

Child Protection and Safeguarding Policy Training for the adults at St. Joseph's Development Trust

Date: 05-02-2025

Venue: SJDT Meeting Hall

Organized by: St. Joseph's Development Trust

Facilitators: Dr. I. Sebastian, and Br. Xavier

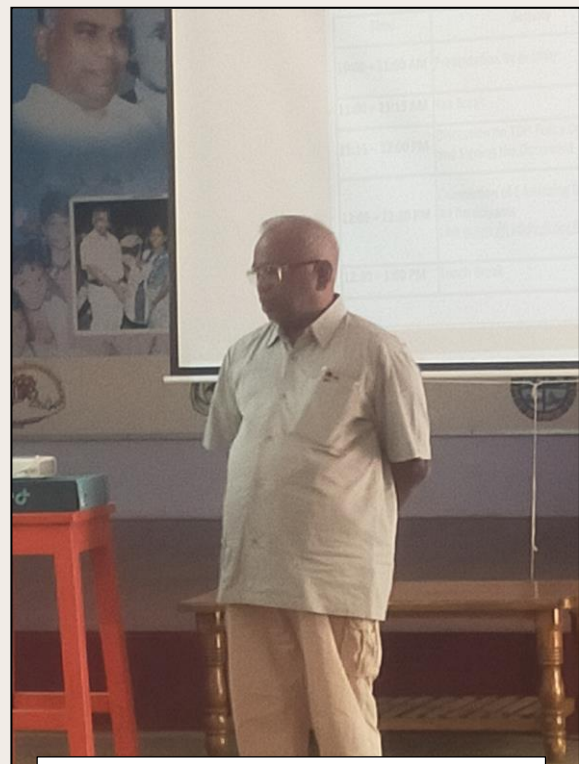
Participants: Staff, Volunteers, and Individuals working directly or indirectly with children

Introduction

The meeting commenced with a prayer song, setting a solemn and reflective atmosphere. Br. Sebastian provided the opening remarks, emphasizing the significance of child protection and the necessity of understanding the



Prayer Song before the Meeting



Dr. I. Sebastian's Introductory

safeguarding policies established by SJDT. His speech was engaging and insightful, capturing the attention of all participants.

Overview of the Policies and Guidelines

Prior to the meeting, the **Code of Conduct for Child Safeguarding** and the **Child Safeguarding Policy** provided by SJDT were distributed among all staff and volunteers. This ensured that attendees came well-prepared, having already familiarized themselves with the documents.

The key points covered in the documents included:

- **Duty of Care:** The moral and legal responsibility to protect children from harm.
- **Unacceptable Behaviors:** A list of prohibited actions, including any form of abuse, exploitation, or inappropriate conduct.
- **Reporting Mechanisms:** Procedures for identifying, reporting, and addressing child protection concerns.
- **Preventive Measures:** Ensuring that safeguarding measures are integrated into daily operations.
- **Code of Conduct Compliance:** All individuals were required to acknowledge and adhere to the prescribed ethical standards when interacting with children.

Detailed Sessions

Session 1: Understanding the Code of Conduct

Br. Xavier led an in-depth discussion on the **Code of Conduct for Child Safeguarding**. He elaborated on the expectations for all employees and volunteers, emphasizing:



Sharing of Experience and Feedback regarding the Child

- The importance of using respectful and appropriate language when communicating with children.
- The prohibition of any form of physical, emotional, or sexual abuse.
- Guidelines on maintaining professional boundaries and avoiding situations that could compromise a child's safety.
- The role of staff in identifying and challenging bad practices that may put children at risk.

This session provided clarity on the ethical and professional behavior expected from all individuals engaged in child-related activities.

Session 2: Practical Application of Child Safeguarding Measures

Participants were divided into groups and asked to discuss current challenges they face concerning child protection. The discussions covered various real-world scenarios, and solutions were collectively proposed. Some of the critical issues identified included:

- Lack of awareness among community members regarding safeguarding policies.
- Challenges in identifying and reporting abuse cases due to fear or lack of clear channels.

