



CHILD PROTECTION POLICY
of
EBENEZER CHILD CARE CENTRE
CHILDREN HOME FOR BOYS

Date of Policy Approval : 26.03.2026

Ebenezer Child Care Centre
Vidyasagar Layout, Kembathahalli Cross,
Bengaluru – 560083

EBENEZER CHILD CARE CENTRE CHILDREN HOME
FOR BOYS, Ebenezer Child Care Centre
Vidyasagar Layout, Kembathahalli Cross,
Bengaluru – 560083

Ebenazer Child Care Centre, started under the unit Ebenizer Mission Charitable Trust Bangalore, was established in the year 2000 with a deep commitment to care for orphaned, abandoned, and vulnerable children affected by poverty. The institution was founded by Rev. Dr. Abraham, Mrs. Amini Abraham, Jacob Daniel, who shared a common vision to serve children in need, especially those from difficult backgrounds and single-parent families.

The Centre began as a small initiative with the aim of providing shelter and support to children who lacked basic care and protection. Over the years, Ebenazer Child Care Centre has grown into a loving and nurturing home, supporting around 500 children since its inception.

Today, the Centre provides residential care for more than 30 children, with separate hostel facilities for boys and girls above nursery age. It offers a safe and joyful environment where children can grow, learn, and thrive. The children actively engage in education, play, music, dance, and other developmental activities, creating an atmosphere filled with hope, laughter, and belonging.

Ebenazer Child Care Centre continues to stand as a family for these children—offering not just shelter, but love, care, and a brighter future.

Vision

To empower every child with quality education, proper nutrition, and a safe, hygienic, and nurturing environment, enabling them to grow into confident, responsible, and successful citizens of India while upholding strong values and cultural heritage.

Mission

Our mission is to provide a safe and nurturing shelter for orphaned, semi-orphaned, abandoned, and vulnerable children, especially those from single-parent and economically challenged families. We are committed to ensuring access to quality education while promoting the holistic development of every child, focusing on their cognitive, social,

emotional, and physical well-being. We strive to provide nutritious and balanced meals to support healthy growth and maintain a clean, hygienic, and child-friendly environment that ensures safety and dignity.

Major Activities of Ebenezer Child Care Centre

Ebenazer Child Care Centre is dedicated to the holistic care and development of vulnerable children through a range of focused activities and programs. The major activities of the Centre include:

- Providing safe and secure shelter for orphaned, semi-orphaned, abandoned, and vulnerable children with separate living facilities for boys and girls.
- Ensuring access to quality education by enrolling children in schools, supporting their academic progress, and providing guidance, study support, and learning materials.
- Providing nutritious and balanced meals to promote healthy growth, along with regular health check-ups, medical care, and attention to hygiene.
- Encouraging overall development through activities that support cognitive, social, emotional, and physical growth, including sports, arts, music, dance, and life skills training.
- Maintaining a clean, hygienic, and secure environment with trained staff and safety measures such as CCTV to ensure the protection and well-being of children.
- Offering a nurturing and caring atmosphere where children receive love, guidance, and counseling to help them overcome trauma and build confidence.
- Supporting children from single-parent families and engaging with families and communities to strengthen the child's support system.
- Instilling moral values, discipline, cultural awareness, and responsible behavior to help children grow into good citizens.
- Organizing games, cultural programs, celebrations, and outings to ensure children experience joy, creativity, and social interaction.

Note from the director

At **Ebenezer Child Care Centre**, the safety, dignity, and well-being of every child entrusted to our care is our highest priority. Since our establishment in 2000, we have been working with children who come from vulnerable and often challenging backgrounds, including those who are orphaned, abandoned, or from economically disadvantaged families. This responsibility calls for a strong and unwavering commitment to child protection.

We firmly believe that every child has the right to grow up in a safe, secure, and nurturing environment—free from abuse, neglect, exploitation, and discrimination. As part of this commitment, we are developing and implementing a comprehensive Child Protection Policy to guide our practices and ensure the highest standards of care.

This policy will serve as a framework for all staff, caregivers, volunteers, and stakeholders, clearly outlining their roles and responsibilities in safeguarding children. It will include guidelines on appropriate behavior, preventive measures, reporting mechanisms, and procedures for responding to any concerns or incidents related to child safety.

