



Child Protection Policy



2017



Social Organization District Coordination
Committee, Parsa

- 
- Inform children, staff, board members, and volunteers about the child protection policy and related procedures (awareness, prevention, reporting, responding).
 - Foster open and honest discussions on child abuse in national meetings and workshops.
 - Put in place fair, secure and transparent reporting channels in each program /project.

KEY PARTS OF THE POLICY

A) AWARENESS

The development of an open and responsive culture is essential for safeguarding children. We as an organization and each co-worker need the courage to break the silence and taboo of discussing child abuse.

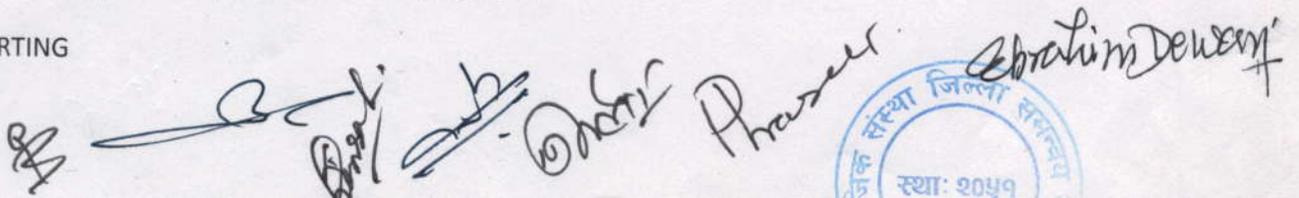
- It is crucial that everyone connected to SODCC Parsa understands child abuse.
- SODCC will provide regular opportunities to discuss child protection: at meetings, during informal discussions, or in performance appraisals.
- The best interests of the child guide our child protection process. In the case of conflicting interests, preference to the child's welfare will be provided.
- Roles and responsibilities regarding child protection will clearly defined and communicated.
- All employment contracts and codes of conduct signed by staff and representatives of the organization will also refer to the child protection policy.

B) PREVENTION

The main focus is on implementing suitable human resource recruitment and development approaches. Combined with this, it is essential that we carefully listen to children, take their views seriously, encourage them to participate in discussions on child protection issues, and offer them the opportunity to building trust-filled relationships. During recruitment procedures it will be necessary to sign the code of conduct regarding child protection mentioned in annex 1.

- The highest standards of selection, recruitment and verification procedures will be applied. Applicants for any position as a staff or volunteer disclose all previous criminal convictions.
- Each staff will receives adequate training and sign codes of conduct confirming their understanding of and commitment to our child protection policy.
- Staffs will be provided with orientation regarding the child protection policy during the first month of their employment.
- Child protection will be a regular topic in every staff training program.
- Through training and experience sharing, we learn the difference between appropriate and non-appropriate behavior. Child and youth-care staff treats children with affection, but keep clear and supportive boundaries.
- Children will be enabled to take on responsibility for their own development and protection. They will be encouraged to participate in all matters affecting their lives and are involved in discussions on their rights..
- Each child will be offered individual development opportunities tailored to his or her needs and potential. Staff receives training and support to put child development activities into action.
- Staffs will encouraged to regularly share experiences within and between facilities and programs regarding how they approach child protection.

C) REPORTING



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All concerns raised will be taken seriously and take appropriate action. Children, staff or other adults who make reports are supported and protected. A person accused of child abuse will be given a fair hearing. Confidentiality is of utmost importance when dealing with cases of abuse and information is handled with sensitivity.

D) RESPONDING

All forms of child abuse will be treated equally and result in a variety of responses. We ensure that there will be always a response, regardless of whether the abuse committed is considered large or small. By responding we guarantee that a transparent and fair procedure is followed, so that nobody is falsely convicted and the rights of everyone involved are protected. There will be a Child Protection Team in the organization for fair hearing of complains.

