

CHILD PROTECTION POLICY



SRU INDIA

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1. **Background:** The United Nations convention on the rights of the child (1989) provides the foundation for taking decisions and actions in response to child protection concerns which is guided by the principle of “the best interests of the child”. SRU India is committed to actively safeguarding and ensuring that child rights & protection should be fully realized. SRU INDIA is committed to comply will all relevant legislation on child rights and welfare including labour laws that apply to children. Child Protection Policy for SRU India is to be followed by all members of SRU India and promoted by leaderships within the organization.

2. **Objective:**

To make sure that the actions of any adult in the context of the work carried out by the organization are transparent, safeguard and promotes the protection of child rights. SRU INDIA is also committed to educating its staff and volunteers about the importance of child protection.

3. **Definitions:**

- i. **Child:** any person below the age of 18 years.
- ii. **Child Protection:** it is about protecting children from or against any perceived or real danger /risk to their personhood and child hood.
 - Protecting children against social, psychological and emotional insecurity and distress
 - Ensure that no child falls out of the social security and safety net.
 - Protection from violence, exploitation, harm, abuse and neglect
 - Every child has a right to protection irrespective of children who one in difficult circumstances, suffered violence or normal circumstances.
- iii. **Child abuse:** all forms of physical, emotional, ill treatment, sexual abuse and exploitation, commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival development, and dignity in the context of a relationship of responsibility of children may be abused in a family or in an institutional or communal setting by those known to them or more rarely by a stranger.
- iv. **Physical abuse:** It may involve beating with a stick, shaking, throwing, poisoning, burning, suffocation or forcing the child to work in an unsafe way or environment.
- v. **Psychological abuse:** It is persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child emotional development. Any action (gestures, words and behaviours) that deliberately affect a child mental / emotional wellbeing e.g. by making them afraid, anxious, annoyed or discouraged.
- vi. **sexual abuse:** any actions with sexual intent towards children such as touching children genitals, forcing a child to watch or take part in pornography or coercing the child to have sex.
- vii. **Negligence:** The neglect is the failure to provide child basic physical and psychological needs likely to result in the serious impairment of the child health as development. It many involve a parent or care taker failing to provide the adequate food shelter and clothing. Medical care or treatment or any factors causing harm to child physical, mental, spiritual, moral or social development.

4. **Meaning of violation of child rights:**

- a. Any act or behaviour that puts a child at risk or abuse.
- b. Any act of behaviour that could potentially increase the risk of abuse.
- c. Failure to act in a situation where a child is being abused.

- d. Failure to follow the code of conduct or any other prescribed protocol without suitable justification.

5. Codes of conduct:

SRU INDIA recognizes the need for honesty and integrity and respect for the child to reflect both in decisions of the organization as well as in the conduct of staff and volunteers and Partner NGO's.

a) DOs

- i. Listen carefully to the child.
- ii. Respect and encourage children's voices and views.
- iii. To ensure the child participation in decision making process related to child or policy making.
- iv. Respect the privacy and dignity of each and every child.
- v. Ensure that a culture of openness and facilitates children to interact so that children can be able to express issues and concerns.
- vi. Inform children about steps of interventions being taken in his/her context.
- vii. Educate children about their rights, what is acceptable and unacceptable, and what they can do if there is a problem.
- viii. Ensure that there are same sex escorts for children.
- ix. Explain that you will need to get help to keep the child safe.
- x. Recorded movement of school going children,
- xi. Any type of exploitation of a child in family, neighbourhood or public place, should not be accepted and should be taken action for the favour of child.

b. DON'Ts

- i. No touch & hug in bad intention.
- ii. Behave physically in a manner which is inappropriate or sexually provocative
- iii. Do things for children of a personal nature that they can do themselves
- iv. Participate in behaviour of children which is illegal unsafe or abusive.
- ii. Engage children in personal work or employ children at work or at home.
- iii. Stay in a room alone with a child for an extended period.
- vii. Use language or expressions that are found inappropriate to a child.
- viii. Discriminate against show differential treatment towards or favour particular children to the exclusion of others.
- iv. Taking any photograph, publishing original name or any identity of survivor or child would violate the child's dignity or privacy in anyway.

6. Management Responsibilities:

a. Recruitments

All prospective employees are educated in SRU INDIA regarding child protection policy and standards which are part of the orientation procedure for all new staff who are required to sign an acknowledgement form stating that they have reviewed understand and will comply with SRU INDIA policies.

b. Performance Management Systems (PMS)

- The PMS would include credits for child protection sensitivity
- The PMS must allow on peer evaluation on child protection compliance during performance appraisal.
- The SRU INDIA will take positive action to prevent child abuses and will take stringent measures against any SRU INDIA associate who abuses a child.

- In the case that an act of abuse of the right of child comes to the knowledge of the organization, the organization shall take immediate action to protect the child from further violations.

If the employee or any member of the organization is found to be violating the child rights, they would be getting a warning for first time and if repeated then they would be terminated from the service.

- In case of legal implication of the violations the organization is expected to refer the case to appropriate judicial and /or Non-governmental mechanisms for the protection of the rights of child.
- Issues relating to child protection and child abuse are fully integrated into existing management process i.e. recruitment and selection Induction, supervision, team meetings etc

7. Declaration by the Employee of SRU INDIA:

I from the organization SRU India have read, understand and agreed to abide by child protection policy of organization. I understand that it is our responsibility to comply with this policy and with this signature. Hereby agree to follow this policy.

Signature: -----

Name: -----

Designation: -----

Date: -----