



Karnataka Rajya Bennuhuri Apagatada Angavikalara Sanga®

Child protection policy



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Social Rehabilitation Centre, Opp Taluk Office, BK Road, Magadi Town, Magadi Tq.
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Introduction

Karnataka Rajya Benuhuri Apagatada Angavikalara Sanga (KRBAAS) is a non-profit organization established in 2008 by people affected with Spinal Cord injury. It is one of the four organizations in Karnataka that works in the area of spinal cord injury. KRBAAS has the expertise and experience in providing in-house rehabilitation using specially designed equipment. KRBAAS is located in Magadi, Ramanagara district and is currently working in Five districts of Karnataka – Ramanagara, Mandya, Mysore, Hassan and Chamarajanagara.

KRBAAS working in two levels

1. Social Rehabilitation Center
2. Community Based Rehabilitation level

In Social Rehabilitation, we promote and establish standards of excellence for all aspects of health care of individuals with Spinal cord injuries, which includes Physiotherapy.

Keeping Children safe is everyone's responsibility. Child Protection Policy provides Guidelines for organization & their staff to create safe environment for children. It is a tool that protects both children & the organization by clearly defining what action is required in order to keep children safe & ensuring a consistency of behaviour so that all staff follow the same process. A Child Protection Policy also demonstrates an organization's commitment to children & ensures public confidence in its safe practices

KRBAAS advocates widely for child protection. It recognizes that children are more vulnerable than adults to the circumstances under which they live and are hence, more affected by the actions or inactions by government and society. KRBAAS recognizes this and therefore realizes that it is imperative for all stakeholders of KRBAAS (local supportive organizations, employees, Board members, vendors, and contractors, Care Homes) to practice the highest standards of child protection.

MISSION

“Recognizing the capability of the disabled person before his weakness with this goal, Association will work for the overall development of the disabled person.”

OBJECTIVES

- To bring awareness in the community regarding spinal cord accidents and thereby to identify such person in the society, organize them and develop self-respect, self – confidence, Unity and self-help in them.
- To enable the person who has suffered the accidents by educating them regarding the reason for spinal cord accidents, problems there after, property rejuvenating training, using of equipment's, accessories, and by providing an open atmosphere in the family.
- To Frame such programs to control Spinal Cord accidents by developing cordial relationship with local organizations, various departments of the Government and with the media.
- To work for the overall development of the handicapped who suffered spinal cord accidents.



Definition of Child

- 'Child' includes all the persons of age from the 0 to 18 years.

What is child abuse and exploitation?

According to the World Health Organization, “child abuse” or “maltreatment” constitutes ‘all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power’.

Our understanding of child abuse and exploitation includes, but it not limited to:

- 1. Physical abuse:** it means may involve hitting, shaking, throwing, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer feigns the symptoms of, or deliberately causes ill health to a child who they are looking after.
- 2. Emotional abuse:** Emotional abuse is defined as the persistent emotional ill-treatment of a child such as to cause severe and persistent effects on the child’s emotional development. It may involve conveying to children that they are worthless and unloved, inadequate, or valued only as far as they meet the needs of another person. It may involve age or developmentally inappropriate expectations being imposed in children. It may involve causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of ill-treatment of a child, though it may occur alone.
- 3. Sexual abuse:** it means involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g., rape) or non-penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production of, pornographic materials or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- 4. Neglect:** it is defined as the persistent failure to meet the child’s basic physical and/ or psychological needs, likely to result in the serious impairment of the child’s physical or cognitive development.

Scope of the KRBAAS Child Protection Policy

This policy applies to

- KRBAAS: To include all staff, Board members, consultants, interns, volunteers,.
- Local organizations; coordinators, team members, consultants, interns, volunteers
- Associates of KRBAAS: To include all vendors, Visitors, Guest, volunteers, funding agencies, VRWs, MRWs, ICDS Workers and suppliers of KRBAAS.

Guidelines:

- Respect for dignity, liberty, and freedom of the child
- Recognition of the best interests of the child



- Belief that a child is entitled to express his/her opinion and can take decisions for him/herself
- Respect for the child's right to privacy and confidentiality
- Zero tolerance of any form of abuse whether direct or indirect
- Belief that child protection is the responsibility of all

Awareness raising:

We will ensure, through KRBAAS staff and parents as well as stakeholders involved in projects are aware of the problem of child abuse and the risks to children.

- Child protection policy promotes regular awareness on the Rights of the Child , Including their Right to protection
- Facilitate in Establishing local child protection committee in the communities which its works
- Committee will consist of Community leaders, Police Officers , Local Doctors and Project staff to help in implementing.

Program Planning

KRBAAS is committed to designing and delivering programmes that are safe for children. Risk assessments are therefore conducted when designing our projects and activities and safety strategies developed accordingly. Risk mitigation strategies will be developed, which minimize the risks to children and will be incorporated into the design, delivery, and evaluation of programmes, operations, and activities which involve or impact upon children. For example:- during the Home visit, during the capacity building training with ICDS worker at Anganwadi.

