



CHILD PROTECTION POLICY

Of

Kalpa Raksha Educational & Charitable Trust

Policy Approved Date: 14-09-2024

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Note from the Board

The Board of Trusts of Kalparaksha Educational & Charitable Trust conducted the Board meeting on 14-9-2024. The Board members present reviewed & approved the policy of Child Protection Policy in full majority. It was recorded in the minutes of meeting. The Board of Trust members present have affixed their signature below.

For Kalparaksha Educational & Charitable Trust.

Signed by Secretary/President and Trustees

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KalpaRaksha Educational & Charitable Trust

Child protection policy

A.Preamble:

KalpaRaksha Educational & Charitable Trust Foundation Trust is engaged in working with the poor promoting the well being of the children whose life standards are improved through its care, protection and concerns for children. KalpaRaksha Educational & Charitable Trust's commitment to the vision is that children are often vulnerable for abuse as well as exploitation. KalpaRaksha Educational & Charitable Trust gives utmost importance to the protection and safety of the children in all fields as protection is one of the important rights of the child.

The standards followed by the KalpaRaksha Educational & Charitable Trust are designed to safe guard children from physical, mental abuse and also protects child from neglecting as well as sexual or physical abuse. KalpaRaksha Educational & Charitable Trust takes the responsibility of protecting child from the community and people in contact with the children as well as with the staff and volunteers.

The United Nation convention on the Right of the child (UNCRC) stands as the basic principle followed by KalpaRaksha Educational & Charitable Trust for all children below 18 years. The government of India which has accepted United Nation Convention on the Rights of Child during 1992 has formed two Protocols in 2007 such as.

1. Involvement of children in Armed Conflict
2. Sale of children, Child prostitution and Child Pornography. The other law followed by KalpaRaksha Educational & Charitable Trust are Juvenile Justice (Care and Protection of children) 2000 and amendment act 2000 and the child labor (prohibition and regulation act 1986) which has been effective from 10th October 2006 which has banned the employment below the age of 14 years in the field of 1. Domestic help as well as in dhabas 2.Restaurants, hotels and hospitality sector. The prohibition of child marriage act 2006 and immoral traffic (prevention) act 1956 which provide guidelines for safety and security of children.

B.Vision Statement

KalpaRaksha Educational & Charitable Trust aim to rise above the ordinary by developing education which can transform the lives of our centers children and the communities we live in. We are committed to working in coalition with government. Our staff and community to help each child to reach their full potential and free from all forms of abuse

C.Policy Statement

All staff employed by KalpaRaksha Educational & Charitable Trust is responsible for the care, safety and protection of children. This responsibility extends to the *identification and timely* response to concerns regarding the possible sexual, physical, psychological and emotional abuse or neglect of a child.

KalpaRaksha Educational & Charitable Trust and staff members are committed to the care, safety and protection of all children attending non formal education at its five centers and also children enrolled and attending the classes in local government and private schools

This document explains the actions to be taken by KalpaRaksha Educational & Charitable Trust to protect children in circumstances where abuse is suspected or when allegations of child abuse are made against any staff, children or other people, namely supporters, volunteers, parents, foreign visitors, local visitors, government reps students, board members, Child protection policy committee members and any local community members. Procedures for reporting sexual abuse are made in accordance with the Children and Community Services Amendment (Reporting of Child Sexual Abuse) Act 2008.

All staff has an important role in the identification and reporting of child abuse and the provision of support and assistance to children who have been abused.

Child protection and the prevention of child abuse is an across government initiative and a shared organization and community responsibility. This policy recognizes that the best interests of children will be met by collaborating with or engaging the expertise of government agencies or non-government departments in accordance with existing protocols.

