



Rudransh Education & Welfare Foundation

Child Protection & Safeguarding Policy

1. Purpose

The purpose of this Child Protection & Safeguarding Policy is to ensure the safety, dignity, rights, and well-being of all children who come into contact with Rudransh Education & Welfare Foundation through its programs, activities, staff, volunteers, or partners.

The Foundation adopts a zero-tolerance approach towards all forms of child abuse, exploitation, neglect, or harm and is committed to creating a safe and child-friendly environment at all times.

2. Scope & Applicability

This policy applies to:

- Board of Trustees
- Core Team members
- Employees (permanent, contractual, field staff)
- Volunteers, interns, consultants
- Partner organizations, vendors, and visitors

The policy applies across all locations, including offices, schools, community spaces, training sites, field activities, travel, events, and digital/online interactions.

3. Definition of a Child

For the purpose of this policy, a child is any person below the age of 18 years, in accordance with applicable national laws and international child rights standards.

4. Forms of Child Abuse & Harm

Child abuse includes, but is not limited to:

4.1 Physical Abuse



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Intentional use of physical force that results in injury or harm.

4.2 Emotional or Psychological Abuse

Acts that harm a child's emotional well-being, dignity, or self-worth.

4.3 Sexual Abuse & Exploitation

Any sexual activity with a child, including inappropriate touching, exposure, or exploitation in any form.

4.4 Neglect

Failure to provide adequate care, supervision, protection, or basic needs.

4.5 Child Labour & Exploitation

Engaging children in work or activities that are harmful, unsafe, or illegal.

5. Guiding Principles

The Foundation follows these principles:

- **Best Interest of the Child in all decisions**
- **Zero Tolerance for abuse or exploitation**
- **Child Participation with respect and dignity**
- **Confidentiality and privacy**
- **Accountability & Transparency**

6. Commitment of the Organization

Rudransh Education & Welfare Foundation commits to:

- **Providing safe and secure environments for children**
- **Preventing abuse through awareness and safeguards**
- **Responding promptly and appropriately to concerns**
- **Cooperating with legal authorities where required**



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7. Roles & Responsibilities

7.1 Board of Trustees

- Approve and oversee implementation of this policy
- Ensure adequate safeguarding systems are in place

7.2 Management & Core Team

- Ensure compliance across programs
- Designate safeguarding focal persons
- Take immediate action on reported concerns

7.3 Staff, Volunteers & Associates

- Follow child-safe practices at all times
- Report any suspected or actual abuse immediately
- Participate in safeguarding trainings

8. Child-Safe Recruitment & Engagement

- Background checks and reference verification where feasible
- Clear role definitions involving child interaction
- Mandatory orientation on child protection policy
- Signed declaration of compliance with safeguarding norms

9. Code of Conduct for Interaction with Children

All persons associated with the Foundation shall:

- Treat children with respect, dignity, and fairness
- Avoid being alone with a child without visibility
- Not engage in physical, verbal, or emotional abuse



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- Avoid inappropriate physical contact or communication
 - Never exploit children for personal, financial, or other gain
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10. Reporting & Response Mechanism

10.1 Reporting

- Any suspicion or incident of child abuse must be reported immediately
- Reports may be made to designated safeguarding authorities within the organization

10.2 Response

- Immediate steps to ensure child safety
 - Confidential handling of cases
 - Cooperation with parents, guardians, and legal authorities
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11. Legal Action & Mandatory Reporting

- If an incident constitutes a criminal offence, the Foundation shall report it to the appropriate legal authorities / police
 - The Foundation shall fully cooperate with investigations and legal proceedings
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12. Confidentiality & Protection from Retaliation

- Identity of the child and reporters shall be kept confidential
 - Retaliation against reporters is strictly prohibited
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13. Awareness, Training & Capacity Building

- Regular child protection training for staff and volunteers
- Awareness sessions for communities and beneficiaries
- Periodic review of safeguarding practices



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14. Monitoring, Review & Compliance

- Compliance shall be monitored by management and the Board
 - Violations may result in disciplinary or legal action
 - Policy reviewed periodically for relevance and effectiveness
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15. Approval & Authority

This Child Protection & Safeguarding Policy is approved by the Board of Trustees of Rudransh Education & Welfare Foundation and is binding on all stakeholders associated with the organization.