the Protection of Minors and Vulnerable Persons, Croatian Catholic University, and Centre for the Promotion of the Well-being of Vulnerable Persons	"Consequences of Sexual Abuse from the Perspective of a Child Clinical Psychologist"

2023.	Lecture	Centre for Social Work – Central Slovenia East	"Presentation of the Model of Work with Sexually Abused Children and Intersectoral Cooperation"
2023.	Inter-County Professional Meeting "Education on Mental Health of Children and Youth"	City Office for Social Protection, Health, Veterans and Persons with Disabilities, and the Education Agency	"The Impact of Peer Violence on the Overall Health, Social Interaction, and Development of Children's and Youth's Potential"
2023.	Lecture	Luka Ritz Centre, Child and Youth Protection Centre of Zagreb	Lecture on Intersectoral Cooperation in the Field of Child Abuse and Neglect
2023.	Protection of Mental Health - Exchange of Experiences and Good Practices	Ministry of the Interior	"Abuse and the Status of Children and Youth"
2023.	Panel	Central State Office for Demography and Youth	"Sexual Abuse and Mental Health of Families"
2023.	Panel	Health Hub	"Health Risks for Children and Youth - How Much Do We Consider Child Abuse?"
2023.	Lecture	European Commission in Croatia	"Legal Framework for Prosecuting Online Abuse"
2023.	Training on Mental Health of Children and Youth	Zagreb Child and Youth Protection Centre, City Office for Social Protection, Health, Veterans and Persons with Disabilities, and the Education Agency	"What to Do When a Child Opens Up? Talking with the Child and Collaborating with Parents and the System"
2023.	Training for Students	Clinical Section of the Psychology Student Club "Feniks" - Faculty of Croatian Studies	Clinical Psychologist in Working with Traumatized Children"

2023.	Round Table "Intergenerational Transmission of Violence"	Krapina-Zagorje County	"Intergenerational Transmission of Abuse/Trauma"
2023.	Training	Psychological Assistance Society Zagreb	"Psychosocial Counselling for Children and Youth Based on Knowledge of Abuse Trauma"
2023.	Lecture	Centre for Education Rijeka	"What to Do When a Child Confides in Us?"
2023.	Project "Living Healthy," Croatian Institute of Public Health	Education for Educators for the Program PoMoZi Da Croatian Institute of Public Health	"Trauma in Children and Youth" and "Support for Children and Youth Based on Knowledge of Trauma"
2023.	Lecture	Study Centre for Social Work	"Neglect and Emotional Abuse of Children"
2023.	Professional Meeting of Zagreb Primary School Principals	City Office for Education of the City of Zagreb	"The Well-being of Children and Youth Today - Situation, Risks, Possibilities, Intervention"
2023.	PROMISE III Training as Part of the Study Visit (Continuation of Education) for the Launch of Cyprus Barnahus	Zagreb Child and Youth Protection Centre; Hope For Children	Abuse, Sexual Abuse, Intersectoral Cooperation, Forensic Interviewing
2023.	Signing of Partnership Agreement: Zagreb Child and Youth Protection Centre and ISPCAN (International Society for the Prevention of Child Abuse & Neglect)	Child and Youth Protection Centre of Zagreb Meetings with Courts and State Attorney's Office in the Examination of Children for Judicial Purposes	
2024.	Final Conference of the Project "Survive, Overcome and Support Victims of Crime" – "S.O.S. for Victims"	Association Bijeli Krug Croatia	"How Participation in Criminal Proceedings Affects the Neurodevelopment of Children and Youth – Knowledge, Facts, and

			Possibilities"
2024.	Professional Training as Part of the Project/House for Children – Barnahus Slovenia	Zagreb Child and Youth Protection Centre	Forensic Interview, Approach to Abused Children, Sexual Abuse, Assessment of Children's Testimonies
2024.	III MUZZA Science Week	Association MUZZA and University of Zagreb	"Violence Among Children and Youth or What Are We Not Doing Right?"
2024.	<p>Visit of an International Delegation of ISPCAN (International Society for the Prevention of Child Abuse and Neglect) Representatives and Representatives of the Rectorate of the University of Zagreb</p> <p>Gabriel Otterman, Member of the Board of ISPCAN and Senior Lecturer at Barnafrid National Centre on Violence Against Children, Sweden</p> <p>Round Table: Rectorate of the University of Zagreb, ISPCAN, Zagreb Child and Youth Protection Centre</p>	<p>Rectorate of the University of Zagreb ISPCAN (International Society for the Prevention of Child Abuse and Neglect)</p> <p>Child and Youth Protection Centre of Zagreb</p>	"Abuse, with an Emphasis on Sexual Abuse"
2024.	Training for Child and Adolescent Psychiatry Residents	Child and Youth Protection Centre of Zagreb (Association for Child and Adolescent Psychiatry – ZOMP)	Abuse Trauma: Physical and Sexual Abuse of Children and Adolescents; Assessment of Abuse Trauma in Children and Adolescents; Post-traumatic Symptoms and PTSD in Children and Youth; Treatment of Abuse Trauma and Working with Non-Abusive Parents