D.Objectives of the policy

1. Provide a safe and stimulating environment for all children ensuring safety and protection.
2. Employ dedicated and experienced staff. Who have concern and commitment for safety and protection of the children.
3. Maintain proper residential structure at the centers which resonates our moral values.
4. Enhance the overall intellectual, moral and spiritual development of our centers children.
5. Provide timely feedback to board of trustees, education department, woman and child department, corporate, NGOs and CBOs on performance. and measures taken to protect the children from various forms of abuses.
6. Conduct awareness sessions for centers children about child protection policy of KalpaRaksha Educational & Charitable Trust.
7. Organize campaign in the area of child protection, safety and prevention of child abuse.
8. Conduct capacity building trainings for organization staffs about existing child protection policy and ways and means to adopt.
9. Implement and improve our NFE syllabus to be both engaging and informative.
10. Promote good citizenship and help Centers children develop their leadership skills to become ambassadors of the country

E.BASIC PRINICIPLE

It is the policy of KalpaRaksha Educational & Charitable Trust to safeguard and protect the interests of all children and also welfare of all members by protecting them from physical, sexual and emotional harm. All our staff must read, understand and sign the below document to work with us.

All staffs of KalpaRaksha Educational & Charitable Trust in whatever the capacity they are working shall abide by provisions of child protection policy and its implications if any

F.Commitment of KalpaRaksha Educational & Charitable Trust

Our organization is committed to:

- a. taking into account in all its considerations and activities the interests and well-being of children and young people with whom we area signed and working.
- b. respecting the rights, wishes and feelings of the children and young people with whom it is working;
- c. taking all reasonable practicable steps to protect them from physical, sexual and emotional abuse;
- d. Promoting the welfare of children and young people and their protection within a relationship of trust.
- e. All adults aged eighteen or over, no matter what their role or involvement within the group, are responsible for putting this policy into practice at all times.

G.Target group of children

Below mentioned target group of children comes under the ambit of Child Protection policy

1. School dropouts
2. Vulnerable children and children in crisis
3. Working Children
4. Street children
5. Orphan children, Children of destitute parents, single parents, Children of commercial sex workers, Children of beggars, Children of construction workers, children of domestic workers.

H.Program Planning and Execution:

KalpaRaksha Educational & Charitable Trust 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.

KalpaRaksha Educational & Charitable Trust supports the rights of children and is committed to their safety and well being.

All KalpaRaksha Educational & Charitable Trust Foundation Trust Team (Staff)

and projects strictly adhere to the following child protection standards so that children are not exposed to exploitation or abuse at any level at any time.

The Supporters will be allowed to meet a child only in the presence of KalpaRaksha Educational & Charitable Trust staff so as to adhere to the child rights policy.

KalpaRaksha Educational & Charitable Trust's Child protection policy reaches out common values, principles and believes and describes the steps i.e., taken to meet our commitment of child rights policies. This policy applies to all part time, full time employees of KalpaRaksha Educational & Charitable Trust, resource persons, visitors, other experts, volunteers and supporters.

KalpaRaksha Educational & Charitable Trust Foundation Trust's staff protects the child from different form of abuses: physical, mental; injuries, sexual abuse, verbal abuse, neglect and maltreatment, commercial exploitation by the parents, legal guardians or any other persons in contact with the child.

KalpaRaksha Educational & Charitable Trust team does not tolerate possession or access to any material that may abuse a child during guidance or training.

KalpaRaksha Educational & Charitable Trust will not knowingly engage anyone who poses a threat to the child. KalpaRaksha Educational & Charitable Trust even recognizes that some children are at a greater risk of abuse particularly children with disabilities, children in conflict situation as well as children in natural or post natural disaster situation.

KalpaRaksha Educational & Charitable Trust will not permit a person to work with children if he or she has been identified that they may pose a risk to children's safety or well being. KalpaRaksha Educational & Charitable Trust will guide the staff, a person in contact with child to know the child protection process by the principle "**Best interest of the Child**" they will listen to the child and take seriously the wishes and views of the child. They will also work in partnership with the parents, legal guardians, donor organizations, individual donors or other professionals /supporters to ensure the protection of the child.

All KalpaRaksha Educational & Charitable Trust subsidiary units will be required to adopt and follow a child protection policy formed by the trust that meets the basic standard an guide lines of KalpaRaksha Educational & Charitable Trust Policy.

KalpaRaksha Educational & Charitable Trust team adheres to different policy which protects the child from both intentional and unintentional harm.

KalpaRaksha Educational & Charitable Trust .Trust helps to create a safe and positive environment for the child to show that the organization is taking its duty and responsibility of care seriously.

KalpaRaksha Educational & Charitable Trust takes measures to develop

transparent protocols stating it must be remembered that it is the children not the standards that are abused which much never be tolerated as the standard are no more than a tool in the service of promoting the well fare of the child.

