

SADHANA EDUCATION SOCIETY'S
SMT KAPILA KHANDVALA COLLEGE OF EDUCATION
(Autonomous)
Juhu Rd, Santacruz west, Mumbai 54

Child Protection Policy

Introduction

The Kapila Khandvala College of Education (KKCE) is a distinctive and reputed Teacher Education Institution in Mumbai under the aegis of the Sadhana Education Society, a registered Indian non-governmental organization (NGO), a charitable trust. The Kapila Khandvala College of Education prepares pre-service teachers and works closely with schools that provide Secondary Education to children. The organization's vision is *“to be a premier institution that offers distinctive teacher education to develop humane and progressive professionals”*. The mission is *“to nurture teacher professionals with positive attitudes and values, who excel in teaching- learning and research and serve as catalysts to create a just and caring society.”* In tandem with its vision and commitment and also the fact that children are often vulnerable to abuse and exploitation; KKCE is highly sensitive and accords top priority to the protection and safety of children- their right; the United Nations Charter on the Rights of the Child (UNCRC) providing the guiding principle to which India like other nations, is a signatory.

KKCE, accordingly, commits to protect its children from exploitation, neglect, and sexual and physical abuse and therefore has formulated a Child Protection Policy translating its commitment into practicality. It is intended to keep children safe from possible abuse and exploitation within the organization (Staff members, Volunteers, Resource Persons), outside (community), Partners, sponsors and volunteers they come in contact with during different activities. The policy also is to serve as advocacy to create (increase) awareness of child protection in the community and the family.

This Policy complies with the laws of the country-drawn keeping in view KKCE's Philosophy, Mission and Vision, approach and Partnership policy on Child Protection.

KKCE is engaged in working with teachers who are undergoing training at the institution and who work with children in the schools. Care and concern for children are at the heart of KKCE's work and are reflected in the vision of the organization as- to create a just and caring society which means a world that is an oppression-less, non-discriminatory society where all the citizens have access to equal rights, freedom and opportunities in ways that enable them to live safe and dignified lives and thereby get opportunities to express their creativity.

As a reflection of our commitment to the vision and because children are often vulnerable to abuse and exploitation, KKCE places the highest importance on the protection and safety of all children in all its dealings. We believe that protection is a right of every child. KKCE commits to comply with all partnership standards for child protection designed to safeguard children from exploitation, neglect, and physical and sexual abuse. KKCE continually examines the need to reduce risk to children in all its programs. These standards for child protection are intended to keep children safe from possible abuse and exploitation by staff, sponsors and others with whom they are in contact. This policy also intends to increase awareness of child protection in the family and the community.

The United Nations Convention on the Rights of the Child (UNCRC) shall be the guiding principle for implementing the basic rights of all children below the age of 18 years. The Government of India acceded to the UN Convention on the Rights of Child in 1992 and also ratified the two optional protocols in 2007. There are other laws pertaining to children in India as the Juvenile Justice (Care and Protection of Children) 2000 and Amendment Act 2006 and the Child Labour (Protection and Regulation Act) 1986. The Prohibition of Child Marriage Act 2006 and the Immoral Traffic (Prevention) Act 1956 also provide guidelines for the safety and security of children. The Policy conforms to the above laws.

Definitions

1. A child is defined as any person under the age of 18 years.
2. Child Abuse is defined as all forms of physical abuse, emotional ill-treatment, sexual abuse and exploitation, neglect or negligent treatment, commercial or other exploitation of a child and includes any actions that result in actual or potential harm to a child. Child abuse may be a deliberate act or it may be falling in action to prevent harm.
3. Child protection entails safeguarding children from any harm deliberate or otherwise and the Policy enunciates responsibilities, measures and activities proposed to be undertaken Scope - Child Protection Policy (CPP)

The Child Protection Policy applies to everyone working for or associated with KKCE. All teacher-trainees, teaching staff, non-teaching staff and resource persons based in head office, project offices in field areas, practice teaching schools or elsewhere.

It also applies to other members- members of board, volunteers-students, corporate and community volunteers, contractors and others who may come into contact with the children through KKCE, guests/visitors-donors, journalists, media, researchers, celebrities etc who may come into contact with the children through KKCE.