At Ebenezer, child protection is not just a policy—it is a culture that we strive to uphold every day through awareness, vigilance, and compassion. We are committed to creating a child-friendly environment where every child feels safe, respected, and valued.

We will continue to strengthen our systems, train our staff, and work closely with families and the community to ensure that our Centre remains a place of trust, protection, and hope for every child.

Together, let us uphold the rights of every child and build a safe and supportive environment where they can grow, learn, and thrive.

(Jacob Daniel)
Director,
Ebenezer Child Care Centre

CHILD PROTECTION POLICY

EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE

**(In alignment with Karnataka Child Protection Policy –2016
(as reviewed in 2023))**

1. Vision and Mission Statement of the CPP:

The vision of EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, Bangalore is to create a safe, nurturing, supportive and responsive environment that upholds rights and dignity of every child whom we are working directly or indirectly in our institution or community.

We strive towards a conducive and child-sensitive living environment where we engage with children to ensure safe environments for those entrusted to our care. This we achieve by establishing effective measures on rehabilitation, prevention, early intervention and strengthening response mechanisms, support services and building partnerships with concerned agencies and child protection mechanisms.

Our EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE strives towards zero tolerance to child abuse and safety violations in any form.

2. Statement of Commitment of CPP:

The **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** is committed to the protection and safeguard of every child. Thus, we are committed to uphold the rights and development of all children in our care, uphold equity and equality and practice non-discrimination, as outlined by the UN Convention on the Rights of the Child. We oppose all forms of child safety violations including child abuse such as physical and sexual abuse, exploitation, emotional abuse, corporal punishment, and neglect. We ensure the protection and welfare of children as our responsibility and shall be at the core of all activities.

3. Statement on recognizing all forms of child safety violations including child abuse

We recognize that child abuse includes physical, emotional or psychological, sexual abuse, neglect, maltreatment, discrimination

and described below.

A. Harm - An act or behavior, often intentional, that hurts, causes grievous injury, pain or trauma to the child. Most often this is physical and sometimes could also be self-inflicted, such as cutting, burning, misuse of substances etc.

B. Neglect - A condition where there is failure to protect the child from exposure to any kind of harm or danger that results in significant impairment in the health and development of the child. Neglect is often prolonged and includes starvation or not providing nutrition, not providing emotional support, leaving child un-supervised or not providing medical, educational, and other basic care such as shelter, clothing etc.

C. Emotional Abuse Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent effects on the child's emotional development, and may involve:

a. Conveying to a child that s/he is worthless, unloved, inadequate, or valued only insofar as she meets the needs of another person

b. Imposing developmentally inappropriate expectations e.g. interactions beyond the child's developmental capability, overprotection, limitation of exploration and learning, preventing the child from participation in normal social interaction

c. Causing a child to feel frightened or in danger e.g. witnessing violence, seeing or hearing the ill treatment of another

d. Exploitation or dishonesty of a child

e. Some level of emotional abuse is involved in most types of ill treatment of children, though emotional abuse may occur alone.

D. Physical abuse - Physical assaults that would be serious criminal offenses if committed by one person against another - for instance, hitting, slapping, or striking with an object

E. Sexual Abuse - Acts or behavior that constitute an offence under the Protection of Children from Sexual Offences Act, 2012 (POCSO) and/or the BNS or any other law.

4. Safety Measures: Our EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE strives to put in place system such as:-

a. **Safe infrastructure:** The National Building Code, 2005, serves as a model code for adoption by all agencies involved in our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** construction. All new buildings shall be designed as per applicable laws and MHRD Safety Notification dated Oct 9th, 2014. In order to reduce risk of abuse of children by adults and among children themselves, ensure safety of children in all spaces, including areas such as toilets, bathrooms, laboratories, sports equipment rooms, art rooms, counseling rooms, etc. through safe practices such as adequate lighting, adult attendants, peer support groups, etc.

b. **Access control:** Our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** have in place rules for those visitors such as - visitors register, gates monitored for entry and exit of service providers, consultants, online food service providers, marketing personnel, etc. Also ensure which people outside of the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** are allowed in and under what circumstances.

