



charity no: 1163870

www.coghome.org.uk

childrenofgracehome@gmail.com

Safeguarding Policy

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Charity Details

UK charity name: Children of Grace Home

Charity Number: 1163870

Tel no: 07419299493

Email: childrenofgracehome@gmail.com

Address: 1 Wheatley Road, Whitstable, Kent, CT5 1LS

Policy applicable to: all trustees, board directors, employees, volunteers.

Relevant activities

Children of Grace Home (COG) is a UK charity (no. 1163870) that supports a Christian orphanage in India. Currently (September 2019) COG is home to 16 boys aged 7-16. The home is located in Vedullanarava, a village on the outskirts of Visakhapatnam in Andhra Pradesh, India. The charity provides education, care and a home to children from underprivileged backgrounds from the states of Andhra Pradesh and Orissa.

COG is also a registered welfare society in the state of Andhra Pradesh under the name 'Welfare Society of Children of Grace Ministries' (society no. 219 of 2013 under the Andhra Pradesh Societies Registration Act 2001). The director of the welfare society is Mr Anand Thandu, who heads the board of directors. Mr Thandu also heads the board of directors for Children of Faith Ministries (official name: 'Welfare Society of Children of Faith'; society no. 384 of 2004 under the Andhra Pradesh Societies Registration Act 2001). Children of Faith Ministries (COF) is an orphanage home to over 100 children, next to COG. The home was established by Anand Thandu and Rosie Thandu in 2003. Mr and Mrs Thandu currently live at work on site at one of the COF campuses.

Children of Grace Ministries in India exists under the umbrella of Children of Faith Ministries (COF). The reason for two different ministries is that COF is funded by Children of Faith Missions, a California based 501(c)(3) non-profit (2009), and COG is funded by Children of Grace Home, a UK registered charity. The two ministries in India, however, essentially work as one and are run by Mr and Mrs Thandu as one big home. As such, rules, laws and legislation for COF apply to COG.

Leadership

Designated Safeguarding Lead in the UK: Annabelle Wilson

COG Head Trustee in the UK: Michael Cadge 07419299493 mikecadge@hotmail.co.uk

Children of Grace Ministries Indian Director: Anand Thandu +918978006330

thanduanand@yahoo.com

Safeguarding Lead in India: Rosie Thandu +919704631155 rosie.anand@gmail.com

Our Commitment

All parties (hereafter this includes: trustees and leaders at both Children of Grace Home and Children of Grace Ministries, all employees, all visiting teachers, volunteers in India, and all individuals and groups sent to India from the UK), understand the need to facilitate to the best of our ability a safe and caring environment for all the children at COG. We acknowledge that all people, especially children, are at risk of being victims of physical, sexual and emotions abuse and neglect.

All parties likewise acknowledge the duty of care to safeguard and promote the welfare of children and are committed to ensuring COG's safeguarding practice reflects statutory responsibilities, government guidance in both the UK and India, and complies with best practice and with COG's requirements.

All parties agree with Article 19 of the [UN Convention on Child Rights \(UNCRC\)](#) that:

Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child.

We also agree with Article 34 of the UNCRC that:

Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse. For these purposes, States Parties shall in particular take all appropriate national, bilateral and multilateral measures to prevent:

- (a) The inducement or coercion of a child to engage in any unlawful sexual activity;*
- (b) The exploitative use of children in prostitution or other unlawful sexual practices;*
- (c) The exploitative use of children in pornographic performances and materials.*

We also accept Article 2 of the [Universal Declaration of Human Rights \(UDHR\)](#) which states that:

Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty.

Our vision

To create a child safe environment inside and outside the home, where children are respected, protected, empowered and active in their own protection, and where all parties are skilled, competent and knowledgeable in meeting their protection responsibilities and in following our safeguarding policy and the law of the land.

We take seriously our responsibility in promoting child safe practices and protecting children from harm, abuse, neglect, bullying, grooming and exploitation in any form. In addition, we will take positive action to prevent child abusers from becoming involved with COG and will take affirmative and lawful action if any abuse or potential abuse takes place.

