



Child Protection Policy

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1.0 Introduction

1.1 About OSCAR Foundation

OSCAR Foundation (Organization for Social Change, Awareness and Responsibility) is a non-profit organization, which instills the value of education through football and empowers underprivileged children and youth with life skills to maximize their potential and use it to transform their lives.

1.2 Vision

To create a world that enables young people to become role models, to mobilize their communities for positive social change through sports.

1.3 Priority Goals

OSCAR Foundation aims at:

- Youth Empowerment – Through building skills and professional competence the youngsters gain confidence to work as change-makers in their respected communities as well as professionals in various organizations.
- Sustainability of Organization – At OSCAR the youngsters trained today are the leaders of tomorrow. This way the community itself gradually becomes self-sustained. Making community an integrated part of running the OSCAR programs.
- Education through sport for all children – Education is a basic right for every child. Providing education for all children plays a vital role in determining the progress of communities and the country. Therefore through sports our program encourages the children to continue their education. A zero drop-out rate from school is a requirement for participating in the OSCAR program.
- Gender equality - We truly believe that girls and boys are equal citizens of the world. At OSCAR Foundation, we provide equal learning opportunities for boys and girls. We also work toward sensitizing families and communities regarding the merits of educating children irrespective of their gender. We believe teaching boys about girls' rights and that plays a major role in improving gender equality.
- Health & Hygiene - Our programs focus not only on imparting education and developing leadership skills in children, but also making them role models for the society by inculcating good hygiene and living habits. They are made to understand the importance of good clean and healthy living environment.

1.4 Our Programmes

Football Programme

The Football Programme is constructed for 5-22 year old children and youth who want to play football and at the same time learn to the value of education, how to handle social issues and gain positive values. The football programme develops not only football skills but also encourages children & youth to be regular at school and complete their education & reduce drop out ratio.

Education Programme

OSCAR's Educational Programme provides help to those OSCAR children who face difficulties in performing well at school. Assistance is provided in Hindi and English languages and mathematical problem solving. The goal of the Educational Programme is to make children, youth and parents understand the value of education and the importance of after-school studies. Through the programme, students reach their grade-level learning goals and succeed in their formal schooling.

Young Leader Programme

The Young Leaders Programme is one of OSCAR's core programmes. It is targeted at youth from the slums and aims to create an opportunity to build their career and to give back to their community all that they have learnt about 'Social change through Football'. These Young Leaders in turn reach out to slum children through the football programme.

Outreach Programme

The main aim to start this project is to deliver our curriculum to youths across India and collaboration with NGO, Club, and Individuals. The curriculum's activity will be based on social issues i.e. social message through Football. This will be our unique programme because hardly any other organization shares their curriculum. But through this programme we will be associated with many NGOs, Clubs, Individual Leaders etc. to teach how football can change lifestyles, thoughts and communities.

OSCAR Foundation Child Protection Policy

OSCAR Foundation is a child centred organization working on the principles of United Nations Convention on the Rights of the Child (UNCRC), 1989. It is committed to promote the rights of children and protect them from harmful abuse and exploitation.

This policy sets out the key principles, goals and implementation strategies that will be imbibed by the organization to create a safe environment for the children.

The guiding principles of OSCAR Foundation's Child Protection Policy is based on the UNCRC and abides by the clauses laid down in the Protection of Children from Sexual Offences Act (POCSO), 2012 and Juvenile Justice (Care and Protection of Children) Act, 2015.

2.0 Guiding principles

- All children have a right to safe environment
- All children have equal rights to respect, dignity, protection, and freedom from all forms of abuse and exploitation
- Violation of rights of children is never acceptable.
- All children have a right to express their opinion and take their own decisions in matters pertaining to their life
- All children have a right to privacy and confidentiality

3.0 Objectives

OSCAR Foundation is committed

- To promote and practice the highest standards of child safety policies internally and across partner organizations
- To assess and address areas of child risk and vulnerabilities within OSCAR Foundation spaces
- To ensure a well-defined implementation strategy and timely redressal mechanisms upholding the best interest of the child in all child protection violations
- To develop and build awareness about child protection among all stakeholders of OSCAR Foundation

4.0 Scope

The Child Protection Policy applies to all working for and/or associated with OSCAR Foundation including:

- All staff, trustees, consultants, coaches, interns and volunteers at all levels working with OSCAR Foundation and partner organizations
- All associates of OSCAR Foundation including vendors, suppliers, funding agencies and donors
- All visitors to OSCAR Foundation including donors, media, researchers, etc., who may come in contact with the children

5.0 Operational Definitions

Child - Any person below the age of 18 years.