c. **Off-site activity guidelines:** When trips outside the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** are undertaken including excursions, picnics, educational tours, awareness processions /jaathas, etc., the following are been mandatorily followed – written permission of parent/guardian, safety orientation to child prior to departure, contact numbers of parents/guardian for emergencies, child adult ratio for supervision, at least one adult trained in CPR, First Aid, handling of off-site bathroom breaks, use of public transportation, etc. In case of any specific event or program such as day-trips, competitions, a particular person have been made responsible and accountable for the safety of the children. The staff child ratio will be maintained. A lady staff will accompany the group on off-site trips if girl children are part of the group.

d. **Guidance and Counseling:** Guidance and Counseling arrangements are made operational and functioning effectively. The certified counselors have been appointed in our institution and Counseling Services are provided through sessions as and when required.

5. Child Protection and monitoring Measures:

5.1 Our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** strives to take in account and ensure all the

provisions of safety measures which is part of Child Protection Policy for Institution and will be adhered to and reviewed periodically.

5.2 . The Child Protection Committee (“CPC”)

Our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** shall have a Child Protection Committee with the following composition:

Sl.No	Name	Designation	Position in CPC
1	Mr. Jacob Daniel	Director	Chairperson
2	Mrs. Veena M	Counsellor Cum Administrator	Child Protection Officer
3	Mr. Aaron Jacob	Warden	Member
4	Mr. Mahesh D Mathew	Coordinator	Member
5	Mrs. Nivedha V	Tuition Teacher	Member
6	Mrs. Saroja V	Parent	Member
7	Mrs. Channamma S	Parent	Member
8	Kum. Goutham	Child	Member
9	Kum. Jacob	Child	Member
10	Dr. Ramesh	Visiting Doctor	Member
11	Mrs. Saramma Jacob	House Mother	Member
12	Mrs. Jebamala N	Cook/Supportive Staff	Member

5.2.1 : Roles and Responsibilities of CPC

1. CPC will meet once in three months and whenever a violation is reported.
2. The quarterly meeting will have on its agenda review of the previous quarter, any threats/risks discovered during that period and additional measures to be taken to strengthen child protection measures in the institution
3. CPC will focus only on the complaints/suggestions received on child safety violations/abuse and not on any administrative issues.
4. CPC will discuss the concerns, record the same and give appropriate recommendations to the management for further action.

5. CPC will ensure the concerns are addressed and closed within a specified time.
6. CPC will maintain all registers, files and folders and documents related to child safety and protection.
7. CPC will seek external expert help as and when required.
8. The tenure of the CPC will be two year. Vacancies if any should be filled within one month of vacancy.
9. CPC will follow all guidelines prescribed by in this CPP.

The CPC will undertake following steps when cases of violation are reported, such as ;

1. CPC will convene as soon as an incident is reported with periodic follow-up until closure of case.
2. The CPC and the CCI management shall cooperate with the police, judiciary and local administration in investigation of the reported incident, to the extent applicable by law, while keeping in mind the safety, security, right to privacy and confidentiality in the best interest of the child.
3. The CPC will also assess and address the impact of the incident on other children, adults working there and on the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** as a whole.
4. The CPC shall perform a lessons-learnt analysis to understand the factors that contributed to the abuse and recommend, in its wisdom, refresher training for the institution (adults, students, children, Board/management team, service providers).

5.2.2 : Roles and responsibility of the Chairperson and CPO

1. **Chairperson:** The Chairperson of the CPP will ensure:
 - That the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** has a Child Protection Policy compliant with the KSCPP and these guidelines and adherence to the same.
 - Documentation of safety violations including child abuse in the prescribed manner, by providing support and guidance to all institution personnel.
 - Planning and roll-out of all capacity building programs related to the CPP.
 - Conducting an annual review of the implementation of the CPP with the Children home Management, the CPC and other applicable staff or bodies, with the CPP reviewed once in two years.

2. **Child Protection Officer (CPO):** The Chairperson (**Mr. Jacob Daniel**) shall be assisted by a Child Protection Officer (CPO) **Mrs. Veena M** who is selected from amongst the personals of the Children Home. The CPO is a regular employee, with more than 20 years' of experience in development sector.