The Policy of COG

As part of our safeguarding policy, all parties of Children of Grace Home will:

- (a) promote and prioritise the safety and wellbeing of all children and young people who live or visit the home;
- (b) adhere to the three articles above from the UNCRC and UDHR;
- (c) ensure everyone understands their roles and responsibilities in respect of safeguarding and are provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people;
- (d) ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored;
- (e) ensure all children are provided with the necessary support to prevent any form of abuse or neglect;
- (f) ensure all children understand what they can do when they notice signs of potential abuse or neglect to themselves or others;
- (g) ensure all children are given necessary support and guidance on where to get help when neglect or abuse occurs;
- (h) prevent the employment/deployment of unsuitable individuals;
- (i) ensure robust safeguarding arrangements and procedures are in operation.

The policy and procedures will be widely promoted and are mandatory for everyone involved with Children of Grace Home in both the UK and India. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation. The leadership will provide ongoing safeguarding training for all leaders, trustees, volunteers and employees.

Indian laws

Child sexual abuse laws in India

All parties involved with COG will adhere to [The Protection of Children from Sexual Offences \(POCSO\) Act, 2012](#), passed by the Parliament of India and the Indian Ministry of Law and Justice. This Act:

- (a) provides rules for mandatory reporting of sexual offences;
- (b) applies to the state of Andhra Pradesh;
- (c) provides definitions of different forms of sexual abuse, sexual harassment and pornography;
- (d) casts a legal duty upon a person who has knowledge that a child has been sexually abused or harassed to report the offence to the police;
- (e) puts forward potential punishments for not reporting abuse;
- (f) casts the police in the role of child protectors during any investigative process.

Protection of child rights laws in India

All parties involved with COG will adhere to [The Commissions for Protection of Child Rights Act \(CPCR\), 2005](#), (and the subsequent 'Commission for Protection of Child Rights' Act [NCPCR], 2017) passed under the Ministry of Women & Children Development, Government of India by the Parliament of India and the Indian Ministry of Law and Justice. All parties will also adhere to [The Gazette of India: Extraordinary Ministry of Women and Child Development Notification \[Part II-Sec. 3\(i\)\]](#): These Acts:

- (a) ensure that all laws, policies, programmes, and administrative mechanisms are in consonance with the child rights perspective as enshrined in the Constitution of India and also the UN Convention on the Rights of the Child;
- (b) apply to the state of Andhra Pradesh;
- (c) define a child as a person in the 0 to 18 years age group;
- (d) identify the particular dangers India faces in relation to child abuse and protection;
- (e) state that the dignity of a child should be accepted by everyone;
- (f) set laws on how welfare societies in India that work with children should operate;
- (g) ensure that all children at COG are lawfully in the home(s) under the permission of their parent(s) or guardian(s), including what forms parent(s)/guardian(s) must sign for their children to be under the care of COF/COG;
- (h) set out guidelines and procedures for registering students;
- (i) set out guidelines and laws for staff to abide by;
- (j) set out laws and procedures for when a child breaks the law;
- (k) set out guidelines for when children turn 18;
- (l) set out guidelines for supporting children who do not live at the home but who still receive help, finances and/or support.

Children of Grace Ministries and Children of Faith Ministries must adhere to the acts above by law.

Preventing abuse

Measures in place for preventing abuse:

- (a) training for all parties involved with COG on how to notice and prevent abuse and on how to create a safe environment for the children;
- (b) adhering to all Indian laws and guidelines for working with children;
- (c) ensuring all children know the dangers of being alone with adults and of not following the rules of the home.
- (d) having all (potential) employees/volunteers in India go through all appropriate and legal measures for them work with children and at COG and having them approved by all board members (including Mr Thandu and Mrs Thandu) of Children of Grace Ministries and all trustees of Children of Grace Home;
 - a. this will involve an interview with Mr and Mrs Thandu;
- (e) having all (potential) volunteers from the UK go through a Disclosure and Barring Service (DBS) check;
 - a. this will also involve being approved by all trustees in the UK and board members in India, including an interview with at least two trustees;
 - b. this will also include the receipt of a reference of suitability to work with children.
- (f) having no individual leader, adult or older teenager be allowed to be alone with any number of the children;
- (g) having all parties involved with COG read and agree to everything in this policy;
- (h) ensuring all visitors are never left alone with any number of children.