KalpaRaksha Educational & Charitable Trust shall always be ready to take immediate action to ensure that the child protection code of conduct is maintained perfectly in the best interest of the child and the desire to secure the best outcome of the child.

KalpaRaksha Educational & Charitable Trust trust's team shall treat children with respect regardless of race, color, sex, language religion or other opinionequally.

KalpaRaksha Educational & Charitable Trust. The trust will see that behavior of the staff, volunteers of the supporters who are in contact with the children shall behave properly with the children and shall not use any bad language, harassment, abusive, sexually provocative, de-meaning and culturally in appropriate treatment will not be given to the children.

The team of KalpaRaksha Educational & Charitable Trust shall refrain from giving physical punishment, hiring children from domestic other labor and shall not remain alone with the child without supervision.

KalpaRaksha Educational & Charitable Trust's team will ensure that when photographing children ensure file labels do not reveal identifying information about a child when sending images electronically.

KalpaRaksha Educational & Charitable Trust staff will prejudice their own position with KalpaRaksha Educational & Charitable Trust by responsibly reporting someone whom they believe is breaking the child protection code of conduct.

Anyone (staff or supporter or other persons) suspected of child abuse or inappropriate behavior will be dealt with severely, action that may include criminal investigation as well as severance of employment or relationship.

KalpaRaksha Educational & Charitable Trust's team shall never neglect to provide the child with the basic necessity of life such as food, clothing, shelter and supervision to the extent the child health and development are improved.

KalpaRaksha Educational & Charitable Trust's team shall behave in a humatic way with children facing problems such as aggression, delinquency, night mares, phobias, eating and sleeping disorders.

KalpaRaksha Educational & Charitable Trust's team shall never cause physical injuries or physical abuse such as slapping, punching, kicking, burning and grabbing. The team shall also never indulge in emotional abusing of the child such as name calling, threatening or isolating the child.

KalpaRaksha Educational & Charitable Trust, The trust team shall always

demonstrate a commitment to safe guard children from harm it helps to create a safe and a positive environment for the children.

The team shall work for deprived children rights and have an absolute duty to protect this vulnerable group from abuse, mistreatment and exploitation from others.

As silence breeds abuse and exploitation of children, KalpaRaksha Educational & Charitable Trust's team working against this shall create an environment where issues of child protection are discussed openly and are understood between the children and adults.

I.The procedure and guidelines followed by KalpaRaksha Educational & Charitable Trust are as follows:

1. **Awareness rising:** KalpaRaksha Educational & Charitable Trust's team promotes the awareness of rights of children among community leaders, interns the general public including the children.
2. **Program planning:** KalpaRaksha Educational & Charitable Trust's will incorporate that all of its project will focus on child protection to reduce risks for vulnerable children.
3. **Personal-screening and recruitment:** both permanent and contract only after verification of the back ground from reference
4. **Behavior protocols:** KalpaRaksha Educational & Charitable Trust staff will establish an atmosphere for development of children
5. **Incident management plan:** KalpaRaksha Educational & Charitable Trust shall report and manage any incident of child abuse in the community levels and report it to the community development co-coordinator
6. **Protection of sponsor child:** KalpaRaksha Educational & Charitable Trust shall follow child care policy shall ensure the sponsors receive the training about the child protection, the Childs history as well pictures are stored in secured facility.
7. **Communication about children and photographs:** KalpaRaksha Educational & Charitable Trust shall ensure that all communicate material of the children shall be dignified decent, respect full will never exaggerate and shall never share the information or photographs to any person.

KalpaRaksha Educational & Charitable Trust strictly adheres to the provisions of these Acts in order to safe guard the interest and protection of all children

J .Punishments for Offences covered in the Act are:

- ❖ Penetrative Sexual Assault (Section 3) – Not less than seven years which may extend to imprisonment for life, and fine (Section4)
- ❖ Aggravated Penetrative Sexual Assault (Section 5) – Not less than ten years which may extend to imprisonment for life, and fine (Section6)

- ❖ Sexual Assault (Section 7) – Not less than three years which may extend to five years, and fine (Section 8)
- ❖ Aggravated Sexual Assault (Section 9) – Not less than five years which may extend to seven years, and fine (Section 10)
- ❖ Sexual Harassment of the Child (Section 11) – Three years and fine (Section 12)
- ❖ Use of Child for Pornographic Purposes (Section 13) – Five years and fine and in the event of subsequent conviction, seven years and fine (Section 14 (1))

