

Mahasakthi Welfare Society

Child Protection Policy



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TamilNadu – India



Child Protection Policy

Children are equal citizens of the country, so it is very important to protect children. In the Constitution of India,

Article 21A:

Ensures free and compulsory education for children of 6-14 years of age.

Article 24:

Prohibits the employment of children below the age of 14 years in factories, mines or any other hazardous work.

Article 39(e) & (f):

Enjoins the state to ensure that children are not forced to work in occupations unsuitable to their age or strength and are protected from exploitation and neglect.

Article 45:

Requires the state to provide early childhood care and education to children below the age of 6 years. In addition to ensuring equality and non-discrimination for all children on the basis of sex, ability, age, religion, race, etc., the UN has also adopted its UN The Convention on the Rights of the Child (1989) through Article 19 declared:

Furthermore, Article 2.2 of the Preamble to the National Policy for Children, 2012,

1. All children have equal rights, regardless of place of birth, sex, religion, caste, class, language and disability, socio-economic or any other status;
2. All children have the right to a loving family, a life in dignity free from exploitation and to families being supported by a strong social safety net in the care and upbringing of their children.
3. The safety and security of all children are integral to their well-being, and children should be protected from all forms of harm, abuse, neglect, violence, maltreatment and exploitation"

Purpose of the policy

The purpose of this policy is to raise awareness about child protection and preventing and reporting abuse. Ensure that they are not further marginalized or left unprotected.

Aim

The aim is to provide activities for children and young people that promote self-expression, community integration, and an appreciation for cultural diversity.

Zero tolerance of child abuse

We will never tolerate child abuse. We are committed to protecting children. MWS will not tolerate child abuse in any form. We will not knowingly or directly engage with anyone, any individual, or those who pose an unacceptable risk to children. When we work with partners, they are responsible for meeting minimum child protection standards in their programs.

Maha Sakthi Welfare Society

1. Every young person in the group should have a formal registration. Their parent or guardian must fill out an information/consent form that is included with the information. These forms, which contain important details about emergency contacts and health information, should be brought to every session and kept safely. Refer to Appendix B.
2. Attendance register: every session should have its own register.

You must register any activities for children under eight that last longer than two hours in a single day, or if you operate a vacation camp six days a year.



For Maha Sakthi Welfare Society


Dr. P. Kala
Secretary

child protection officer

The secretary of Maha Sakthi Welfare Society serves as the child protection officer. whose name appears on the notice board in the MSW main office area or in the minutes dated, along with their name and contact information. Workers should talk to their supervisors about any child safety concerns they may have. The following duties will be assumed by her.

Every month, our staff visits the villages to see if there are any issues with the children; if so, they learn about them and try to provide appropriate solutions. When problems exceed a certain level, or if there are any issues with the children, our organization strives to quickly notify the relevant departments of the nature of the problem and ensure that the children receive the justice they require.

Journeys/Excursions

Make sure a trip/outing slip is filled out when planning a trip or outing. This contains information about the trip and a consent form for parents. Together with the completed group information/consent forms, these slips must be brought on the trip and returned prior to the event.

Personal/Personnel Safety:

- 1.Children under 16 should never be left unattended.
2. Avoid spending extended periods of time alone with a child or young person. If you need to be alone with a child or young person for reasons such as first aid or distress, ensure that another worker is aware of your location and reason.
3. External volunteers or workers should never meet a young person away from the activity unless accompanied by someone else.
4. Meetings must be planned and approved by a Committee member (not the organizer).
5. Teenage assistants must always be supervised

Safety of Children

- 1.Ensure that the area you're using for activities is appropriate for the purpose, for example, remove any furniture that could cause injury during energetic games.
2. Ensure all workers and assistants understand
Where is the emergency phone?
Where is the first aid kit? and
Who is responsible for recording accidents and injuries in the incident book?
What to do in case of fire or emergency?.
3. Every year, there should be a fire practice.
- 4.Children should not be allowed to leave the house without an adult unless the parent specifically allows it. Never allow a child to go with another adult unless the parent has informed you beforehand.



For Maha Sakthi Welfare Society


Dr. P. Kala
Secretary

Training

New Workers(At the time of induction)

When we hire new employees, we carefully review their applications, investigate their family history, and determine whether they have a criminal history. We will first raise awareness of child protection among newly hired employees. In addition, every three months, they will receive child protection awareness training. All employees and other Individual will be made aware of child protection.

At the time of Board meeting :
During the annual board member meeting, board members will be responsible for delivering this training to other general member and ensuring that partners download it to their grassroots target beneficiaries. Awareness Raising - All employees will be made aware of child safety. During induction: At the employee level, Training in child protection will be provided. During the annual board meeting, board members will deliver training to other members and ensure partners download it for grassroots beneficiaries.

Prevention and Grievance Redressal Mechanism

Awareness, Monitoring and Grievance Redressal Committee

A committee called Child Protection Committee will consist of MWS Director, a staff member, school teacher, social worker

1. Child abuse will be reported directly to the Safety Committee. Confidentiality will be maintained in every case.
2. The Safety Committee will undertake the work of safety and reporting
3. Disciplinary action will be initiated against any member who engages in the following activities
4. Our organization will not only seek justice for the children, but will also assist them in overcoming the stress they are experiencing.
5. Every year, our organization raises awareness about sexual harassment among boys and girls by having our employees visit schools in rural areas.

What you should do

When a child speaks up, listen attentively, avoid promising secrecy, take them seriously, reflect but don't investigate, report to the designated officer, and seek advice promptly.

What you should not do

1. Avoid taking matters into your own hands.
2. Only discuss with authorized individuals.
3. Refrain from making unilateral decisions.

Encouraging phrases: Express importance, no fault, empathy, right to speak up, help assured. Take clear notes.

Avoid: Leading questions, doubting, showing emotions, false promises.



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