SRF FOUNDATION	**Child Protection Policy**	**Policy No** : SRF F/HR/2024/17 **Supercedes** : Nil **Pages** : Page 1 of 3 **Date of issue** : April 01, 2024 **Effective date** : April 01, 2024

POLICY INTENT	Child Protection is the prevention of and response to exploitation, abuse, neglect, harmful practices and violence against children who are all below the age of 18, including discrimination on the basis of race, colour, sex, language, sexual orientation, gender identity, religion, disability, birth (or other) status, activities or expressed opinions. The aim of this Child Protection Policy is thus: (a) Preventing child abuse in all work situations (b) Strategic guidance on how to protect children (d) Develop a clear understanding of functions, duties, responsibilities, liabilities, and key tasks that all stakeholders must undertake to fulfil their duties and obligations; and (e) Establish and promote norms and good practices that make organizations working with and for children, child safe and child sensitive. By adopting this Child Protection Policy, SRF Foundation intends to streamline all interventions and make all areas of operation child sensitive and safe for all children.
CONTEXT	SRF Foundation uses the definition of Child abuse commonly used by the World Health Organisation: 'Child abuse' or 'maltreatment' constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power' Thus, SRF Foundation has adopted this Child Protection Policy (CPP) requiring organization representatives to conduct themselves appropriately with the children who participate in SRFF related programs and take reasonable measures to ensure the physical, mental & emotional safety and security of such children. SRF Foundation seeks to create an environment where children feel free to express themselves and participate in the opportunities as well as in decisions that affect their lives. The policy covers all persons and organizations, becoming binding for all those associated with SRF Foundation, in protecting, promoting and securing the rights of all children at all the times, at all levels and in whatever capacity one operates. SRF Foundation has a zero tolerance towards any forms of child abuse. SRF Foundation is committed to protecting the safety and well-being of every child.
Governance Mechanism	Policy includes SRF Foundation Staffs, Volunteers, Interns, Consultants, Sponsors and Partner organisations or government bodies refers to any

	paid or unpaid individuals who have committed to or support the SRF Foundation in its programs or initiatives. Placing the child as the first priority when dealing with all identified or suspected cases of child abuse. Integrating child protection into all aspects of our organizational strategy, structures and work practices.
Enforcement Mechanism	All staff are inducted on child protection as it is essential that all staff are aware of their own responsibilities, as well as organisational policy and practice. They should know: • The child protection policy • The role of the Child Protection Focal Point and how they might be contacted • Safe project planning and delivery • What they should do in the event of a disclosure • What to do if they have concerns about the welfare of a child • How to recognize signs of abuse • What to do if they have concerns about a staff member • Where to go for advice and support within the organisation **Guidelines for Complaint Redressal Mechanism:** Where the alleged victim is any child and the alleged offender is a Staff of SRF Foundation: • The complaint is registered with the CGRC (Child Grievance Redressal Committee) which is in the head office for receiving formal complaints, initiating and concluding inquiries with appropriate findings and recommendations for action. • CGRC will talk to the Staff keeping the Program Manager/Director in the loop • Consequences may include formal reporting under the respective laws • These actions constitute gross misconduct and will most likely lead to termination but may involve a formal letter and counselling depending on the context • The CGRC may choose to bring in an external partner to handle the case. • On closure of the case (change or stopping of behaviour), the Program Manager/Director will close the case formally with the CGRC via email copying his/her manager. **Note:** Making a false allegation is not permitted and may result in disciplinary action. Reports can be made anonymously but should include

sufficient supporting information.

Confidentiality and Disclosure:

SRF Foundation investigation reports are confidential and will not be disclosed in any case. Any disclosure of the information will be subject to the SRF Foundation Child Grievance Redressal Committee.