

## **Child Protection Policy**

### **Purpose**

As an Indian child-centred youth development organisation, Rubaroo is committed to promoting the rights of children including their right to be protected from harmful influences, abuse and exploitation.

Rubaroo takes active measure to ensure children's right to protection are fully realized. We acknowledge its expectation that all employees and others who work with Rubaroo have children's best interest at the heart. The Child Protection

Policy is Rubaroo'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 Rubaroo.

### **Vision**

We aim to create "child safe" environments, both internally and externally, where children are respected, protected, empowered and active and where Staff are skilled, competent and well supported in meeting their protection responsibilities.

### **Statement**

Rubaroo is committed to actively safeguard from harm and ensuring children's right to protection are fully realized. We take our responsibilities 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 Rubaroo in any way and take stringent measures against any Staff and / or Associate who abuses 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".

### **Definitions under the Child Protection Policy**

A 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 included any action 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.

Child Protection, within the scope of this policy, is defined as the responsibilities, measures and activities that Rubaroo undertakes to safeguard children from both intentional and unintentional harm

### **Scope of the Child Protection Policy**

The Child Protection Policy applies to everyone working for or associated with Rubaroo. It encompasses the whole of

Rubaroo and includes without limitation:

1. Staff at all levels - in offices, in field or elsewhere
2. Associates - these include board members (international and National Boards),
3. Volunteers, community volunteers, sponsors, consultants and contractors.

4. Also the staff and / or representatives of partner organizations and local governments who have been brought into contact with children or are party to Rubaroo's child sensitive data while working for or with Rubaroo
5. Visitors – (e.g. donors, journalists, media, researchers, celebrities, staff family members, etc.) who may come into contact with children through Rubaroo are also bound by this policy.

#### **Responsibilities under the Child Protection Policy**

Rubaroo staff, 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. That is a mandatory requirement for staff. 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) 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 what in any way impact negatively on their dignity or privacy are not acceptable. Stories and images of children should be based on the child's best interest.

#### **Personal Conduct Outside Work**

We are committed to ensuring that our Staff and representatives apply high standards of behaviour towards children within both their professional and their private lives. Rubaroo does not intend to dictate the belief and value systems by which Rubaroo employees conduct their personal lives.

Rubaroo's position throughout the world is dependent, however, on maintaining good relations and upholding its reputation as a child-focused community development organisation with numerous organizations. Unlawful or other conduct by Rubaroo's employees which jeopardizes the reputation or position whether during or after business hours will not be permitted. Such conduct includes, but is not limited to; any unlawful activities related to sexual abuse; sexual harassment; physically / verbally abusive behaviour and public disorderly conduct. 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.