Implementation Guidelines

CPP1. Awareness program

1. Organize regular awareness programs on Child Rights for staff members, volunteers, community leaders, and field volunteers
2. Impart special training to trainees and staff on child protection

CPP2. Program intervention

1. Design interventions with a rights-based approach- responding to needs, sensitizing and empowering children, giving them a voice
2. Making Community advocacy programs on child rights and gender issues an integral part of all interventions
3. Mobilizing and sensitizing women/ mothers to make them and their spouses responsible for wellbeing of children and prevention of exploitation, abuse

CPP3. Compliance mechanism

1. Background verification, experience and aptitude, interest in the education sector and teaching children to be important considerations, in addition to essential and desired qualifications of candidates to be eventually recruited - full-time or part-time. Similar verifications are to be done before appointing teachers, community volunteers, interns, consultants etc. All persons shall be informed about CPP.
2. Establish a Child Protection Committee (CPC) in the organization consisting of representatives that will work towards the objectives of the committee and will conduct programs and provide services that achieve the objectives of the child protection committee. A program officer, campaigns and advocacy officer, members of the community (parents) and the youth (KKCE's alumnus) will be set up under the overall supervision of the Principal of the organization. Necessary functional linkages with local bodies, police and hospitals shall be established.
3. Capacity building of staff members working with children in projects, to effectively deal with and promote the rights of children and to help protect them from any kind of exploitation and abuse.
4. Monitor staff's performance and conduct to ensure the same is in tandem with the philosophy, mission and vision of KKCE and also culturally sensitive.

5. All personnel -staff, volunteers, interns, consultants, visitors or anyone else connected with KKCE visiting the schools will not spend time alone with a child, touch the child inappropriately or make the child feel insecure.

6. Children must not only be heard but also encouraged to voice their concerns and problems. All staff, volunteers and whoever comes into contact with children must ensure it. However, it must be watched and suitably guided that their interactions are friendly and decent.

CPP4. Complaints/ Allegations handling

1. Any complaints regarding incidents of misbehaviour with a child (abuse) in any program implemented in the target community shall be reported to the Child Protection Committee constituted under KKCE - which will, first of all, facilitate medical care to the victim, if needed; subsequently carry out a thorough unbiased investigation or if need be, get First Information Report (FIR) filed and take help from local police for appropriate legal process and actions.

2. CPC members of KKCE shall extend moral support to parents and the victim (child) and if need be; help to file the First Information Report (FIR) at the local police station. CPC has the responsibility of informing the abuse case immediately to the Secretary of KKCE who will then initiate appropriate legal recourse - dealing with the case with due sensitivity and confidentiality.

3. In case the wrongdoer is a staff member or any other person connected with KKCE, the matter shall be reported to the Nodal Officer of the Child Protection Committee (CPC) constituted, and the alleged person put under suspension with immediate effect, initiate appropriate investigations in the house or, if need be, through official machinery; the accused person to be reinstated only after being found innocent by investigations done.

4. Child subjected to abuse, more often than not, gets psychologically upset which is very traumatic and leaves a deep scar on the mind. Often faced with conflicting emotions- confusion, fear, anger, shame, depression- results in a lack of confidence and low self-esteem. Such upheaval may have serious repercussions later in life. Understandably, due personal care along with professional, effective counselling is critical and must be provided.

5. CPR-5 Policy issues

1. KKCE will be networking and collaborating with like-minded individuals and institutions for sharing knowledge and experiences (best practices), and support advocacy campaigns on child protection, and development and promote children's participation.

2. KKCE shall ensure that pictures/captions in all literature, documents and IEC materials on children are not offensive, commercializing poverty and miseries.
3. It is committed to keep information about children confidential. Child abuse incidents to be kept as confidential and handled with care and concern. Ensure Information about any such incident is shared with people only if it is deemed necessary by Child Protection monitoring group and ensure names and identities are not disclosed outside or to the media.

Contractors & Vendors

1. KKCE shall make Contractors & Vendors aware of its CP and make them agree to adhere to it.

Annexure-I

Child Protection Committee (CPC) -KKCE The constituted Child Protection Committee at KKCE shall have the following

Members:

Founder & Secretary: Dr. Mrs. Sheetal Zalte

Child Protection Officer – Mr. Ravi Mishra (Asst. Prof., Smt Kapila Khandvala College of Education)

Member- Mrs. Madhavi Wagle (Principal, School Management Committee Chairperson)

Member- Representative Members of the Trust, Sadhana Education Society

Member- Mrs. Deepali Sarode (Librarian, Smt Kapila Khandvala College of Education)