

TURNSTONE GLOBAL



Child Protection Policy

Contents

Overview of Turnstone Global	3
Definitions	4
Scope and CPC	5
Code of Conduct	6
Child abuse reporting process	8
Flow chart Representation	9
Review of the CPP	10
Annexure 1	11
Annexure 2	12

Overview

Childhood sexual abuse is not only a violation of a child's body but of the trust, implicit in a care giving relationship. This violation can have a significant impact on how the child as a victim and later on as an adult survivor sees and experiences the world. The effects of childhood sexual abuse can be damaging but need not be permanent.

According to WHO (World Health Organization), India has the world's largest number of sexually abused children, with a child below 16 years raped every 155th minute, a child below 10 every 13th hour and one in every 10 children sexually abused at any point of time. Turnstone Global is not for profit voluntary Organization working with relentless effort for overall improvement of human lives irrespective of age, gender, religious beliefs, cast or ethnic origin. The Organization was formed and started working six decades back. Initially, focus of the Organization was Visual Impairment. However, disability is not the only aspect which prevents development of our society. There are plenty of other issues which prevent overall development of our society and one of it is child sexual abuse.

The vision and mission of Turnstone Global are as follows:

Our Vision

To make a world free from poverty and injustice where every human being irrespective of their age, sex, cast, creed, religion, birth place, disability enjoys the right to life with dignity and to empower the marginalized section of the society by enhancing their knowledge, skills, capacities, access to opportunities, services and their participation in life's decision.

Our Mission

Facilitating the holistic empowerment and development of the disadvantaged section of our society and help them to achieve their highest potential and prepare them to face life challenges with high confidence.

Turnstone Global, accordingly, commits to protect its children from exploitation, neglect, physical and sexual abuse and therefore has formulated a Child Protection Policy translating its commitment into reality. It intendeds to keep children safe from possible abuse and exploitation within the organization, outside community, Partners, sponsors and volunteers they interact during different activities. The policy also is to serve as advocacy to increase awareness on child protection in the community and in the Turnstone family.

Definitions

Child

In accordance with the United Nations Convention on the Rights of the Child (CRC) and Child Act 2001, a child means a person under the age of 18 years.

Child Protection

Child protection is a broad term to describe philosophies, policies, systems, and procedures to protect children from both intentional and unintentional harm.

Types of Child Abuse:

Physical Abuse

According to the Child Act 2001, physical abuse is substantial and observable injury to any part of the child's body as a result of the non-accidental application of force or an agent to the child's body that is evidenced by, amongst other things, a laceration, a contusion, an abrasion, a scar, a fracture or other bone injury, a dislocation, a sprain, hemorrhaging, the rupture of a viscous membrane (the layer between solid or liquid or connective tissues), a burn, a scald, the loss or alteration of consciousness or physiological functioning or the loss of hair or teeth.

Emotional Abuse

According to the Child Act 2001, emotional abuse is substantial and observable impairment of the child's mental or emotional functioning that is evidenced by, amongst other things, a mental or behavioral disorder, including anxiety, depression, withdrawal, aggression or delayed development.

Sexual Abuse

According to the Child Act 2001, sexual abuse is the participation of a child whether actively, partially actively and/ or as an observer in any activity which is sexual in nature for the purposes of any pornographic, obscene or indecent material, photographic, recording, film, videotape or performance; and sexual exploitation by any person for that person's or another person's sexual gratification.

Neglect

Neglect is the persistent and/or severe neglect of a child or the failure to protect a child from exposure to any kind of danger, including cold and starvation, or extreme failure to carry out important aspects of care, resulting in the significant impairment of the child's health of development, including non-organic failure to thrive, begging and child labor.

Scope

The Child Protection Policy applies to everyone working for or associated with Turnstone Global

- All Staff Members and Resource Persons based in Head Office, Project offices in field areas or elsewhere.
- Other Members- Members of Board, Volunteers-Students, Corporate and community volunteers, contractors and others who may come into contact with the children through Turnstone Global
- Guests/Visitors- donors, journalist, media, researcher, celebrities etc who may come into contact with the children through Turnstone Global

Child Protection Committee

The constituted Child Protection Committee at Turnstone Global NGO shall have the following Members:

Sr No	Name	Address	Qualification	Role
1	Dr. Manabi Bandopadhyay	93/2, SANJIB CHANDRA CHATTERJEE ROAD, NAIHATI, 24 PARGANAS (N), 743165	M.A., Ph.D.	Committee Head
2	S. Rajeswari	Saltlake, kolkata	Graduate	Independent Advisor
3	Shyamoli Ganguly	Agarpara kalisahay Mukherjee road kol-58 nl- Binatex Bari. C/O Jamuna Prasad pramanik	M.A	Member
4	Pinki Mitra	Kolkata	Graduate	Member
5	Tapan Samaddar	Kolkata	Graduate	Member

Code of Conduct

Turnstone Global is committed to conducting its affairs in a manner that provides a secure environment to all the children that it works with. This Code of Conduct establishes policies and procedures that aim to guide behavior, communication and work with children for the internal and external stakeholders in the performance of their duties and responsibilities. This Code of Conduct forms an integral part of The Child Protection Policy of Turnstone Global. It also acts as a guiding document to the management and staff members in the event of a breach of any code of conduct at Turnstone Global. The policy thereby ensures the protection of all children who directly or indirectly come in touch with the organization and its services.