Staff/Consultant/Coach - Any person receiving financial remuneration (salary, fees, honorarium, etc.) for rendering his/her services to OSCAR Foundation.

Trustee - Any person who is a member of the board and has the legal obligation to administer OSCAR Foundation without any remuneration whatsoever.

Intern - Any person (including non-Indians) registered as a student with any recognized/affiliated educational institution (school, college, university, etc.) joining OSCAR Foundation with the purpose of extending help and completing their internship/field work/assignment without any remuneration whatsoever.

Volunteer - Any person, who of their accord, join OSCAR Foundation to extend help without any remuneration whatsoever.

Child Abuse/Maltreatment - It refers to physical, emotional, and sexual maltreatment, neglect and exploitation which results in actual or potential harm to the child's physical and emotional development and well-being. The following are categorized under child abuse:

1. Physical abuse - When someone knowingly uses force to harm a child's body. It includes hitting, shaking, throwing, poisoning, burning or scalding, drowning or suffocating a child.
2. Bullying - It is a deliberately repeated physical, verbal and/or social behavior by an individual or group of persons causing physical and/or psychological harm to the child.
3. Sexual abuse - Sexual abuse as defined under Sections 3, 5, 7, 9 and 11 under the Protection of Children from Sexual Offences Act 2012.
4. Emotional abuse - It occurs when the caregiver acts or fails to act in certain ways which causes mental trauma, behavioral problems and psychological distress to the child. It includes taunting, isolation, rejection or name calling.
5. Neglect - Failure/negligence to fulfill the duty of care which results in harm, injury, or impairment of the child.
6. Exploitation - Using a child's labour or other activities for the benefit of other.

Child Protection - In this context, child protection refers to the roles and responsibilities of OSCAR Foundation in terms of measures and activities undertaken for preventing and responding to abuse against children.

Spaces - Spaces of OSCAR Foundation, in this context, refer to OSCAR Foundation office and its premises, other centres and their premises, local and out of station events which include child participants.

6.0 Implementation Guidelines

OSCAR Foundation shall Endeavour to fulfill the following guidelines towards implementation of the Child Protection Policy.

6.1 Children

- Treat all children with respect and dignity
- Commit to inclusion of all children without any form of discrimination
- Design and implement all activities with the 'best interest of the child'
- Protect all children from all forms of intentional and unintentional harm and abuse
- Give every child the opportunity to express their views and to be heard
- Assess situations identifying areas of potential child risks and vulnerabilities before undertaking an activity
- Ensure all children are aware about the clauses laid down in the Child Protection Policy

6.2 New Recruitments

- Thorough scrutiny and background check of candidates before selection for recruitment
- All new recruits to sign and abide by the Code of Conduct on Child Protection and Child Protection Self-Disclosure Agreement

- All persons selected to undergo an induction program on orientation of child protection
- All persons to be given a copy of the Child Protection Policy

6.3 Staff in Service

- Develop checklist to monthly review staff behavior and attitude towards children
- Any case of abuse reported against staff of OSCAR Foundation to be investigated by the Child Protection and Grievance Redressal Committee set up under the Whistleblower's Policy
- Any person convicted of offence against children to be terminated from service by OSCAR Foundation with immediate effect

6.4 Sponsors, Donors and/or Visitors

- Basic verification and background check of the sponsor/donor/visitor to be undertaken
- No sponsor/donor/visitor to be permitted to meet any child individually and/or in private
- OSCAR staff and parent/guardian to be present during any meeting between the child and the sponsor/donor/visitor
- Written consent for meeting with sponsor/donor/visitor to be taken from the parent/guardian
- The child to have prior information about the meeting with the sponsor/donor/visitor
- Any case of child abuse by sponsor/donor/visitor suspected and/or reported to be investigated by the Child Protection and Grievance Redressal Committee set up under the Whistleblower's Policy

6.5 Interns and Volunteers

- Thorough scrutiny and background check of interns and volunteers to be undertaken by the staff of OSCAR Foundation, prior to the acceptance of their request for association
- Every intern and/or volunteer to sign and give consent to the Checklist on OSCAR Foundation Protocols for Interns and Volunteers
- Any case of child abuse by intern and/or volunteer suspected and/or reported to be investigated by the Child Protection and Grievance Redressal Committee set up under the Whistleblower's Policy

6.6 Code of Conduct

OSCAR Foundation has laid down certain guidelines to be followed by every staff/trustee/sponsor/donor/visitor/intern and/or volunteer to maintain the code of conduct while interacting and working with children.

A Do's and Don'ts Checklist on the Code of Conduct on Child Protection has been given in Enclosure I.

