



DEENABANDHU TRUST

Regd. Office:
CF-95, Sector- 1
Salt Lake City
Kolkata – 700 064, India

1st January, 2016

Child Protection Policy

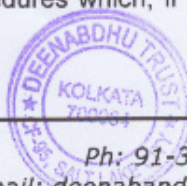
Need for the Policy

Everyone involved in working with children has a fundamental duty of care towards them. We must all recognize the risks to children and our responsibilities to keep them safe during humanitarian emergencies and as part of longer-term development efforts. If children are to be protected from abuse and exploitation, staff and other representatives of the NGOs and Corporate sponsors must conduct themselves with the utmost professionalism and integrity at all times.

For these aspirations to be realised, a systematic approach to child protection is required. The standards contained in this document provide the effective safeguarding measures and ensures that through awareness, good practice and robust systems and procedures, the staff are well placed to protect children.

The following key considerations/issues need to be addressed:

- Children may be at risk of abuse and exploitation not only from individuals in the communities in which they live but also by NGO workers and volunteers
- Children in emergencies are especially vulnerable to abuse and exploitation
- Protection systems in which the NGOs work are often weak and leave agencies and staff facing complex child protection dilemmas
- There is little common understanding across agencies of child protection issues, standards of practice, or the organisational implications of these
- There are huge difficulties in applying child protection principles in the many different legal, social and cultural contexts in which NGOs work
- There are simple and basic human resources procedures which, if put in place, will strengthen the NGO's position vis-a-vis child protection



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The policy is based on a set of principles that derive from the UN Convention on the Rights of a Child:

- All children have equal rights to protection from abuse and exploitation
- All children should be encouraged to fulfill their potential and inequalities should be challenged
- Everybody has a responsibility to support the care and protection of children
- NGOs have a duty of care to children with whom they work and with whom their representatives work
- If agencies work through partners they have a responsibility to meet minimum standards of protection for the children in their partners' programmes

Advantages of implementing child protection policies & standards

- Children are protected
- Although no standards or process can offer complete protection for children, following these standards minimises the risk to children of abuse and exploitation
- Agency representatives are protected
- By implementing these standards all representatives will have clear guidance on their own behaviour around children and on what to do if they notice or are told about inappropriate behaviour on the part of others
- The organisation is protected
- By implementing these standards organisations are making clear their commitment to safeguard children. The standards will help them to move towards best practice in this area and deter those who would wish to abuse children from joining the organisation

Guidelines of the Policy

- Treat children and young people with special needs, with care, respect and dignity.
- Leave no child out and will adopt an attitude of inclusiveness at all times.
- Recognise that those working for the organization shall be perceived by children as trusted persons.
- Ensure that the communication with children and young people with special needs is open, clear and interactive, where children wish to share their thoughts.

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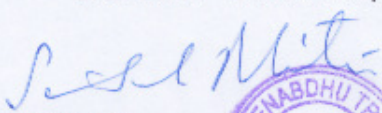
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- Assess the risks posed to children when undertaking activities and identify preventive ways to manage the same.
- Deenabandhu Trust will ensure that all communication regarding children and their families or caregivers portrays them with dignity and respect.
- Ensure staff avoids any kind of physical contact with the children and adults with special needs, except for reasons of training, health and safety.
- Respond to any allegations raised, appropriately and timely. Institute an appropriate inquiry and disciplinary process.
- Annually conduct a Child Protection session for all existing employees wherein the policy is revisited and discussed.
- Involve students/ children with special needs, wherever necessary, to take their opinions into consideration.
- Review and update the policy once in two years.
- Zero tolerance to any form of child abuse whether direct or indirect.

Implementation of Child Protection Policy

The staff of Deenabandhu Trust shall:

- Get themselves thoroughly familiarized with the Policy. Ignorance of the policy on any grounds shall not be acceptable as an excuse for inappropriate/ unacceptable behavior/ actions.
- Ensure all important stakeholders are aware of the policy.
- Protect the child's welfare as a priority.
- Copy of the Child Protection Policy is available with the all field staff and project team members at all times – both soft copy as well as printed copy.


(Saibal Mitra)
Secretary



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