- In all cases of suspected or proven child abuse or neglect, the focus will be placed on safeguarding and protecting the child. At the same time, healing measures are provided and the protection for all persons involved is guaranteed. The affected child receives the necessary counseling and support.
- The response to child-to-child abuse will focus on what is best for both children's development.
- If abuse is committed by an adult, legal steps are taken. Legal assistance is obtained as per need.
- In all abuse cases, an internal investigation will be carried out by the Child Protection Team, which makes a decision on further steps.
- If needed, cases will be referred to legal authorities of Nepal Government.
- A written record of all reported abuse cases and their conclusions is kept safe in the office.

Formation of Child Protection Team

A Child Protection Team will be formed to ensure the implementation of the policy. A 3 membered team will be formed in chairmanship of a female member of Executive board of SODCC. Any person can complain to the team against staffs/members/volunteers/consultants if he/she violates the policy. The Team will be formed as follow:

Chairman – Executive board female member

Member- Executive board member

Member- Program Coordinator

Role of the Team:

- Monitor persons related to SODCC and Ensure implementation of the policy.
- Accept complaints on violation of the policy. Without complaint, team can start investigation if any violation found by the team.
- Ask justification if policy is violated by any staffs, board members, consultants etc. If justification is not satisfactory, recommend further actions to Executive board.
- Orient new staffs/members/volunteers/consultants etc. about the policy.

IMPLEMENTATION PROCEDURE:

Child protection is everyone's business. It is an integrated part of our work and affects everyone in SODCC Parsa and anyone who comes in contact with our organization. Staffs, volunteers, Board members, Visitors

and sponsors, Partners of other organizations who work and interact with our organization, External contractors and consultants who provide services. All the persons related to SODCC will sign the child protection code of conduct (Annex 1) immediately.

Annex 1

Code of conduct for NGOCC Bord member/ staff / volunteers / consultants

Board Members/Staff / volunteers / consultants should always

- Be aware of situations that may present risks to children.
- Plan and organize their work and workplace so as to minimize risks.
- As far as possible be visible in working with children.
- Talk to children about their contact with staff or others and encourage them to raise any concerns
- Empower children - discuss with them their rights, what is acceptable and unacceptable and what they can do if there is a problem
- Be a positive role model
- Be loving / caring / responsible
- Demonstrate encouragement / motivation
- Show equal treatment between girls and boys
- Try as much as possible to involve children in decision-making. Allow children to make their own decisions, particularly about their own lives
- The best way to protect children is to empower them to protect themselves
- Be good role models of how to be with children both in our homes or working places
- Be sensitive to acts of abuse, and aware of children's concerns and complaints
- Respect children's dignity in homes, workplace and anywhere.
- Listen carefully to children
- Act on children's concerns / problems immediately
- Act fairly on matters that involve children and adults together
- Play a positive role in safeguarding children and promoting their safety

Staff / volunteers / consultants should never

- Spend excessive time alone with children away from others
- Take children to their home, especially when they will be alone with you
- Hit or otherwise physically abuse children
- Develop physical or sexual relationships with children or any client of NGOCC
- Use language, make suggestions or offer advice, which is inappropriate, offensive or abusive
- Behave in a manner, which is inappropriate or sexually provocative
- Have a child / children with whom they are working stay the night at their home unsupervised
- Sleep in the same bed as a child with whom they are working
- Do things for children of a personal nature that they can do for themselves
- Condone or participate in behavior of children which is illegal, unsafe or abusive
- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse
- Discriminate against, show different treatment or favor particular children to the exclusion of others

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Abraham Dewari

- Perpetrate psychological and emotional abuse
- Expose children to pornography
- Expose children to hazardous work
- Stigmatize children.
- Exploit children through child labour, sex work and domestic work
- Discriminate between children of different genders e.g. punishing pregnant schoolgirls, favouring boy / girl child
- Neglect children e.g. not meeting children's needs, not offering adequate care to children
- Infringe children's rights e.g. to privacy and confidentiality
- Employ children under the age of 18 or those who have not completed their primary school
- Involve children in harmful practices e.g. female genital mutilation
- Involve children in sexual relationships
- Beat or otherwise assault children

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Abraham Dewari