The Act provides for the establishment of **Special Courts** for trial of offences under the Act, keeping the best interest of the child as of paramount importance at every stage of the judicial process. The Act incorporates **child friendly procedures** for reporting, recording of evidence, investigation and trial of offences. These include:

- Recording the statement of the child at the residence of the child or at the place of his choice, preferably by a woman police officer not below the rank of sub-inspector, No child to be detained in the police station in the night for any reason.
Police officer to not be in uniform while recording the statement of the child the statement of the child to be recorded as spoken by the child
Assistance of an interpreter or translator or an expert as per the need of the child
- Assistance of special educator or any person familiar with the manner of communication of the child in case child is disabled.
- Medical examination of the child to be conducted in the presence of the parent of the child or any other person in whom the child has trust or confidence. In case the victim is a girl child, the medical examination shall be conducted by a woman doctor. Frequent breaks for the child during trial and Child not to be called repeatedly to testify
- No aggressive questioning or character assassination of the child
- The Act recognizes that the intent to commit an offence, even when unsuccessful for whatever reason, needs to be penalized. The **attempt to commit an offence** under the Act has been made liable for punishment for up to half the punishment prescribed for the commission of the offence.

The Act also provides for punishment for **abetment of the offence**, which is the same as for the commission of the offence. This would cover trafficking of children for sexual purposes.

For the more heinous offences of Penetrative Sexual Assault, Aggravated Penetrative Sexual Assault, Sexual Assault and Aggravated Sexual Assault, the **burden of proof** is shifted on the accused. This provision has been made keeping in view the greater vulnerability and innocence of children. At the same time, to prevent misuse of the law, punishment has been provided for making false complaint or proving false information with malicious intent. Such punishment has been kept relatively light (six months) to encourage reporting. If false complaint is made against a child, punishment is higher (one year).

The media has been barred from disclosing the identity of the child without the permission of the Special Court. The punishment for breaching this provision by media may be from six months to one year.

For speedy trial, the Act provides for the evidence of the child to be recorded within a period of 30 days. Also, the Special Court is to complete the trial within a period of one year, as far as possible.

To provide for **relief and rehabilitation of the child**, as soon as the complaint is made to the Special Juvenile Police Unit (SJPU) or local police, these will make immediate arrangements to give the child, care and protection such as admitting the child into shelter home or to the nearest hospital within twenty-four hours of the report. The SJPU or the local police are also required to report the matter to the Child Welfare Committee within 24 hours of recording the complaint, for long term rehabilitation of the child.

The Act casts a duty on the Central and State Governments to spread awareness through media including the television, radio and the print media at regular intervals to make the general public, children as well as their parents and guardians aware of the provisions of this Act.

The National Commission for the Protection of Child Rights (NCPCR) and State Commissions for the Protection of Child Rights (SCPCRs) have been made the designated authority to monitor the implementation of the Act.

KalpaRaksha Educational & Charitable Trust strictly adheres to the below mentioned provisions if there are any criminal offences committed by any members of the society as against its children at the centers or in its operational area.

J.New Workers

Workers and assistants are by far the most valuable resource the group has for working with young people. When recruiting and selecting paid workers and volunteers the following steps will be taken:

- Completion of an application form;
- An interview by three people from the Committee, who will take the final decision;
- Identifying reasons for gaps in employment, and other inconsistencies in the application;
- Checking of the applicants' identity (passport, driving license, etc);
- Taking up references prior to the person starting work;
- Ensuring criminal record checks have been carried out through relevant local agencies approved by the Criminal Records Bureau;
- Taking appropriate advice before employing someone with a criminal record;
- Allowing no unaccompanied access to children until all of the above have been completed;
- A probationary period of 3 months for new paid workers and volunteers;
- On-going supervision of paid workers and volunteers;

- Ensuring good practice is followed in working with children and young people by providing appropriate training and guidance;
- A nominated child Protection representative on the Management Committee.

