



Child Safeguarding and Protection Policy

Version 1.3

Approved by: The Board of Trustees
Prepared On: September 2023
Next Review: September 2025



1. Introduction

Safa Educational Welfare and Charitable Trust (TSEWCT), where we prioritise the safety and well-being of every child involved in our programs and activities. Our Child Safeguarding and Protection Policy serves as a cornerstone of our commitment to ensuring a secure environment for all children.

At TSEWCT, we recognise the importance of creating a protective space that shields children from all forms of harm, abuse, and exploitation. This policy outlines our zero-tolerance stance against any actions that endanger the welfare of children under our care.

Join us in upholding the principles of child safeguarding and protection as we work together to foster a safe and nurturing environment for every child associated with TSEWCT.

As a member of Sphere India - National Coalition Humanitarian Agencies in India, this policy has been created by researching its best practices and from other globally recognised organisations like UNICEF, Save the Children, and Plan International.

2. Purpose

This policy serves the following purposes:

- Preventing and addressing all forms of harm, abuse, and exploitation against children within TSEWCT's operations
- Establishing clear guidelines and procedures for responding to safeguarding concerns involving children.
- Promoting awareness and accountability among TSEWCT staff, volunteers, partners, and stakeholders regarding child safeguarding and protection.
- Monitoring and continuous improvements of the policy to stay up to date with the latest standards and best practices for safeguarding children.
- Providing a clear process of reporting, investigating and addressing the abuse or exploitation by the committee and India or International laws.

3. Principles

TSEWCT is guided by the following principles in implementing this policy:

- Zero tolerance for any form of harm or abuse against children.
- Respect for the dignity, rights, and best interests of every child.
- Non-discrimination and inclusivity in all interactions with children.
- Accountability, transparency, confidentiality, empowerment of children.
- Continuous improvements through feedback, monitoring and evaluations from everyone involved.
- Collaboration and partnership with staff, volunteers, partners and stakeholders in child protection standards, detection of abuse and appropriate response mechanisms to safeguard children effectively.
- Effective reporting process along with timely response process for handling complaints and resolution while maintaining child's safety and well being as a priority.

Sources:



- UNICEF. "Child Safeguarding Principles."
- Sphereindia. "Child Protection Policy".
- Save the Children. "Safeguarding Children Policy."
- Plan International. "Child Protection and Safeguarding Framework."
- Save the Children. "Safeguarding Training and Accountability Practices."
- UNICEF. "Confidentiality Standards in Child Protection."

4. Scope of Application for TSEWCT Child Safeguarding and Protection Policy

This policy applies to all TSEWCT personnel, including Board Members, employees, consultants, contractors, sub contractors, suppliers, partners (individual or an organisation), interns, volunteers or any individual associated across all organisational activities involving children. These activities encompass:

- Meetings, consultations, campaigns, and events organised by TSEWCT, irrespective of format or venue.
- Development of TSEWCT publications, communications materials, or any content involving children.
- Collection of images, videos, audio recordings, written submissions, or personal information related to children.
- Online or face-to-face interactions with children for educational, promotional, or informational purposes.
- Everyone is obligated to report any safeguarding concerns or incidents which are managed in line with this policy.

For this policy, a child refers to any person below 18 years of age. It aims to prevent and address all forms of harm, including physical, sexual, emotional abuse, neglect, exploitation, and other harmful practices.

Any concerns regarding child safeguarding or potential child protection violations will be promptly addressed through established TSEWCT protocols. Personnel are obligated to report instances of sexual exploitation and abuse according to TSEWCT guidelines aligned with international standards for child protection.

Sources:

UNICEF, "Global Child Safeguarding Standards."
Save the Children, "Safeguarding Scope and Standards."
Plan International, "Scope of Child Protection Policy."

5. Definitions For Child Safeguarding And Protection

The following definitions are provided to assist in understanding and guiding the behaviour and work of all individuals involved in Safa Educational Welfare and Charitable Trust (TSEWCT), as outlined in section 4: Scope of the Child Safeguarding Policy:

- **Child:** A child is defined as any person under the age of 18, in line with the United Nations Convention on the Rights of the Child (CRC), which is widely recognised across organisations like UNICEF, Save the Children, and Plan International

- **Child Protection:** Preserving children's integrity and fostering safe environments for their development, wherein their legal rights and best interests are upheld. This involves preventing, detecting, and responding to all forms of violence, abuse, neglect, or exploitation.
- **Child Safeguarding:** Ensuring, through established procedures, guidelines, and practices, that TSEWCT's programs, projects, and interventions do not harm or expose participating children to any risks of violence or harm.
- **Violence against Children:** The deliberate use of physical force or power, either in actuality or through threats, against children, resulting in or likely to result in injury, death, psychological harm, developmental disorders, or deprivation.
- **Emotional/Psychological Violence against Children:** Causing actual or potential psychological or emotional harm to a child through acts such as restriction, degradation, humiliation, intimidation, or harassment, impacting the child's emotional and psychological well-being.
- **Sexual Violence against Children:** Forcing or coercing a child to engage in sexual activities, including harassment, exposure to sexual activities, exploitation, or involvement in sexual performances, leading to physical, psychological, or emotional harm.
- **Child Abuse:** Any action, omission, or negligent treatment depriving children of their rights and well-being, causing or likely to cause physical, psychological, emotional, or social harm.
- **Harmful Practices:** Practices denying children's dignity and rights, imposed by society or communities, including child marriage, female genital mutilation, or physical or corporal punishment.
- **Neglect:** Persistent failure to meet children's physical and/or psychological needs.
- **Intimidation/bullying (including cyberbullying):** Aggressive acts causing harm, often with a power imbalance.
- **Child commercial exploitation/labour:** Forcing children to work for economic benefit, detrimental to well-being.
- **Institutional violence:** Acts or denial of rights by public authorities, contributing to re victimisation.
- **Gender violence:** Violence based on biological sex or gender identity, causing harm or suffering.
- **Re victimisation:** Additional suffering for victims during contact with institutions or society after violence or rights violations.

