



## **THE VENKATRAMAN MEMORIAL TRUST**

### **CHILD PROTECTION POLICY**

The Venkatraman Memorial Trust (The Venkat Trust) is committed to ensuring that all children with whom it works are protected from harm. The Trust believes that the welfare of the child is paramount and that all children, without exception, have the right to protection of abuse.

This policy applies to trustees in the UK and India, staff employed in India by the Trust and volunteers. There are no UK staff. It will be reviewed at regular intervals.

Any concerns of allegations of abuse are taken seriously and the appropriate actions taken, if necessary referring the matter to Police.

The Venkat Trust is committed to the safe selection and recruitment of staff.

The designated person responsible overall for child protection is Sylvia Holder, Founder Trustee.

Child abuse includes:

- Physical abuse, which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child.
- Emotional Abuse, which is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development.
- Sexual Abuse, which involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.
- Neglect, which is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.
- Bullying, which may be defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves.

If child abuse is suspected, concerns would be raised in the first instance with the Administrator Aarthi Chandrasekar, who would, if necessary, refer it to S Janakiraman, India Managing Trustee and ultimately to Sylvia Holder.

Any reported incidents of child abuse will be detailed in the Trust's records in India and the UK charity informed.

Any concerns will be treated as confidential and shared only with the people identified above.

It is required that everyone involved with the Venkat Trust, either as a trustee, India based member of staff, or a volunteer follows this code of behaviour. Any breaching of the code will lead to disciplinary procedures.

Systems have been put in place to ensure that staff and volunteers working with children are aware of their responsibilities and also monitored and supervised. Children will be made aware of what they can do in the event of behaviour that is unacceptable or abusive.

All communication between sponsored children and their sponsors is through the Venkat Trust. No contact information is ever divulged.

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