Prior measures for responding to abuse or potential abuse

Measures in place for responding to abuse or potential abuse:

- (a) following all the measures put forward in the preventing abuse section above;
- (b) telling all children who they can go to when they are abused or when they feel fear of, or see potential for, abuse:
 - a. this will be Rosie Thandu, the safeguarding lead in India and the co-director of the home. Mrs Thandu lives next door to the home and has over 10 years of experience working in youth and child work/ministry.
 - b. the children will also be able to go to Anand Thandu, the co-director of the home, who likewise has over 10 years of experience working in youth and child work/ministry;
- (c) teaching and training all leaders, staff, visiting teachers and volunteers how to respond to abuse and how to respond when they see potential for abuse. This will involve:
 - a. training on how to speak with a child who has a concern;
 - b. knowing when and how to alert Mrs Thandu or Mr Thandu on what has happened;
 - c. having only Mr Thandu or Mrs Thandu respond to the individual(s) who have been accused;
 - d. having Mr Thandu and Mrs Thandu being trained on how to respond;
 - e. training on whether authorities should be alerted and how they should be alerted;
 - f. training on abiding by all the laws and recommendations stated above by the UNCRC, UDHR, POCSO, CPR.

Recognising Abuse

All parties involved with COG will be educated on different types of abuse. Types of abuse include:

- (a) **physical abuse** is deliberately hurting a child causing injuries such as bruises, broken bones, burns or cuts;
- (b) **emotional abuse** is when children are emotionally abused through maltreatment or neglect and is sometimes be called psychological abuse and can cause children serious harm;
- (c) **neglect** is the ongoing failure to meet a child's basic needs. It's dangerous and children can suffer serious and long-term harm;
- (d) **sexual abuse** is when a child is forced or persuaded to take part in sexual activities. This doesn't have to be physical contact, and it can happen online;
- (e) **domestic abuse** is any form of abuse in a home but is also abuse of others in the sight of children;
- (f) **bullying** can happen anyway and is usually repeated over a long period of time and can hurt a child both physically and emotionally;
- (g) **grooming** is when young people are groomed by someone older, whereby the young person is given a false sense of security with an individual who wishes to harm him or her emotionally, physically or sexually.

(definitions taken from the [NSPCC website](#))

Recognising signs of abuse

All parties involved with COG will be taught on recognising signs of abuse in a child.

Children who are sexually abused often:

- (a) stay away from certain people and/or avoid the abuser;
- (b) show sexual behaviour inappropriate for their age;
- (c) have physical symptoms of sexual or general abuse;
- (d) have problems at school or in doing everyday activities;
- (e) give clues as to what is happening.

(information from the [NHS UK website](#))

Children who are abused physically or emotionally or are being bullied often:

- (a) show sudden changes in behaviour or school performance;
- (b) is always watchful, as though something bad may happen;
- (c) has learning problems or difficulty concentrating;
- (d) is overly compliant, passive or withdrawn;
- (e) avoids certain people;
- (f) avoids adults in general;
- (g) has physical symptoms of abuse;
- (h) shows signs of misbehaving;
- (i) has disinterest in doing certain activities;
- (j) depression;
- (k) anger.

(information from [Children Welfare Information Gateway website](#))

Signs of child neglect include:

- (a) frequent absence from school;
- (b) malnourishment;
- (c) poor health;
- (d) poor hygiene;
- (e) depression;
- (f) little interest in certain activities.

(information from [Children Welfare Information Gateway website](#))

Recognising signs of an abuser

All parties will likewise be taught on recognising signs of abuse by an offender or potential offender.

Signs that someone is a potential groomer, paedophile and/or sexual abuser include:

- (a) being popular with children;
- (b) appears to be trustworthy and respectable, especially in and around children;
- (c) prefers the company of children;
- (d) “grooms” children with quality time, games, gifts, etc.;
- (e) singles out specific children, especially those who seem troubled and/or in need of attention or affection;
- (f) becomes close with specific children;
- (g) finds ways to be alone with children;
- (h) starts with small “harmless” acts of touching;
- (i) sometimes works with someone else;
- (j) takes pictures of children;
- (k) are primarily (but not always) male and masculine;

Responding to Abuse

In responding to abuse or potential abuse, all parties involved with COG will adhere to Article 19 of the UNCRC which states:

Such protective measures should, as appropriate, include effective procedures for the establishment of social programmes to provide necessary support for the child and for those who have the care of the child, as well as for other forms of prevention and for identification, reporting, referral, investigation, treatment and follow-up of instances of child maltreatment described heretofore, and, as appropriate, for judicial involvement.

