



# PEOPLE'S PARTICIPATION

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## **Child Protection policy: “ People’s Participation” (PP)**

- Ψ Functional Area: **Child Protection**
- Ψ President: **Samita Goswami**
- Ψ Approved by: **Govt Body of ‘ People’s Participation’**
- Ψ Acronym: **PP**
- Ψ Date of Approval: **10.09.2014**
- Ψ Date of Next review: **As required**
- Ψ Version: **Final**
- Ψ Language: **English**
- Ψ Applicable to: **“People’s Participation” and its related programmes.**
- Ψ Procedures: **Child Protection; keeping children safe; reporting and responding to; Child Protection Issues in ‘People’s Participation’.**
- Ψ Strategy: **Keeping Children Safe- ‘People’s Participation’ Strategy for Protection of Children.**
- Ψ Contact: **Secretary- ‘People’s Participation’**

### **Purpose:**

As an Indian child centered community development organisation whose work is underpinned by the United Nations Convention on the Right of the Child (UNCRC), ‘People’s Participation’ is committed to promoting the rights of children including their right to be protected from harmful influences, abuse and exploitation. PP takes active measures to ensure children’s rights to protection are fully realised.

PP Acknowledges its expectation that its employees and others who work or engaged with ‘People’s Participation’ have children’s best interests at the heart of their involvement with PP.

This Child Protection Policy is PP’s statement of intent that demonstrates our commitment to safeguarding children from harm and makes clear to all in the organisation and who come into contact with us what is required in relation to the protection of children and that child abuse in any form is unacceptable to ‘ People’s Participation’.

### **A. PP’s vision for child protection:**

#### **Vision:**

We aim to create 'Child Safe' environments, both internally and externally; where children are respected, protected, empowered and active in their own protection and where Staffs are skilled, confident, competent and well supported in meeting their protection responsibilities.

**Statement:**

PP is committed to actively safeguarding children from harm and ensuring children's rights to protection are fully realised. We take seriously our responsibility to promote child safe practices and protect children from harm, abuse, neglect and exploitation in any form. In addition, we will take positive action to prevent child abusers from becoming involved with PP in any way and take stringent measures against any PP personnel and volunteers and or Associates who abuse a child. Our decisions and actions in response to child protection concerns will be guided by the principle of 'the best interests of the child'.

**B. Definitions under the Child Protection Policy:**

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 failing to act to prevent harm. Child abuse consists of anything which individuals, institutions or processes do or fail to do, intentionally or unintentionally, which harms a child or damages their prospect of safe and healthy development into adulthood.

3. Child Protection, within the scope of this policy, is defined as the responsibilities, measures and activities that PP under takes to safeguard children from both intentional and unintentional harm.

**C. Scope of the Child Protection Policy:**

The Child Protection Policy applies to everyone working for or associated with PP. It encompasses the whole of PP and includes without limitation:

**A. Personnel at all levels-** In Office, in field or elsewhere.

**B. PP Associates-** These include board members, volunteers, community volunteers, sponsors, consultants and contractors. Also the personnel/staffs and/or representatives of partner/network organisations and local Governments who have been brought into contact with children or are party to PP Child sensitive data while working for or with PP.

**C. PP Visitors:** (e.g. donors, journalists, media, researchers, celebrities etc) who may come into contact with children through PP are also bound by this policy.

**D. Responsibilities under the Child Protection Policy:**

**PP Personnel, Associates and Visitors Must:**

1. Never abuse and/or exploit a child or act/ behave in any way that places a child at risk of harm.
2. Report any child abuse and protection concerns they have in accordance with applicable local office procedures. **This is a mandatory requirement for personnel. Failure to do so may result in disciplinary action.**
3. Respond to a child who may have been abused or exploited in accordance with applicable local office procedures.
4. Cooperate fully and confidentially in any investigation of concerns and allegations.
5. Contribute to an environment where children are respected and encouraged to discuss their concerns and rights.
6. Always ask permission from children (or, in the case of young children, their parent or guardian) before taking images (e.g. photographs, videos etc) of them. Respect their decision to say no to an image being taken. Ensure that any images taken of children are respectful (for example; Children should have adequate clothing that covers up the sexual organs. Images of children in sexually suggestive poses or that in any way impact negatively on their dignity or privacy are not acceptable). Stories and images of children should be based on child's best interest.
7. Be aware that where concerns exist about the conduct of personnel or volunteers or associates in relation to child protection and /or where there has been a breach of the Child Protection Policy, this will be investigated under this policy either: by consideration of referral to statutory authorities for criminal investigation under local laws within India and/or by PP in accordance with disciplinary procedures. This may result in disciplinary sanctions and /or dismissal for personnel.

Be aware that PP will sever all relations with any PP Associates or Visitors' who is proven to have committed child abuse.

8. Be aware that, if a legitimate concern about suspected child abuse is raised, which proves to be unfounded on investigation, no action will be taken against the Reporter. However, any employee who makes false and malicious accusations will face disciplinary action.

Be aware that PP will however take appropriate legal or other action against PP Associates and Visitors who make false and malicious accusations of child abuse.

**PP personnel must not:**

9. Disclose information that identifies sponsored families or children or make it available to the general public unless that disclosure is in accordance with standard PP policies and procedures.

**PP Associates and Visitors must not:**

10. Disclose information that identifies sponsored families or children or make it available to the general public without explicit consent from PP.

**President, Secretary, Governing Body Members, Senior Programme Managers, and Project Officers must:**

11. Ensure that each office has in place local procedures that are consistent with the Indian Child Labour Protection Policy and with the document reporting and responding to Child Protection issues in PP to respond to incidents of child abuse. Local procedures should be developed with assistance of advisers in accordance with the local laws. Any deviation there from must have prior formal approval from the PP office.

Ensure that local procedures' are made available in local languages.

**E. Personal Conduct Outside Work:**

We are committed to ensuring that our personnel and representatives apply high standards of behaviour towards children within both their professional and their private lives.

PP does not intend to dictate the belief and value systems by which PP employees conduct their personal lives. PP Position is dependent, however, on maintaining good relations and upholding its reputation as a child- focused community development organisation with numerous organisation. Unlawful or other conduct by PP employees which jeopardizes PP's reputation or position whether during or after business hours will not be permitted. Such conduct includes, but is not limited to: any unlawful activity related to sexual abuse; any other unlawful activity; sexual harassment; physically/verbally abusive behaviour and public disorderly conduct.

**Personnel, Staff and Associates are required to bear in mind the principles of the Child Protection Policy and heighten their awareness' of how their behaviour may be perceived both at work and outside work.**

This policy has been reviewed and is recommended for approval by:

**Dipankar Mitra**  
**Secretary - 'People's Participation'**

This policy has been viewed and is approved by:

**Samita Goswami**  
**President- 'People's Participation'**