The roles and the responsibilities of the CPO include:

- To receive all complaints of child safety violation including child abuse, whether verbal or written and ensure confidentiality and record it in a register.
- To maintain case files and records pertaining to the complaints/incident.
- To follow mandatory reporting in case of safety violation including child abuse wherever legally mandated and coordinate with the police and local authorities and ensure that there is no attempt to cover up the incident, or influence the child's parents/guardian or other authorities.
- To follow procedures where there are allegations of child safety violations or child abuse including against the Head of the institution/Chairperson of CPC.
- To coordinate capacity building related to institutions CPP.

5.2.3. **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE - Management Committee (MC)**

- In the context of child protection, the MC shall also conduct periodic meetings to discuss all safety and protection aspects, behavior and attitude of staff and other personnel, other safety concerns of the children and parents.

6. **Children's / Suggestion Box**

A Suggestion Box has been placed at a point in **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** premises where the children can access the Box in privacy.

- The box was made from transparent and non-breakable material.
- The box has 2 key; It is been managed by the CPO, DCPO and thier representative.
- The box will be opened and contents read in the presence of both, the children and member of the CPC
- The box will be opened at least once a week to enable speedy

response and the CPC should respond to the issues reported/raised.

a. Responding to the suggestion in the box

- Suggestions/complaints to be read and sorted by the CPO in the presence of the children into safety violation and non-safety violation for appropriate action.
- In case of any child safety violation including child abuse issues, the CPO shall follow the process stated in the institution CPP.
- A Suggestion Book shall be maintained by the CPO and the suggestions together with complaints and action taken report shall be shared with the children and reviewed once in three months by the CPC.

7. Professional Counseling Services

Children who are affected by abuse and violence should be referred for professional counseling sessions. Group counseling will be provided if more than one child is affected by an incident.

8. Code of Professional Ethics for Staff of the institution:- This Code of Conduct is to provide guidance on the standards of behavior & conduct that all staff and personnel of our EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE and are bound and guided by this code of conduct.

- We do recognize that our Staffs are in a unique position to be a reference model and influence attitude and behavior of children and members of the Institution. Hence they shall practice and promote behavior that sets the right example. As a member of the developmental community, each of our Staff has an individual responsibility to maintain their dignity, credibility and reputation as an individual and as representative of our Institution, in every interaction within and outside.
- The Code of conduct is read by all staffs and abided all direct and indirect staffs involved with the institution.
- We do hereby undertake that failure to comply with Code of conduct could result in disciplinary action.
- We do recognize that All Staffs and personnel shall be governed by existing legislation including BNS.

We strive to Setting a Positive Example on 'Child Protection':

- Our Staff will set examples of behaviour and conduct which can be emulated by children with who we are providing the service.
- Communication, both verbal and non-verbal, with or related to children shall be child-sensitive, age appropriate and in no manner

intimidating, offensive, humiliating or degrading to their self-respect and dignity. Communication shall also not demean or undermine their parents or guardians.

- All Staffs must also will avoid putting themselves at risk of allegations of abusive or unprofessional conduct.
- All our Staff shall ensure there is no discrimination of any child, children or community by other children or adults in the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** setting on the basis of age, gender, caste, class, region, disability etc. Staff shall also ensure that no preferential treatment is provided to particular child/children, except when situation requires.
- Any suspicion/knowledge of violation of Code of Conduct by a colleague or contract personnel from an outsourcing agency shall be reported to the Child Protection Officer immediately.

We strive to Safeguard Children:

- Our Staffs will take care of children under their supervision with the aim of ensuring their safety and well-being.
- Staffs have a duty and responsibility to protect children at the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** from safety violations including child abuse while on the premises and in the extended environment of the institution. This includes the duty to report any concerns to the institution CPO or Head of the institution.
- Our Staff will refrain from subjecting any child to fear, trauma, anxiety, physical punishment, sexual abuse, and mental and emotional harassment.
- Our Staff will protect the confidentiality of incident or information shared by the child or pertaining to the child.
- Staff shall have zero-tolerance towards abuse of all forms (physical, emotional, sexual abuse and neglect), harassment and misuse of power. This shall include bullying and teasing, either by students or adults.
- Staff will refrain from any form of corporal punishment and will adopt guidelines of positive engagement with children.
- All adult interaction with children shall always be in visible settings (a door/ window open or room with transparent doors) and with at least one other adult or child present. Closed door meetings/discussions with a child shall always be in the presence of an authorised

staff/parent/guardian.