Measures of responding to abuse:

- (a) adhering to all Indian laws and the laws put forward in the POCSO and CPRC;
- (b) following the guidelines of the UNCRC and UDHR;
- (c) follow the guidelines put forward in this policy;
- (d) following the guidelines below where applicable;
- (e) calling the police if this is necessary under the law of India and/or under the laws of POCSO and CPRC;
- (f) calling [Childline India \(by calling 1098 in India\)](#) if it is agreed that it is not necessary at the time to call the police:
 - a. Childline India is a government accredited helpline;
 - b. All guidelines and advice from Childline must be adhered to.

Measures for when a child discloses abuse or potential abuse against them or someone else:

- (a) the person being told must:
 - a. speak to them in a place out of earshot but not out of sight;
 - b. listen carefully and stays calm;
 - c. must not press for information;
 - d. allow the child to talk;
 - e. not pass judgement;
 - f. reassure the child that he or she has done nothing wrong and is right for disclosing;
 - g. explain to the child that they will have to tell someone else;
 - h. must not promise to keep the disclosure secret, but will assure that the child will be protected;
- (b) if the person told is not Mr Thandu or Mrs Thandu, the person told must inform them;
- (c) the relevant authorities, such as the police, must be called if this is necessary under the laws of India and put forward in POCSO and CPRC;
- (d) the person told must not carry out their own private investigation;
- (e) if the child, or any other child is in immediate danger, the emergency services must be called;
- (f) an accurate record must be made as soon as possible, and must be written by, or alongside, Mrs Thandu. If Mrs Thandu is not present, Mr Thandu must be present, if he is not there, the record must be written and given to Mrs Thandu or Mr Thandu as soon as possible. This must be stored securely;
- (g) the person being accused must not be informed if it is judged by Mrs or Mr Thandu that to do so would put the child at risk;
- (h) the child must be given protection and be given everything they need to feel safe and secure.
- (i) measures above must be adhered to where applicable.

Measures for when a leader/adult notices signs of abuse, neglect or grooming (whether to the child or by an individual):

- (a) Mr Thandu or Mrs Thandu must be alerted as soon as possible in private;
- (b) all information possible must be disclosed;
- (c) no one other than Mr Thandu or Mrs Thandu must be told;
- (d) the child or children at risk must be protected and given everything they need to feel safe;
- (e) the potential abuser(s) must not be left alone with children;
- (f) measures above must be adhered to when applicable;

If an individual suspects abuse after being in COG and subsequently leaving, he or she must contact Mrs Thandu or Mr Thandu who will follow the steps outlined above. If the individual from the UK has come back to the UK after visiting India, he or she must contact Annabelle Wilson or Michael Cadge, who will contact Mrs Thandu or Mr Thandu in India.

If at any point anyone is unsure what to do, Mr Thandu or Mrs Thandu should be contacted, and/or Childline should be called for advice.

Employment and Volunteering

All employees/volunteers

Every employee/volunteer or potential employee/volunteer for COG from either India or the UK must:

- (a) read, learn and accept everything in this policy;
- (b) be taught about safeguarding and how to work with children and young people;
- (c) be taught what to do when situations relating to safeguarding arise;
- (d) have no history of violence or sexual offences.

Employees/volunteers in India

Every employee/volunteer or potential employee/volunteer for COG in India must:

- (a) be vetted according to Indian law;
- (b) be known to Mr and Mrs Thandu or by another employee who has worked at COG for over one year;
- (c) be interviewed and accepted by Mr and Mrs Thandu;
- (d) be accepted by the Indian COG board.

Employees/volunteers from the UK

Employees/volunteers or potential employee/volunteer from the UK must:

- (a) have a DBS check;
- (b) be interviewed by at least two trustees;
- (c) be accepted by all trustees;
- (d) be subsequently accepted by Mr and Mrs Thandu and the COG board in India.

Monitoring

The policy will be reviewed a year after development and then every three years, or in the following circumstances:

- (a) changes in legislation and/or government guidance;
- (b) as required by the Local Safeguarding Children Board, UK Sport and/or Home Country Sports Councils and [insert name of regulatory body if appropriate]
- (c) as a result of any other significant change or event.

All contact between India and the UK will be between Mr Thandu and/or Mrs Thandu in India, and Annabelle Wilson and/or Michael Cadge in the UK.

(Last reviewed September 2019)