

CHILD PROTECTION POLICY

SHREEL FOUNDATION



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CHILD PROTECTION POLICY

Say “YES” to Protecting Every Childhood

1. SUMMARY / PURPOSE

Shreel Foundation is committed to ensuring the safety, dignity, and rights of every child we work with, support, or come into contact with. Rooted in the principles of the United Nations Convention on the Rights of the Child (UNCRC), we recognize every child's right to be protected from abuse, exploitation, neglect, and all forms of harm.

This Child Protection Policy is a declaration of our intent to safeguard children and clearly outlines our expectations from all staff, volunteers, partners, and associates. It sends a strong message that child abuse in any form will not be tolerated and that Shreel Foundation will take all necessary steps to prevent and respond to any such incidents. Every individual associated with Shreel Foundation has a responsibility to act in the best interests of children and to uphold their right to a safe, respectful, and supportive environment.

2. VISION FOR CHILD PROTECTION

- **Vision**

Shreel Foundation envisions a safe and just society where every child is respected, protected, and empowered to thrive. We strive to create child-friendly environments both within our organization and in the communities we serve, where children are free from harm and actively participate in their own protection.

- **Statement**

Shreel Foundation is dedicated to proactively safeguarding children from all forms of abuse, neglect, and exploitation. We are committed to building a culture of child protection through awareness, training, and strict adherence to child-safe practices. We will take firm action against anyone who poses a risk to children's safety including our own staff, volunteers, and partners. In every situation, our actions and decisions will be guided by the principle of **“the best interests of the child.”**

3. DEFINITIONS UNDER THE CHILD PROTECTION POLICY

- 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 action that results in actual or potential harm to a child.
- Child abuse may be deliberate or may result from failure to act to prevent harm. It includes anything that individuals, institutions, or systems do or fail to do intentionally or unintentionally, which harms a child or undermines their potential for safe and healthy development into adulthood.
- Child Protection refers to the responsibilities, measures, and activities undertaken by Shreel Foundation to protect children from both intentional and unintentional harm.

4. SCOPE OF THE CHILD PROTECTION POLICY

This policy applies to everyone working for or associated with Shreel Foundation, including:

- All staff at all levels: whether working in offices, in the field, or in any other location.
- Associates: including board members, interns, volunteers, community volunteers, sponsors, consultants, contractors, as well as staff or representatives of partner organisations and local governments who may come in contact with children or have access to child-sensitive data.
- Visitors: such as donors, media representatives, journalists, researchers, celebrities, and family members of staff who may come into contact with children through Shreel Foundation's work.

5. RESPONSIBILITIES UNDER THE CHILD PROTECTION POLICY

All staff, associates, and visitors of Shreel Foundation must:

- Never abuse, exploit, or behave in a way that places a child at risk of harm.
- Report any child protection concerns immediately, in accordance with local office procedures. This is mandatory for staff. Failure to do so may result in disciplinary action.
- Respond appropriately to any child who may have been abused or exploited, as per procedures.
- Fully and confidentially cooperate with any investigation regarding child protection concerns or allegations.
- Contribute to an environment where children feel safe, respected, and are encouraged to share their concerns and exercise their rights.
- Always seek permission from a child (or their parent/guardian, if the child is very young) before taking photos or videos. Respect the child's decision to say no. Images must be respectful showing children with dignity, clothed appropriately, and never in suggestive or demeaning ways. Any story or image must serve the child's best interest.

6. PROHIBITED ACTIONS FOR ASSOCIATES AND VISITORS

Associates and visitors must not disclose any information that identifies sponsored children or grant beneficiaries to the public without explicit written consent from Shreel Foundation.

7. ADDITIONAL RESPONSIBILITIES FOR SENIOR MANAGEMENT

All Directors, Senior Program Managers, State Heads, and Project Managers must ensure that local child protection procedures are in place and are aligned with Shreel Foundation's national and global child protection policies. They must also ensure that any deviations

from standard procedures have prior written approval from the National Director. Additionally, they are responsible for ensuring that all local procedures are available in the local languages understood by staff and partners.

8. PERSONAL CONDUCT OUTSIDE WORK

All staff and representatives are expected to maintain high standards of behaviour towards children not only at work but also in their personal lives. While Shreel Foundation respects personal belief systems, any behaviour (even outside of work) that harms the organisation's reputation or its mission will not be tolerated. This includes unlawful behaviour, sexual abuse, harassment, verbal or physical abuse, and public misconduct. All staff and associates must be aware of how their actions may be perceived, and are expected to uphold the principles of the Child Protection Policy at all times.

Approved by
Secretary, Shreel Foundation
Dated: 21.05.2024