



Samarth In Participatory Action (SIPA)

Child Right Protection Policy

Child

A "Juvenile" or "child" is defined as anyone under the age of 18, as per section 2(k) of the Juvenile Justice (Care and Protection of Children) Act, 2000 as amended in 2006 with the UN Convention on the Rights of the Child.

About the Child Protection

“Child protection means identifying the possible abuse of children, discrimination, and exploitation and prevents, and takes up measures to take action against the abusers or perpetrators through complaint mechanism”

Child Protection is about protecting children from or against any perceived or real danger to their life, their personhood and childhood.

It is about reducing their vulnerability to any kind of harm-social, psychological and emotional. It must ensure that no child falls out of the security and safety net and those who do, receive necessary care and protection and are brought back into the safety net.

Four basic Child Protection Principles according to UN CRC 1989

1. Non-discrimination (Art 2)
2. In the interest of the children (Art 3)
3. Right to Life and development (Art. 6)
4. Upholding the right to expression of children (Art 12)

We believe that child protection is crucial to ensuring that children under 18 years of age have the rights, confidence and environment in which they can make choices, express their views and Communicate effectively with other children and adults. Children cannot become empowered change agents to improve their lives and that of their families and communities if they are not safeguarded from abuse, discrimination and harm of any kind, be it physical, sexual, emotional or neglect.

Child Abuse:

These definitions therefore point to four types of cruelty:

- **Physical abuse:** including hurting or injuring a child, inflicting pain, poisoning, drowning, or smothering.
- **Sexual abuse:** including direct or indirect sexual exploitation or corruption of children by involving them (or threatening to involve them) in inappropriate sexual activities.

- **Emotional abuse:** repeatedly rejecting children, humiliating them or denying their worth and rights as human beings.
- **Neglect:** the persistent lack of appropriate care of children, including love, stimulation, safety, nourishment, warmth, education, and medical attention.

Complaints procedure

- a. Committee **constituted to investigate under** the policy of sexual harassment will also be perform as Child Rights Committee. (Chief Operating Officer, Senior Manager - Programme and Manager- Administration and HR).
- b. Any case **reported / known of** Child abuse will lodged as a formal written complaint to the Child Rights Committee (CRC) of SIPA.
- c. On receiving the complaint, the CRC of SIPA shall acknowledge the receipt of the same.
- d. CRC of SIPA shall than constitute an investigation team to **ascertain the facts and inquire into the details** of the complaint.
- e. During the investigation process, the investigation team shall maintain complete confidentiality of all respondents, handle the investigation **with utmost care** and cross examination with sensitivity, with the objective of gathering impartial credible evidence to substantiate the contents of the complaint.

What we will do (Staff and Personal)

As a condition of working with our organization, all trustees, employees, officers, staff, interns, volunteers, researchers, consultants, and advisers of SIPA are required to undergo the following:

1. Both acceptance of and commitment to our Child Protection Policy working with children.
2. Signing a personal declaration stating **that they are / have not been involved in** any criminal convictions, including spent convictions.

We will meet our commitment to protect children from abuse through the following means:

- **Awareness:** we will ensure that all staff and others (whom we work with) are aware of the problem of child abuse and the risks to children.
- **Prevention:** we will ensure, through awareness and good practice, that staff and our outsider associates minimize the risks to children.
- **Reporting:** we will ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.
- **Responding:** we will ensure that action is taken to support and protect children where concerns arise to regarding possible abuse.

SIPA's Code of Conduct

SIPA believes **advocating** children's rights to survival, protection, development and participation. This Code of Conduct includes guidance on appropriate and expected standards of behaviour of adults towards children, and also of children towards other children. It has been developed with the best interests of the child as the primary consideration and should be interpreted in a spirit of transparency and common sense.

Don'ts for Staff and others:

- Do not promote child labour at home and work place.
- Hit or otherwise physically assault or physically abuse children.
- Kiss, hug, fondle, rub, or touch a child in an inappropriate or culturally insensitive way
- Develop physical/sexual relationships with children.
- Develop relationships with children which could in any way be deemed exploitative or abusive.
- Act in ways that may be abusive or may place a child at risk of abuse.
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- Behave physically in a manner which is inappropriate or sexually provocative.
- Have child/children with whom they are working to stay overnight at their home unsupervised.
- Sleep in the same room and / or bed as a child with whom they are working.
- Do things for children of a personal nature that they can do for themselves.
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse.
- Discriminate against, show differential treatment, or favour particular children to the exclusion of others.
- This is not an exhaustive or exclusive list. The principle is that staff should avoid actions or behaviour which may constitute poor practice or potentially abusive behaviour.

It is important for all staff and others in contact with children to:

- Be aware of situations which may present **risks to children** and manage these.
- Plan and organise the work and the workplace so as to such minimize risks.
- As far as possible, be visible to others while in working with children.
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
- Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behaviour does not go unchallenged.
- Talk to children about their contact with staff and / or others and encourage them to raise any concerns

- Empower children- discuss with them about their rights, what is acceptable and unacceptable, and what they can do if there is a problem.

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