

Child Protection Policy

The Child Protection Policy (CCP) is reviewed annually and re-adopted when changes are necessary. This current policy was adopted by The Company and its Management on 31st October 2020.

1. What is the child protection policy (cpp)? Why does it exist?

The Child Protection Policy (CPP) of Mobius Strip Productions and its brand Chakravayu Performing Arts (The Company) was established in accordance with Indian law to protect children, ensure their safety and prevent all kinds of violence, abuse or discrimination.

The Company is committed to protecting the safety and well-being of children. *States Parties shall protect the child from all forms of physical or mental violence, injury or abuse, neglect, maltreatment or exploitation, including sexual abuse.* (UN Convention on the Rights of the Child (1989), Article 19)

The Company has a common commitment to the prevention of child abuse and the protection of children.

The Company's Youth Theatre activities create and offer safe environments for children to express themselves and learn through creative endeavours - primarily but not limited to the performing arts.

This policy sets out common values, principles, and beliefs and describes the steps that will be taken in meeting our commitment to protect children.

2. What Constitutes Child Abuse?

Child abuse or maltreatment constitutes all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to a child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power (Source: Report of the consultation on child abuse prevention, WHO, Geneva, 29-31 March 1999, defines child abuse as).

3. Our values, principles and beliefs

- All children have the right to enjoy and learn artistic pursuits in a safe and nurturing environment.
- All child abuse involves the abuse of children's rights.
- All children have equal rights to protection from abuse and exploitation.
- The situation of all children must be improved through promotion of their rights as set out in the UN Convention on the Rights of the Child. This includes the right to freedom from abuse and exploitation.
- Child abuse is never acceptable.
- We have a commitment to protecting children with/ for whom we work.
- When we work through partners, they have a responsibility to meet minimum standards of protection for children in their programmes.

4. We will meet our commitment to protect children from abuse through the following means.

- Awareness: We ensure that all staff and others are aware of the problem of child abuse and the risks to children.
- Prevention: We ensure, through awareness and good practice, that staff and others associated with The Company's activities minimise the risks to children.
- Reporting: We ensure that staff and others are clear what steps to take where concerns arise regarding the safety of children.

- Responding: We ensure that action is taken to support and protect children where concerns arise regarding possible abuse.

In order that the above standards of reporting and responding are met, employees, volunteers, and anyone dealing with children through The Company will ensure that they:

- Take seriously any concerns raised.
- Take positive steps to ensure the protection of children who are the subject of any concerns.
- Support children, staff or other adults who raise concerns or who are the subject of concerns.
- Act appropriately and effectively in instigating or co-operating with any subsequent process of investigation.
- Are guided through the child protection process by the principle of 'best interests of the child'.
- Listen to and take seriously the views and wishes of children.
- Work in partnership with parents/carers and/or other professionals to ensure the protection of children.

5. How we will ensure our commitments above are met

- All staff of The Company (locally appointed and internationally appointed) who have contact with the children under our jurisdiction will sign up to and abide by our code of conduct.
- All partners and vendors who have contact with the children under The Company's jurisdiction will sign and abide by the code of conduct.
- All staff and volunteers are required to have access to a copy of the child protection policy.
- Recruitment procedures will include checks on suitability for working with young people.
- Induction will include briefing on child protection issues.

- The Company informs all peoples in contact with children under our jurisdiction on reporting processes.
- Systems are established by The Company to investigate possible abuse once reported.
- Training, learning opportunities and support is provided by The Company as appropriate to ensure commitments are met.

6. Code of Conduct

All persons engaged by The Company (employment and/or volunteer) must sign up to and abide by this Code of Conduct included in their legally binding contract to The Company.

Staff and others must never:

- Hit or otherwise physically assault or physically abuse children.
- Develop physical/sexual relationships with children.
- Develop relationships with children which could in any way be deemed exploitative or abusive.
- Act in ways that may be abusive or may place a child at risk of abuse.
- Use language, make suggestions or offer advice which is inappropriate, offensive or abusive.
- Isolate a child physically from the activity unless supervised and necessary for the success of the child within the activity.
- Close the door of any space if alone with a child.
- Behave physically in a manner which is inappropriate or sexually provocative.
- Have a child/children with whom they are working to stay overnight at their home unsupervised.
- Sleep in the same room or bed as a child with whom they are working.
- Do things for children of a personal nature that they can do for themselves.
- Condone, or participate in, behaviour of children which is illegal, unsafe or abusive.

- Act in ways intended to shame, humiliate, belittle or degrade children, or otherwise perpetrate any form of emotional abuse.
- Discriminate against, show differential treatment, or favour particular children to the exclusion of others.
- Ignore a child if the child wishes to indulge information pertinent to their safety.

Staff and others will always:

- Create an empowering environment for children to express themselves creatively within the context of The Company's work.
- Be aware of situations which may present risks and manage these.
- Plan and organise the work and the workplace so as to minimise risks.
- As far as possible, be visible in working with children.
- Ensure that a culture of openness exists to enable any issues or concerns to be raised and discussed.
- Ensure that a sense of accountability exists between staff so that poor practice or potentially abusive behaviour does not go unchallenged.
- Talk to children about their contact with staff or others and encourage them to raise any concerns.
- Empower children - discuss with them their rights, what is acceptable and unacceptable, and what they can do if there is a problem.
- Follow The Company guidelines for reporting suspected abuse or denigration of a child in the jurisdiction of The Company.

7. Reporting Procedures

The Company is legally obliged to have an active Mandatory Reporting Policy. Once The Company has submitted a report, it is no longer the responsibility of The Company to take further steps. Mandatory Reporting will be the responsibility of the Management of The Company

If a staff member or any other person representing the Company and is responsible for the health and well-being of a minor suspects abuse of a minor or is approached by a minor with information, the following procedure is in place.

If a minor volunteers information:

- Listen to but do not advise the minor. If possible, have a second adult present
- Take clear and unemotional documentation (in black or dark blue ink pen) of the information using the minors wording as much as possible - include minors name and the contact number of the parent/guardian.
- Document in writing (in black or dark blue ink pen) any physical appearance of abuse.
- Contact The Company-assigned Management immediately. (Assigned Management is Rayana Pandey - Company Director)
- Inform the minor that it is the responsibility of The Company representative to inform the Company of the information volunteered by the minor.
- The Company representative may be required to attend further meetings regarding the case. Otherwise, once a documented report is submitted, the representative of The Company may not be informed of any further actions.

If a minor is in immediate danger which is deemed life-threatening, The company policy is to contact the police immediately.