- The need for continuous training to reinforce understanding of safeguarding principles.

After the discussions, everyone signed the SJDT Child Safeguarding Policy documents and after which each group presented their findings, followed by expert guidance on the best approaches to handle such situations.



Ms. Devibala Explaining about Child Protection

Session 3: Interactive Task on Learning Outcomes

To ensure that the key messages were well understood, participants were assigned a task where they had to articulate the most important takeaways from the session. Individuals were invited to present their insights, reinforcing peer learning and engagement.

Afternoon Session: Group Discussion

The afternoon session was dedicated to group discussions on child safeguarding. Participants approached this with great enthusiasm, understanding the importance of acquiring certification in child protection. By the end of the session, all staff and volunteers successfully completed the training.



Group Discussion regarding the Child safeguarding Policy

Conclusion and Acknowledgment

The meeting concluded with a note of gratitude extended to **SJDT** for providing the opportunity to learn and reinforce child safeguarding practices. Participants expressed their appreciation for the insightful sessions and committed to implementing the safeguarding principles in their daily responsibilities.

This training has equipped all staff and volunteers with the necessary knowledge and skills to create a **safe and secure environment for children**. Moving forward, the organization remains committed to **continuous learning and implementation of best practices in child safeguarding**.



Commitment to Child Protection and Ethical Conduct

Every staff member was asked for personal commitment based on what they are doing now and how they will improve, and the following are the resolutions:

- I will respect and treat all children with dignity.
- I will not use children for illegal activities, labour, or personal benefit.
- I will ensure that no unauthorized individuals establish contact with children.
- I will not show partiality to a single child or discriminate against any child.
- I completely understand and will adhere to all child protection and child rights policies.
- I will never engage in any form of physical, emotional, or sexual abuse.
- I will challenge and report any inappropriate or harmful behaviour towards children.
- I will ensure that children's personal information and images are used responsibly and with consent.
- I will never develop exploitative or inappropriate relationships with children.

- I will maintain professional boundaries and avoid being alone with a child in a private setting.
- I will ensure a child's best interest is the priority in all my interactions.
- I will listen to children's voices and concerns and take them seriously.
- I will not use degrading language, threats, or humiliating actions towards children.
- I will actively promote a safe and secure environment for all children.
- I will participate in all required training on child safeguarding and protection.
- I will ensure that any form of discipline is non-violent and constructive.
- I will report any suspected cases of abuse or misconduct immediately.
- I will not condone, encourage, or ignore any form of child exploitation or mistreatment.
- I will remain accountable and uphold the highest ethical standards in my role.

By adhering to these resolutions, every staff member commits to fostering a safe, protective, and nurturing environment for all children under our care.

St. Joseph's Development Trust

SAFEGUARDING CHILDREN IN RESIDENTIAL CARE.

05.02.2025

PRESENTED BY BRO. XAVIER

PROTECT A CHILD FROM ABUSE.

Ab + Use = Abuse.



Negative



anything that is purposeful,
particularly for the common interest.

Abuse means misusing [negatively using] anything
for one's own interest.

WHAT IS CHILD ABUSE?

- Any mistreatment to a child done with your own inner motive that results physical, emotional, biological damage of the child.

- It can include: 1] Physical abuse
- 2] Emotional abuse
- 3] Sexual abuse
- 4] Neglect.

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- The crime committers: A study says,
 - 75% - parents.
 - 10% - other relatives.
 - 2% - care takers.
 - 13% - unknown [acquaintance]
 - Over 80% offenders are under age 40. overall, approximately 62% are female,
 - Offenders' gender differed by type of maltreatment.

WHAT MAKES PEOPLE ABUSE CHILDREN?

- ❑ Many time, physical abuse results of excessive discipline or physical punishment that is inappropriate for the child's age.
- ❑ The immaturity of parents, lack of parenting skills, unrealistic expectations about children's behavior and capabilities, a parent's own negative childhood experience, social isolation, frequent family rises, drug or alcohol problems.
- ❑ Abuse is a symptom that parents have difficulty coping with their situation.