- Physical contact shall only be need-based and contextual, and shall take into account the situation, gender, age, ability, stage of development and background of the child. Contact should be respectful and not be of a nature that the child experiences as uncomfortable, threatening, probing, or sexual.
- Privacy of the child shall be ensured during any personal/private activity such as bathing, changing, use of toilet, etc., and only contact to assist the child in medical emergencies or in situations as required.
- No **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** Staff shall have any contact with a child outside **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** working hours or on holidays without approval of the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** authority and knowledge of parents.
- All **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** Staff shall refrain from taking unauthorised photos, videos of child/children under any circumstances.
- **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** Staff will exercise caution and follow the Cyber Safety norms when using information technology. **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** Staff shall refrain from divulging any information or CCTV footage to any person without authorisation. Interaction or communication with children and parents/guardians using mobile applications, should be only through applications approved by the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** management.

Confidentiality: ·

- All our Staff and contract personnel who have access to confidential information about children or their parents/guardians, shall ensure that such information is dispensed only to those who are legitimately entitled to it.
- In cases where Staff observe inappropriate behavior by another child, for example, where a child is bullied by another child; the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** Staff will report this in accordance with the appropriate procedure, and the CPO/CPC will deal with it as prescribed in the institutions CPP. **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** Staff shall not disclose this to any staff of the institution.

9. Safe Recruitment & Selection Guidelines

We adhere to the Safe recruitment & selection guidelines as prescribed by the institution and when we identify people who might put the children safety and well-being at risk or are otherwise unsuited to engage with children in the institution and take appropriate actions.

Screening:

- a. Selection will be based on institution policy which will focus on prevention and on positive attitudes towards children and their safety.
- b. If required seek information from the police department.

10. Human Resource Policy and Service Rules

On appointment and during service:

- a. On recruitment, we will ensure acceptance of the Code of Conduct through a signature of the recruited employee.
- b. Any staffs when under investigation for safety violation or abuse in **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** will be placed under suspension, pending inquiry.
- c. If any care providers, teaching or non-teaching staff is proven guilty of child abuse/safety violation in a court, s/he will be terminated immediately, with a notation on the dismissal letter recording the reason for such termination.

11. Procedures for reporting Safety violation/child abuse

Our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** has laid out procedures to be followed in the event of any complaint received. And develop procedures and make it available.

12. Procedures for reporting of child sexual abuse

Our institution will follow and refer POCSO Act, Rules and Guidelines on reporting of child sexual abuse cases.

13. Responses to allegations of staff offences

The response will be undertaken as per procedures spelt out in our institution, Act and other laws that is binding. As per POCSO Act and The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 and Rules have procedures that can be

adopted for context.

14. **Communication about and to children**

As per Guidelines that includes - Age and class appropriate communication to children about the CPP, through Notice Board of **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE**, through communicating through meetings / training will be made. Every child, parent and staff/personnel should be aware of the CPP. Ignorance of the Policy will not absolve a person of the offence committed.

15. **Training plan for management /staff**

Our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** is committed to build the capacity of the staff and in priority area. Training calendar/Schedule will be drafted for including periodic training and workshops related to child safety and child rights protection, Procedures for parents. Visitors, Consultants, volunteers, service providers.

In order to ensure safety of children at all times, our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** has laid out clear rules and norms for parents, visitors, consultants, volunteers, service providers that are to be strictly adhered to. Violation of the same shall attract stringent penalty. Monitoring and evaluation procedures

16. **False complaints or allegations"**

Our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** will not tolerate misuse or abuse of the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** CPP in the form of false allegations or complaints by any personnel, students, parents or others out of personal anger, vendetta etc, and will be dealt with severely. Will this not only be waste of precious time of the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** staffs and others concerned but also set bad example among children. The legal course of action along with disciplinary measures can be initiated.