K.Role and responsibilities of Child protection committee of KalpaRaksha Educational & Charitable Trust

The Child Protection Committee recognizes that organization staffs, local communities and public have a vital role in keeping children and young people safe. The committee as a whole has responsibility for the well-being of children and young people. Committee members should remain alert to circumstances in which children and young people may be harmed. Members can refer, furnish all relevant information's and assist the statutory agencies by bringing cases to their attention. Relatives, friends and neighbors of children and young people are particularly well placed to do so, but they must know what to do if they are concerned.

Because of the difficult and sensitive nature of child protection responsible staffs, communities and public must be confident that any information they provide will be treated in a sensitive way and used only to protect the interest of the child. They should know that early action on their part is often the best way of helping organization stay together as well as protecting the child.

L.Responsibilities of the Committee.

1. Improve the safety and well being of vulnerable and children in crisis by working in close partnership with Child Help Line, Child Welfare Committee, local police, Labor department, Department of Woman and Child, local schools and community in general
2. Identify abused children if any and find remedial measures for these children in the area of education. Counseling, referral and placement services with child welfare committee and secure social and legal justice for the affected abused children
3. Ensure full integration between above mentioned bodies and child protection at all levels
4. Develop and implement Integrated Children's Services Plan focused on prevention and rehabilitation of children
5. Appraise and explain provisions of Child protection Policy with all the staffs of KalpaRaksha Educational & Charitable Trust ensuring safety and protection of all children
6. Conduct capacity building trainings for responsible organization staffs in the area of Child Protection, safety and prevention
7. Initiate and build community awareness and sensitize general public about the child abuse, related offenses and legal and punitive measures
8. Conduct preliminary domestic enquires based on Principle of Natural Justice as an initial responsibility and bring the culprits and offenders within legal frame work to seek legal remedies
9. Undertake any other responsibilities and functions from time to time in order to fulfill all the objectives of child protection policy.

M. Child Protection Representative

Shalini A has appointed a child protection representative, whose name is displayed on the notice board. If any worker has any child safety concerns, they should discuss them with him/her. He/she will take on the following responsibilities:

- Ensuring that the policy is being put into practice;
- Being the first point of contact for child protection issues;
- Keeping a record of any concerns expressed about child protection issues;
- Bringing any child protection concerns to the notice of the Management Committee and contacting the Local Authority if appropriate;
- Ensuring that paid staff and volunteers are given appropriate supervision;
- Ensuring that everyone involved with the organisation is aware of the identity of the Child Protection Representative.

SN o.	Name	Gender	Designation	Position in committee	Sign
1	Shalini	Female	Administrator Assistant	Chairperson	Shalini. A.
2	Ramesh S Naik	Male	Executive Director & Admin	Member	
3	Pavitra B L	Female	Center in charge	Member	
4	Suma M K	Female	Center In charge	Member	
5	Poornima	Female	Center child	Member	
6	BhavyaShree	Female	Center child	Member	
7	Siddaraju H	Male	Legal Advisor	Member	

N. Our Presence:

1. KalpaRaksha Boys Home 1

#268, 9th Cross, NGEF Layout, Nrupatunga Nagara, Nagarbhavi 2nd Stage, Bangalore - 560072

2. Kalparaksha Girls Home

#8/19, 1st Main, 8th Cross, Ganesha Block, Tent Road, Nandini Layout, Bangalore-560096

3. Spandana-Kalpa Raksha Boys Home 2

C/O Sree Siddaganga Rural High School, Purushanahalli, Chikkamadhure Hobli, Doddaballapura Taluk, Bengaluru Rural.

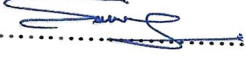
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Mobile num: 8722598131/9535655661

Website : <https://kalparakshatruster.org/>

This policy was adopted by the Kalpa Raksha Educational & Charitable on 14-09-2024

Signed on behalf of the Board Of Trust by:

Signature.....

Name in Capitals : **KUMAR S NAIK**

Signed on behalf of the Child Protection Committee by:

Signature.....





Name in Capitals : **SHALINI A**

The policy has been reviewed by the Management Committee on:

Date.....**14-09-2024**

The Below signed Board of Trustees have thoroughly understood the policy and have affixed their signature for the implementation of the above policy on 14-9-2024

**For Authorised Signature of Member of
Kalparaksha Educational & Charitable Trust**

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