6. Roles And Responsibilities

All TSEWCT personnel have a shared responsibility to safeguard and protect children. Specific responsibilities include:

- Compliance with this policy and reporting any safeguarding and Protection concerns to the designated Child Safeguarding Focal Point.
- Providing support and guidance to staff, volunteers, and partners on child safeguarding and protection issues.
- Taking appropriate action to address safeguarding concerns promptly and effectively.
- TSEWCT ensured that it followed and adopted the points outlined by the Child Protection Committee and adhered to the roles and responsibilities of statutory



bodies as stipulated in the Child Protection and Welfare Committee (CPCR) Act of 2005 and the Juvenile Justice (JJ) Act of 2015.

7. Child Safeguarding Committee:

TSEWCT has a dedicated group responsible for ensuring the safety, protection, and well-being of children within the organization. It monitors compliance, addresses concerns, and promotes a safe environment to prevent harm, abuse, or exploitation of children. For more details regarding the committee, please refer to Annexure-I

8. Preventing Harm and Mitigating Risk

TSEWCT prioritises prevention and risk mitigation measures to create a safe environment for children. This includes comprehensive induction and training for personnel, careful planning of activities involving children, and adherence to confidentiality and data protection principles.

9. Responding to Child Safeguarding Concerns

Any safeguarding concern reported to TSEWCT is promptly referred to the Child Safeguarding Focal Point for investigation and appropriate action. Responses prioritise the safety and well-being of the child, ensuring confidentiality and adherence to legal and ethical standards.

10. Monitoring and Review

This policy undergoes regular monitoring and review to ensure its effectiveness and relevance. Feedback from stakeholders, lessons learned, and emerging best practices inform policy updates and improvements.

11. Conclusion:

In conclusion, Safa Educational Welfare and Charitable Trust (TSEWCT) is unwavering in its commitment to prioritising the safety, well-being, and rights of every child associated with its programs and activities. Through the implementation of robust child safeguarding and protection policies, TSEWCT strives to create a protective environment that shields children from harm, abuse, and exploitation. By upholding the principles of zero tolerance for any form of harm, respect for children's dignity and rights, non-discrimination, and collaboration with stakeholders, TSEWCT ensures that every child receives the care, support, and protection they deserve.

Moreover, TSEWCT recognises the importance of compliance with relevant legislative frameworks, such as the Child Protection and Welfare Committee (CPCR) Act of 2005 and the Juvenile Justice (JJ) Act of 2015, by adopting their principles and adhering to the roles and responsibilities outlined therein.



Through continuous monitoring, review, and improvement of its child safeguarding policies and practices, TSEWCT remains steadfast in its pursuit of fostering a safe, nurturing, and inclusive environment where every child can thrive and fulfill their potential.

12. Code of Conduct for Child Safeguarding and Protection by TSEWCT:

All staff, consultants, interns and partners working for or with TSEWCT have a role to play in keeping children safe. In agreeing to abide by this Code of Conduct, you are committing to the following,

I will:

- Respect every child's dignity and rights by treating them with kindness and fairness, and ensuring they have access to their basic needs and opportunities.
- Show zero tolerance for abuse or harm against children by taking immediate action to protect them from any form of mistreatment or danger.
- Maintain professional boundaries by establishing clear and appropriate relationships with children, avoiding situations that could be perceived as inappropriate.
- Hold yourself and others accountable for adhering to safeguarding principles and taking responsibility for actions that impact children's safety and welfare. For example, if you see someone behaving wrongly with a child, you report it. If you make a mistake that could harm a child, you admit it, fix it, and learn from it. Accountability fosters a culture of responsibility and safety.
- Ensure confidentiality of child-related information by keeping sensitive details private and only sharing them with authorised individuals when necessary for the child's well-being.
- Provide a safe environment for children by implementing measures to prevent accidents, injuries, or exposure to harmful situations.
- Stay informed through training on safeguarding to understand the signs of abuse, how to respond to concerns, and how to create a protective environment for children.
- Promptly report any safeguarding concerns to designated authorities or child protection agencies to ensure timely intervention and support for the child.
- Involve children in decision-making by listening to their opinions, considering their preferences, and empowering them to participate in matters that affect them.
- Supervise and monitor interactions with children to prevent potential risks and ensure their safety and well-being at all times.
- Contribute to improving safeguarding practices by sharing knowledge, experiences, and suggestions for enhancing policies and procedures that protect children.
- Support and advocate for vulnerable children by providing them with resources, assistance, and advocacy to address their needs and protect their rights.

12. Review and Updates

The policy will be reviewed as needed based on changes in legal or organizational requirements.