

CHILD PROTECTION POLICY

1. Introduction

Dar-E-Arqam Education Charitable Trust is committed to ensuring the safety, dignity, and rights of children in all its programs and activities. This Child Protection Policy outlines the measures to prevent child abuse and exploitation, ensuring a secure environment for all children associated with the organization.

2. Objectives

- To provide a safe and supportive environment for children.
- To prevent and respond to cases of child abuse, neglect, and exploitation.
- To establish clear guidelines for child protection in all activities.
- To promote awareness and training on child protection issues.
- To comply with legal frameworks and child rights conventions.

3. Scope and Applicability

- This policy applies to all staff, volunteers, trustees, and associates of the Trust.
- It covers children under the care of the organization, including students, beneficiaries, and program participants.
- Protection extends to all organizational activities, whether on-site, online, or during outreach programs.

4. Definition of Child Abuse

Child abuse includes, but is not limited to:

- Physical abuse: Infliction of bodily harm or injury.
- Emotional abuse: Persistent mistreatment affecting a child's mental well-being.
- Sexual abuse: Any form of sexual exploitation or inappropriate behavior.
- Neglect: Failure to provide necessary care and supervision.
- Child labor and trafficking: Any form of forced labor or exploitation.

5. Child Protection Guidelines

- A strict zero-tolerance policy for any form of child abuse.
- All employees and volunteers must sign a Child Protection Agreement before engagement.

- Background checks and references shall be mandatory for individuals working with children.
- Any physical contact with a child should be appropriate and necessary.
- Children must be treated with respect and dignity at all times.
- Staff and volunteers shall not be alone with a child in a private or unmonitored space.
- Digital interactions with children must be limited to educational and professional matters.

6. Reporting and Response Mechanism

- Any suspicion or incident of child abuse must be reported immediately to the Child Protection Committee (CPC).
- A confidential reporting mechanism shall be in place for children and staff.
- The CPC shall investigate cases promptly and take appropriate action.
- If necessary, cases shall be reported to legal authorities and child welfare organizations.
- Whistleblowers and complainants shall be protected from retaliation.

7. Awareness and Training

- Regular training sessions on child protection shall be conducted for staff and volunteers.
- Children shall be educated on their rights and how to report abuse.
- Printed guidelines, posters, and digital resources shall be used for awareness.

8. Code of Conduct for Staff and Volunteers

- Treat all children with equality and without discrimination.
- Maintain professional behavior in all interactions with children.
- Do not engage in inappropriate physical contact or language.
- Do not share personal contact details with children unless necessary for work.
- Obtain parental or guardian consent before using a child's image or information for public purposes.

9. Collaboration with Authorities

- The Trust shall collaborate with child protection agencies, legal bodies, and NGOs.
- Any suspected cases of child trafficking or abuse shall be reported to authorities.
- The organization shall participate in child welfare initiatives and advocacy programs.

10. Review and Amendments

- This policy shall be reviewed annually for improvements.
- Updates shall be made based on feedback, legal changes, and best practices.
- Amendments shall be approved by the Board of Trustees.

This Child Protection Policy ensures that Dar-E-Arqam Education Charitable Trust upholds the highest standards of child safety and welfare in all its operations.