17. This policy was adopted by the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** on 26.03.2026.

Signed on behalf of the Management Committee by: **Mr. Jacob Daniel**

Signature.....

Name in Capitals: **JACOB DANIEL**

The policy has been approved on : Date 26.03.2026.

18. Declaration of commitment by the all Staff

I have read, understood, and agree to comply with the Child Protection Policy and Code of Conduct. I am aware of my obligations and responsibilities towards the safety, protection and well-being of children, and to abide by the professional conduct, both inside and outside of the institution.

Staff Name: _____

Staff Designation: _____

Staff Signature: _____

Date: _____ Place: _____

A copy will be kept on file in the office. (renewed once in 2 years)

Code of Professional Ethics for Staff of the institution;

EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS,

Ebenezer Child Care Centre ®

Vidyasagar Layout, Kembathahalli Cross,

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- All our Staff shall ensure there is no discrimination of any child, children or community by other children or adults in the **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS, BANGALORE** setting on the basis of age, gender, caste, class, region, disability etc. Staff shall also ensure that no preferential treatment is provided to particular child/children, except when situation requires.
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Ebenezer Child Care Centre
Vidyasagar Layout, Kembathahalli Cross,
Bengaluru – 560083

THE CHILD PROTECTION COMMITTEE (“CPC”)
EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR
BOYS, BANGALORE

Sl.No	Name	Designation	Position in CPC	Signature
1	Mr. Jacob Daniel	Director	Chairperson	
2	Mrs. Veena M	Counsellor Cum Administrator	Child Protection Officer	
3	Mr. Aaron Jacob	Warden	Member	
4	Mr. Mahesh D Mathew	Coordinator	Member	
5	Mrs. Nivedha V	Tuition Teacher	Member	
6	Mrs. Saroja V	Parent	Member	
7	Mrs. Channamma S	Parent	Member	
8	Kum. Goutham	Child	Member	
9	Kum. Jacob	Child	Member	
10	Dr. Ramesh	Visiting Doctor	Member	
11	Mrs. Saramma Jacob	House Mother	Member	
12	Mrs. Jebamala N	Cook/Supportive Staff	Member	

EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS,
Ebenezer Child Care Centre
Vidyasagar Layout, Kembathahalli Cross,
Bengaluru – 560083

Endorsement Letter on safety and protection of children
(Staff/Volunteer/Non-teaching/Any other visitors)

My endorsement regarding the Child Protection Policy, Child Rights, and Child Safeguarding of our EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS.

I..... have read and understood the Child Protection Policy of our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS**. I hereby declare and affirm that I agree to adhere and abide by the said Policy and guidelines. In case of any violations of the said Policy in my direct and indirect interactions with the children, I will be solely responsible and the Institution will have no liability for my actions. In case of any violations of the said Policy, the Institution may terminate the employment/ association/ relationship/ collaboration/ network and/or take suitable disciplinary and/or legal actions as per the applicable laws and rules of the Country or the State.

In furtherance of my resolve to adhere to the Policy thereof in the performance of my duties, :-

1. I will adhere to child protection policy of EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS and follow the guidelines formulated framed under this policy
2. I strictly abstain from any kind of corporal punishment, physical, emotional abuse, neglect, discrimination or mistreatment of children. I will ensure that no such incidents or violations of child rights occur under my watch.
3. I will make every effort to ensure that all children below 18 years residing in our institution experience their rights and dignity. I will never violate their rights for any reason.
4. If I come across any form of child rights violation or child protection issue, I will immediately report it to the concerned department.
5. I will familiarize myself with various child-related laws and make effort to raise awareness about them in our institution.
6. I will support the functioning of *Child Protection Committee* and cooperate in all procedures in case of an enquiry.
7. I will fully support forming a Children's Committee and its functioning in our institution
8. I will make every effort to ensure the safety and well-being of all children in our institution by protecting them from any kind of neglect, abuse, exploitation and violence.