TYPES OF ABUSES

Physical abuse

Punching,
Beating,
Kicking,
Biting,
Burning
Other harming.

Emotional abuse

Constantly shaming,
Humiliating, corrupting,
Terrorizing, isolating,
Rejecting suffer,
Avoiding basic
emotional nurturing.

Sexual abuse

Fondling, making a child to
touch an adult's sexual
organs, penetration of a
child's sexual organs.
Indecent exposure, sexual
exploitation, pornography.

Neglect

Fail to provide shelter,
food, clothing, education,
supervision, medical
care, other basic
necessities for the
personal growth of a
child.

THE REACTIONS TO ABUSE.

- **Denial:** deny their past experiences which helps to block out unpleasant or painful memories. It is simply difficult to admit that a parent/adult did such a terrible thing.
- **Minimizing:** victims may respond by saying to themselves, “it wasn’t all that bad” it helps to lessen the feelings of guilt that they are carrying.
- **Rationalization:** rationalize the abuse by making excuses for the abuser. “It was my fault that it happened” “ he and mom didn’t get along well”...
- **Blocking out:** victims block out memories of the abuse and the abusive relationship because of painful feelings associated with it.

THE EFFECTS OF ABUSE:

- ❑ Physical Problems :
- ❑ Feeding & sleeping disturbances in infants.
- ❑ Gynaecological disturbances as painful menstrual periods or absence of periods in adolescent girls.
- ❑ Vulvar lacerations, abrasions in the genital region, venereal or other sexually transmitted diseases result from sexual contact.
- ❑ Pregnancy, abortion which are highly traumatic for a girl.
- ❑ Psychosomatic disorders such as migraines, stomach and skin problems and disabling aches and pains.

- Emotional problems:
- **Guilt:** victims believe that they are partly responsible for it.
- **Shame:** seems to be rooted in the experience of being physically overpowered and coerced into activities. Letting it continue for so long without saying anything.
- **Low self-worth:** when victims learn that they are powerless they may stop struggling and become passive.
- **Anger and Hatred leading to depression and despair:** feeling defrauded, an intense anger burns in the victims as they realize the extent to which they have been violated, exploited and betrayed. Which causing depression, suicidal thoughts.
- **Fearfulness and Anxiety:** a special fear of intimacy, of letting anyone close.
- **A “Tough Skin”:** a consequent inability to admit or even perceive their feelings.

□ Behavioral problems:

- **Betrayed Trust:** a deep sense of betrayal pervades the child's view of life. Poor basic trust in victim.
- **Interrupted sexual development:** the victim is prematurely forced into stimulation for which they are unprepared.
- **Confused Role:** as the offender exploits the child's vulnerability and relate to the child in roles which are confusing or terrifying to the child.
- **Lost childhood:** the victims practice negative/self-destructive patterns of behavior, they may cry for true love and affection, aggressiveness or total passivity.

□ Relational problems:

- **Marriage:** find difficult to enter into an intimate marriage. Either aversion or addiction to sex causes problems in married life. Flashback memories may occur at sexual union with spouse.
- **Parenting:** tendency of repeating abusive patterns of behavior and reacting by over-protectiveness. Being suspicious of adults who relate to their child.
- **Lesbianism/Homosexuality:** strong mistrust of men may lead women into lesbianism. Woman who are abused by another woman may feel repulse by or afraid of being alone with women. Man who are abused by another man may adopt a homosexual life style.

□ Spiritual problems:

- Difficulty trusting in God: having been abandoned in the time of need, the victim has been left alone in pain which may causes a confusion of feelings . It sets up a barrier between God and the victim.
- Distorted identity in God: a confusion of the identity. A victim feels disrespected, used, unclean ,robbed and manipulated, with the result that victim's glory, dignity and worth are damaged with his/her self-image in God.
- Feeling of worthlessness is carried over into his/her relationship with God and to doubt that victim can be accepted by God.
- A sense of resentment may rise up against God.

**Thanks a
lot...**