Code of Conduct for Management, Staff, Consultants, Volunteers and Interns

The following elucidates the code to be followed by each Person as listed above. Each Person:

- I. Will undergo an in depth interview/interaction to assess their aptitude, interest and sensitivity towards working with children and their previous work with children. For e.g. the job interview should include specific questions at the first stage on child protection issues to probe the applicant's attitude, experience and approach to working with children relevant to the post applied for.
- II. Will be observed during the induction or engagement process for their attitude and behavior towards children and a feedback will be accordingly provided to the Management before final appointment on the respective post.
- III. Will read and abide by the Child Protection Policy with complete commitment at the beginning of their engagement with Turnstone Global.
- IV. Will exercise behavior protocols consistent with the Mission Statement and Core Values of Turnstone Global in their relationship with children, in the context of their language, actions, dress, and behavior.
- V. Will establish an atmosphere conducive for the development of children through their word, deed and demeanor. This includes listening to children and showing respect to them and their opinions.
- VI. Will respect the local cultural and religious context and behave in appropriate manner with children in communities.
- VII. Will not promise and/or give children and their families/ caretakers verbally/ non verbally any monetary or non-monetary favors without the knowledge and permission of Turnstone Global management.

- VIII. Will not allow children (beneficiaries of Turnstone Global) to visit or stay in their homes under any pretext without the prior knowledge and agreement of the Turnstone Global management
- IX. Will not employ children as domestic workers in their homes/ business etc. as much as possible. In event, that is not possible, will abide by the 'Child Labor Law" of India and ensure that all conditions in terms of age limit (over 14 years), working conditions, basic minimum facilities provided to the children etc. are followed.
- X. Will not touch, see or talk about private body parts and/ any other sexual content to children or show them any material of sexual nature except in cases of the health/ hygiene, Personal Safety Education Project and individual/ counseling sessions and any other platform for involving children in the designing/ evaluation of services which is being done for protection purposes.
- XI. Will take permission from children, their parents/ guardians and schools and/ from the participants of a workshop and training session before taking and using any photos and videos involving these beneficiaries.

Code of Conduct for Donors and visitors

All existing and new donors and visitors of Turnstone Global:

- I. Will inform in advance about their visits and any organizational/ partner visits will be conducted only once consent from appropriate authorities like family/institutional authorities/community of the beneficiaries has been taken.
- II. Will have to exercise behavior protocols consistent with the Mission Statement and Core Values of Turnstone Global in their relationship with children, in the context of their language, actions, dress, and behavior. Turnstone Global's core values are Transparency in all aspects, Commitment to render selfless service to the poor, Accountability to the Society, Work with team spirit, Punctuality, Participatory approach in all aspects, Sensitive towards women and Integrity.
- III. Will respect the local cultural and/ religious context and behave in appropriate manner with Children in communities.
- IV. Will not take and/ use any data/ photographs/ videos, testimonials of children, family members, caretakers, institutional staff etc. in their internal and/ external communication material and/ in the media without the knowledge and consent of Turnstone Global management.