9. I will support children in building resilience against all forms of abuse, violence, online and social media exploitation, substance abuse, and empower them to protect themselves.
10. I will provide timely support to children in our institution to access various facilities and entitlements available from the government and Non-Government agencies.
11. I will encourage and provide opportunities for all children to participate in curricular and extracurricular activities/programs.
12. I will involve children in all programs conducted in our institution by respecting their opinions, recognizing their voices, and implementing their suggestions.
13. If I violate child rights, give corporal punishment/abuse, or act against child protection laws, I abide by the legal action may be taken against me.
14. I will maintain the confidentiality of all personal information related to children and their families and uphold their dignity and privacy.
15. I will respond promptly to any child-related issue and coordinate with all departments and systems to ensure justice and protection for children.
16. I will ensure that children's equality, freedom, self-esteem, privacy, and dignity are never compromised.
17. I will maintain the professional credibility, integrity of personal and professional life and restrain from immoral and unethical practices.

I have read, understood, and hereby agree to follow all the points mentioned above in this code of conduct. I am aware of my responsibilities and commitments toward child protection and well-being. I commit to upholding professional ethics both inside and outside our institution.

I solemnly affirm and sign this declaration with full awareness and responsibility, agreeing to adhere all the above points in our institution.

Name: **Designation:** **Date of Joining:** **Signature:**
Date:

**“EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS
INSTRUCTIONS FOR VISITORS”**

- ✓ All visitors must enter their name and details in the visitor register at the entrance.
- ✓ Visitors must not bring harmful items/objects such as tobacco, alcohol, or drugs into the premises.
- ✓ Visitors should meet children only with the permission of the Superintendent or staff.
- ✓ Maintain discipline and respectful behaviour inside the institution.
- ✓ Taking photos or videos of children is strictly prohibited without official permission.
- ✓ Visitors should not give money, gifts, or food to children without permission from the staff.
- ✓ Visitors must not ask children about their personal or family problems.
- ✓ Visitors should not use abusive language or behave in a way that makes children uncomfortable.
- ✓ Follow the visiting hours set by the institution. Evening 6.30PM is the last visiting hours after that other than care providers no visitors are allowed.
- ✓ All visitors should respect the privacy, safety, and dignity of the children.
- ✓ Visitors are not allowed to enter the private spaces in the institution, like dormitory and bathrooms, etc.
- ✓ Those who want to donate new cloths, bedding, food items, groceries, education materials, sports items, etc should contact the management, we will not receive any cooked food.

Implementation of Children's Suggestion Box and Display of emergency contact numbers



Emergency Numbers	
Name of the Institution	EBENEZER CHILD CARE CENTRE
DCPU OFFICE	Anekal West
Name of DCPO Officer	Sri. Kumari. ASHA.H.K
DCPO Officer Phone Number	8310472040
DCPU Office Number	080-22076833
Nearby Police Station	KONANAKUNTE POLICE STATION
Police Station Phone Number	080-22942560
Nearby Hospital Name	SIDDI VINAYAKA CLINIC/ MEDAX HOSPITAL/GOTTIGERE UPHC
Hospital Phone Number	8147552782 / 8951904100 / 9449063353
Child Helpline Number	1098
Police Number	100, 112
Fire Service	101
Ambulance	108

**EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS,
Ebenezer Child Care Centre
Vidyasagar Layout, Kembathahalli Cross,
Bengaluru – 560083**

No. Sadashraya/CPP/2025-26

26.03.2026

To

**Ms. Asha H K
The District Child Protection Officer,
DCPU, West (Anekal).**

Respected Madam,

Sub: Submission of *our institution Child Protection Policy*

With reference to the above subject, we would like to inform you that our **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS**, has drafted and notified its **Child Protection Policy** on 26.03.2026, in accordance with the **Karnataka State Child Protection Policy, 2016 (revised in 2023)**.

Our policy encompasses all the key components mandated by the State Policy, including:

- Constitution of the *Child Protection Committee*
- Installation of a *Suggestion Box*
- Endorsement by teaching, non-teaching staff, and other associates
- Endorsement by Children
- Display of *Child Helpline numbers and other important numbers (1098 / 112)*
- Maintenance of all relevant registers and documents

All the above measures have been implemented and are fully functional. We submitting **EBENEZER CHILD CARE CENTRE CHILDREN HOME FOR BOYS Child Protection Policy** for your kind information.

Thanking you,

Yours faithfully,

**(Jacob Daniel)
Director**