



KERALA INSTITUTE OF LOCAL ADMINISTRATION

KILA CHILD SAFEGUARDING POLICY 2022

INTRODUCTION

Kerala Institute of Local Administration (KILA) is an autonomous institution functioning for the local governments in Kerala. It was registered under the Travancore-Cochin Literary, Scientific and Charitable Societies Act 1955. The Central university of Kerala has recognised it as a Research centre attached to the Department of International Relations w.e.f 14 July 2014. Ever since its inception in 1990, KILA has been engaged in myriad of capacity building interventions on local governance and decentralization; including training, action-research, publications, seminars and workshops, consultancy, documentation, handholding and information services.

We have been involved in bringing forward the rights of children and communicating for them over the years by taking up child centric action research projects. The Child Friendly Local Governance (CFLG) initiative at KILA was started in 2016. This led to capacity development of local governments in Kerala which has now emerged as one of the best examples of bottom up administrative reforms. As a part of the UNICEF partnered SDG localisation advancement through child friendly villages and gender and child friendly cities initiative, KILA is continuing its commitments towards the children. Through trainings on Infants, Toddlers and Caregiver-Friendly Neighbourhood (ITCN) in partnership with the National Institute of Urban Affairs (NIUA), India, the needs of the generally invisible citizens of the society are being addressed. These initiatives have helped KILA to recognise Early Childhood Development (ECD) as an inevitable prerequisite for healthy and thriving communities.

KILA aims to ensure the “best life experience for children” principle and will be continuing its efforts in achieving this. Since KILA is involved in child welfare actions, we are able to convey their needs to the Local Government and the public. Considering this KILA is developing a Child Safeguarding Policy within our institution and this policy will be published in all campuses of KILA and the official website.

This policy will currently apply to the regular and contractual employees of the institution including employees at all levels including Director General, Principals, Faculty Members, officials and staff members. Subsequently, KILA will expand the mandate of this policy to wider group of people who are directly or indirectly engaged with the institution through awareness creation, trainings and advisories. The second part will be completed within 12 months from the announcement of this policy.

POLICY PRINCIPLES

Principle 1: Zero- Tolerance

KILA will take stringent action exploiting the children, bullying (including cyber bullying), psychological/ physical violence, physical assault, social harm, maltreatment, abuse, and neglect against children. This includes loss of job.

Principle 2: Recognition of the best life experience of the children



Through better understanding of the needs for children from the ongoing projects and further advanced exposures related to it. Needs of children will be analysed and will be raised to the public, elected government representatives, officials, implementing officers and bureaucrats for creating awareness, and initiate activities and projects toward achieving best life experience for children.

Principle 3: Child protection risk and impact assessment and management

KILA will take all reasonable actions in achieving a child friendly environment which is safe and healthy. This includes continuous monitoring of the activities and initiatives which KILA works and promotion for child support. Child risk analysis of programmes, providing technical as well as non technical support and handhodings, and monitoring and obtaining feedback on the same will be promoted.

Principle 4: Child protection responsibility sharing

KILA will expand the mandate of this policy to people who are directly or indirectly engaged with the institution through awareness creation, trainings and advisories after 12 months from the date of announcement of this KILA Child Safeguarding Policy 2022. Currently it will be applicable to Director General, Principals, Faculty Members, officials and staff members

All the KILA staffs are expected to stick to this principle when responding to concerns or allegations of exploiting the children, bullying (including cyber bullying), psychological/ physical violence, physical assault, social harm, maltreatment, abuse, and neglect against children. Person or staff who fail to adhere to these principles may have to face immediate termination of any agreement or contract.

ACTIONS

KILA commits to children and their rights through the following means.

Awareness

KILA shall ensure that all KILA personnel and staffs are aware of the risk of exploiting the children, bullying (including cyber bullying), psychological/ physical violence, physical assault, social harm, maltreatment, abuse, and neglect against children. This will be through awareness creation and structured trainings at various levels.

Prevention

KILA will ensure newly recruited staffs do not pose any threat to children through systematic checking with prior employers along with other required means of verification.

KILA campus and premises are under continuous monitoring both physically and virtually.

Reporting

KILA will ensure that all the staff are aware and have knowledge of and access to direct the personnel report on any concerns relating to exploiting the children, bullying (including cyber bullying), psychological/ physical violence, physical assault, social harm, maltreatment, abuse, and neglect



against children and are clear on what steps to take by providing timely and efficient referral mechanism.

Responding

KILA will ensure that appropriate action is taken to support and protect children where concerns arise. Approaches towards achieving adequate action involve conducting an effective investigation process, providing adequate support for the survivor, and holding people accountable.

IMPLEMENTATION MECHANISM

In order to implement the policy, the Director General, KILA will constitute an Internal Committee on Child Safeguarding Policy.

DECLARATION

KILA hereby declare that the above mentioned KILA Child Safeguarding Policy 2022 will be followed by all employees across all campuses of KILA. This will be in use from the date on which it is published.

Date

06.04.2022



A handwritten signature in blue ink is written above the title 'Director General'.

Director General

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