6.7 Communication and Media Material

- Consent from OSCAR Foundation and parents/guardian of the child participant to be taken by any individual and/or organization whoever wants to make any written, audio and/or visual recording/documentation within the spaces of the organization
- The child participant to have prior information about any written, audio and/or visual recording/documentation to be made by any individual and/or organization
- Any written, audio and/or visual recording/documentation done within the spaces of the organization without the prior information of OSCAR Foundation to be confiscated and/or deleted permanently
- No written, audio and/or visual recording/documentation to be uploaded on any social media platforms, including social networking sites, blogging and micro blogging sites and messaging and chatting forums, without prior consent from OSCAR Foundation
- The identity of the child participant to be kept confidential in all publications and/or reports to the best of knowledge of OSCAR Foundation
- All media presentations and/or publications about child participants to be made in an appropriate and sensitive manner

6.8 Staff Training and Workshops

- Annual training programmes to be organized by OSCAR Foundation for its staff members enabling them to have a better understanding in dealing with issues of child protection
- Annual workshop on Child Protection Policy to be organized for all staff of OSCAR Foundation to re-visit, discuss and recommend suggestions.

7.0 Whistleblower Policy

Whistleblower policy mention the trust follows the guidelines in its whistleblower policy which is a separate policy in itself". Concerned individuals are required to adhere by the policy in case of any breaches

8.0 Complaints/Allegations

- All suspected cases of violation of child protection reported to be investigated by the Child Protection and Grievance Redressal Committee

- Any child and/or informer to consult and/or file a complaint/grievance to any member of the Child Protection and Grievance Redressal Committee of OSCAR Foundation within 7 working days of the occurrence of the incident
- Depending on the severity of the offence, appropriate formal disciplinary action to be taken
- Any allegation pertaining to any form of child sexual violence and/or assault by any staff/trustee/sponsor/donor/visitor/intern and/or volunteer to be dealt in accordance to the provisions laid down in the POCSO Act, 2012
- In case any violator is booked under the POCSO Act, 2012, his/her services to be terminated with immediate effect

9.0 Review

Review and update the Child Protection Policy once every three years.

9.1 Composition of Child Protection and Grievance Redressal Committee

- The Committee to comprise of:
 - Chairperson (Director of OSCAR Foundation)
 - Member (HR Manager)
 - Member (Program Manager)
 - Member (Community Representative - Male)
 - Member (Community Representative - Female)
- At Least two female members to be part of all Committee proceedings
- The Committee to meet at the Office of OSCAR Foundation
- All expenses incurred by the Community Representatives during the proceedings to be borne by OSCAR Foundation

9.2 Procedures in Handling Allegations/Complaints

The following steps are to be followed in case any allegation/complaint on violation of child protection is brought to the notice of OSCAR Foundation:

- A. The affected child to be immediately given medical attention if required and to be referred to a Counselor
- B. The identity of the affected child to be kept confidential under all circumstances
- C. The identity of the accused person/s as well as the informer to be kept confidential under all circumstances
- D. The testimony of the affected child to be heard and recorded by the Counselor in the presence of at least two members of the Committee (of which at least one should be a female)
- E. The statement of the accused person/s to be heard and recorded by the Committee members

- F. During the investigation procedure, appropriate measures to be taken to refrain the affected child from coming in contact with the accused person/s
- G. On the completion of procedural enquiry, necessary action to be taken by the Committee on the basis of the severity of the issue
- H. The Committee to decide upon whether the case requires closure, or follow a process of mediation between the affected child and the accused, or suspend and/or terminate the accused person/s, or refer it to the Court of Law for further facilitation

Enclosure I

Code of Conduct on Child Protection

Do's

It is important for staff and others to:

- Thoroughly know the Child Protection Policy of OSCAR Foundation
- Respect the right and dignity of every child
- Maintain confidentiality about the identity of every child
- Protect the right to privacy of every child
- Ensure openness in the communication process
- Respect children's views and voices
- Encourage children's participation in decisions that effect their lives
- Educate every child about his/her rights and/or issues of violation
- Report cases of violation to the Child Protection and Grievance Redressal Committee
- Comply with existing laws and regulations of India, promoting and protecting the rights of children
- Appoint a female accompaniment with a female child for tours and trips

Don'ts

It is important for staff and others not to:

- Discriminate any child on the basis of race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth, sexual orientation, or other status
- Take inappropriate photographs and/or videos of children
- Upload any written, audio/visual recording/documentation on any social media platforms
- Engage any child in any form of sexual activity and/or child pornography
- Meet any child privately
- Sleep with any child in a private room
- Touch, hug, or caress any child inappropriately
- Use any child for personal work and/or employ for domestic work
- Use corporal punishment on any child
- Verbally abuse any child and/or use inappropriate words and/or gestures
- stigmatize and/or humiliate any child