Personnel screening and recruitment

- There should be basic assessment of candidate on sensibilities regarding child protection -e.g. show an article, ask for analysis and use a check list for interview
- There should be thorough reference check to be carried out from past employers or the academic institute attended by the candidate
- All Staff, volunteers, interns and consultants are recruited to clear job or role descriptions that include a statement on the position or role's responsibilities to meet the requirements of KRBAAS child protection policy.
- All recruitment interviews should include a discussion on child safety and protection, the candidate's understanding of this and KRBAAS's commitment.
- Induction Program within the organization would include orientation on child Protection
- All new recruits would be provided with a copy of the KRBAAS Child Protection Policy.
- On recruitment, personal files with photograph of the staff recruited should be maintained.

Behaviour protocol and code of conduct

KRBAAS is committed to protecting children from abuse and exploitation. It will take all necessary actions to prevent and or respond to children in such situations. KRBAAS will respond to all reports



of actual or alleged abuses based on its Child Protection Policy, irrespective of the nature of the referral, who the allegations are about or who the referrer is or where she/he is from.

DO's

- Respect lines of authority and reporting procedures.
- Respect the basic rights of others by facing fairly, honestly, and tactfully, and by treating people with dignity and respect.
- Treat all children equally: be inclusive and involve all children without discrimination.
- Work actively to ensure the highest levels of respect towards each other.
- Maintain high standards of personal and professional conduct both personally and in others.
- Be concerned about the way in which your language, actions, and relationships with children could be perceived.
- Provide an enabling environment for children's personal, physical, social, emotional, moral and intellectual development.
- Encourage and respect children's voices and views.
- Limit access to and/or not expose children to any inappropriate electronic material.
- Obtain written consent from the child and parent/carer when photographing, filming or requesting personal information for activities.
- Pre-use information on specific equipment used by the disabled child needs to be obtained prior to the event to ensure its accessibility to all buildings and meeting spaces.
- When participants are invited to stay overnight, room sharing arrangements are agreed in advance and with consent of the parents/guardians and children.

DON'T:

- Engage in any form of sexual activity with children.
- Never have a child stay overnight in the adult's room or sleep in the same bed (unless prior consent is provided by both the child and his/her parent/guardian).
- Do not perform activities for children that they can do themselves, including dressing, bathing and grooming.
- Do not discriminate, shame, humiliate, belittle, or degrade children.
- Do not act in any way that may be abusive or place others at risk of abuse.
- Do not condone violations of this code by others – staff, interns, voluntaries, etc.
- Do not be alone with a child in any circumstances that might be questioned by others
- Do not allow children to engage in sexually provocative games with each other.
- Do not kiss, hug, fondle, rub, or touch a child in an inappropriate or culturally insensitive way (e.g. do not initiate physical contact, such as holding hands, unless initiated by the child)
- Do not take photos, film or request personal information if not required for KRBAAS activities.

Communications about Children and Photographs and Confidentiality

KRBAAS recognizes the media and technology as a necessary component in raising awareness and reporting, these include; photography, video coverage/film, internet.



1. Seek consent of a child or her parents before taking any coverage or photograph.
2. Not to promise returns for coverage of images.
3. Take images of children that are dignified and respectful.
4. Ensure that images of children could not be interpreted as sexual or condone any other situation of abuse.
5. Protect the safety and privacy of children and their families by not using identifiable images.
6. The images and messages may only be used with consent of KRBAAS.

Partner Organizations/volunteers and visitors

- All occasional volunteers and visitors, official and unofficial, must be made aware of and understand the principles and agree to its terms and conditions before the visit takes place. It is the responsibility of the staff member to ensure that occasional visitors and volunteers are properly briefed and supervised throughout the activities or visit.
- Partnerships are an opportunity to raise awareness on the need for organizational policies on child safeguarding. Therefore, all partners should be given training, guidance, and support, in particular, emphasizing the responsibilities that partners have for safeguarding children.

Incident Management Plan

KRBAAS will immediately suspend any employee, volunteer, intern, board member, consultant, an adviser who is alleged to have violated the Child Protection Policy, pending the outcome of the investigation. KRBAAS reserves the right to take any disciplinary action against any of the above who have been proven guilty in an investigation, which may include reporting the incident to the police.

The investigation completed by the Secretary General will be submitted to the Nominated Management Board member who will come to a decision about action to be taken. Decisions from any investigation will be confirmed in writing to the individual concerned.

Acts of a criminal nature will be referred to the police and/or District child protection officer and may result in a criminal investigation and conviction.

When investigating concerns or complaints, the process should always be fair and, where complaints are upheld, the individual will have the right to appeal the decision. In such instances, the individual must write to the President of KRBAAS within one week of receiving written confirmation of the complaint outcome, explaining the grounds for appeal. The President of KRBAAS will consider the appeal, which will include re-examining the evidence and reports and may include talking directly to staff and others involved. KRBAAS President will come to a final decision, which will be confirmed in writing. The decision from the appeals process is final.

The review of this policy

- The Policy would be reviewed every five years by Board of KRBAAS



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List of Committee members

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Approved by Executive Director