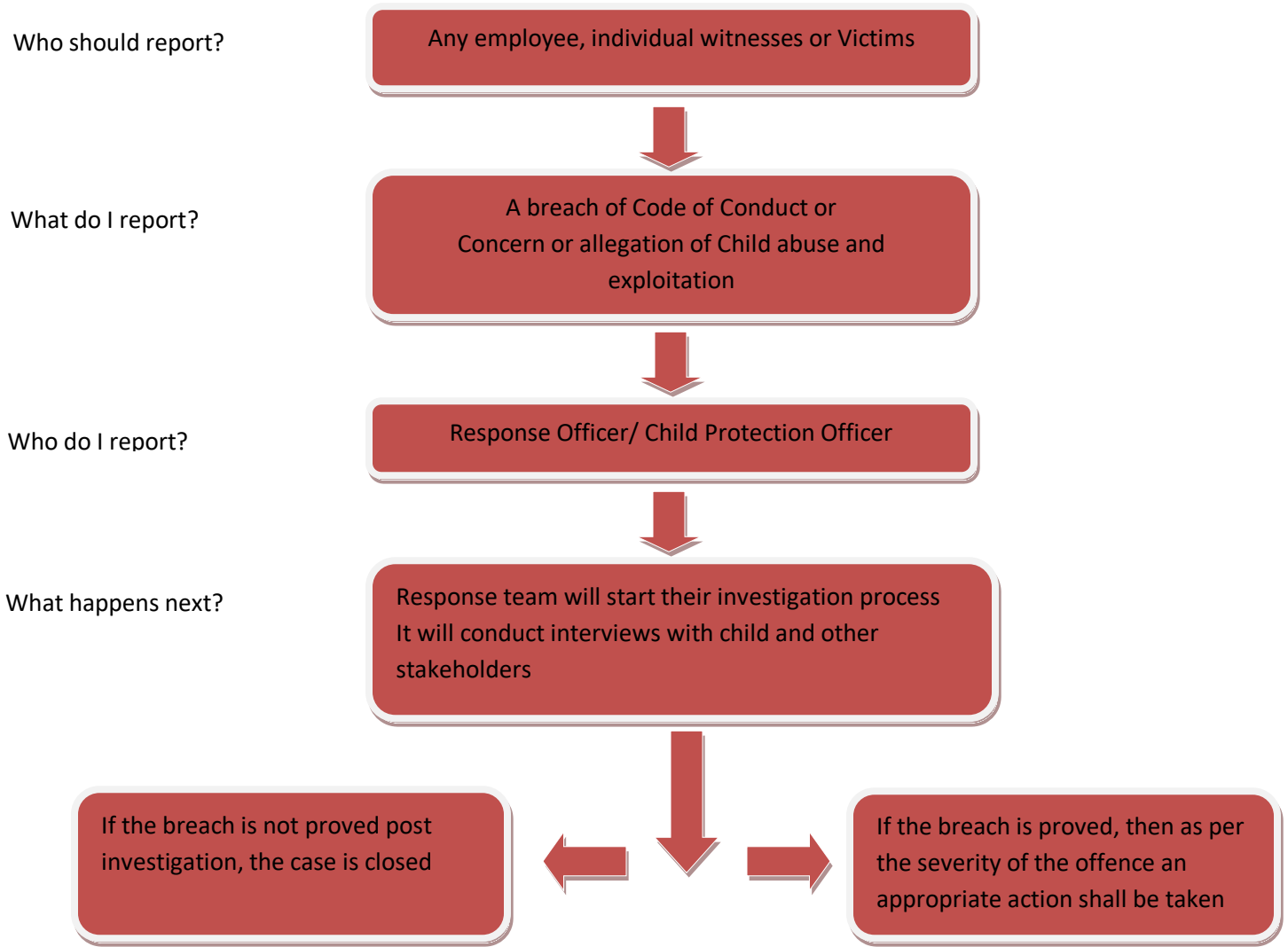
Child Abuse Reporting Process

The Child Protection Policy of Turnstone Global is a guideline to direct the management and staff members to take appropriate action whenever there is a breach of any code of conduct at Turnstone Global, thereby ensuring the protection of all children who directly or indirectly come in touch with the organization and its services.

The primary aspects of reporting and redressal of any breach of policy is as follows:

- I. Whenever there is cause to suspect child abuse or neglect or any other instance which could compromise the protection of a child at Turnstone Global, it is the responsibility of all staff members and/ members of the partner organization to report their suspicions to the Response Team. The reporting of any such case should be done within 48 hours of the case for immediate response.
- II. Any action for the breach of code/ instance of abuse will be taken only post a detailed investigation by the Response team, wherein both the child and the suspected offender will be given equal space and time to present their positions. Both the child and the person who breaches the code of conduct will be treated with respect right from the beginning of the investigation and no impulsive or ad hoc decisions will be taken in such cases.
- III. Every child is important to Turnstone Global and any complaint of abuse, neglect a child will be treated seriously and no decision or judgments will be made without proper investigation.

Flow chart Representation



Review of Child Protection Policy

The Turnstone Global Child Protection Policy will be reviewed every three years. Once in each three year span the organization will do an audit of the organization from a Child Protection lens to ensure adherence to norms laid down in the policy.

Concluding Remarks

Turnstone Global reaffirms its commitment to ensuring the full participation of children by providing them with safe and joyful spaces for learning. It also commits to fostering strong and healthy relationships between mentors and mentees, supported by strict action against anyone who exploits this relationship in any way. In this manner, the organization reinforces its pledge to help each child in its program develop a greater degree of control and choice in his/her life, thus contributing to a nurturing journey from childhood to livelihood.

While the actual efficacy of the CPP will be determined only over a period of time, it is expected that it will serve its purpose of being a significant step in protecting the best interests of children.