

# International Alternative Care Conference

Geneva, 3 to October 2016



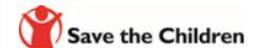
## Strengthening Child Protection Systems in India

Save the Children - Sunil Barra

### Hosts



### Partners



## Indian Context

- Government of India (GOI), established the Integrated Child Protection Scheme (ICPS) in 2009-10.
- Plans to recruit and train approx. 60,000 personnel.
- Implementation - still in early stages.
- Aim – protect and prevent harm to children.
- Function as Government- Civil Society Partnership.
- Promotes protection of child rights and “best interests”

## ICPS – Guiding Principles

- Child protection, a primary responsibility of family
- Loving and caring family, the best place for the child
- Privacy and Confidentiality
- Non-stigmatization and non-discrimination
- Prevention and reduction of vulnerabilities
- Institutionalization of children, the last resort

## Family Based Alternative Care

- **Sponsorship** : Preventive and Rehabilitative (de-institutionalisation)
- **Foster Care**: temporary care, with an extended or unrelated family member
- **Adoption**: For children of below six years of age
- **After Care**: Children between 18-21 years.



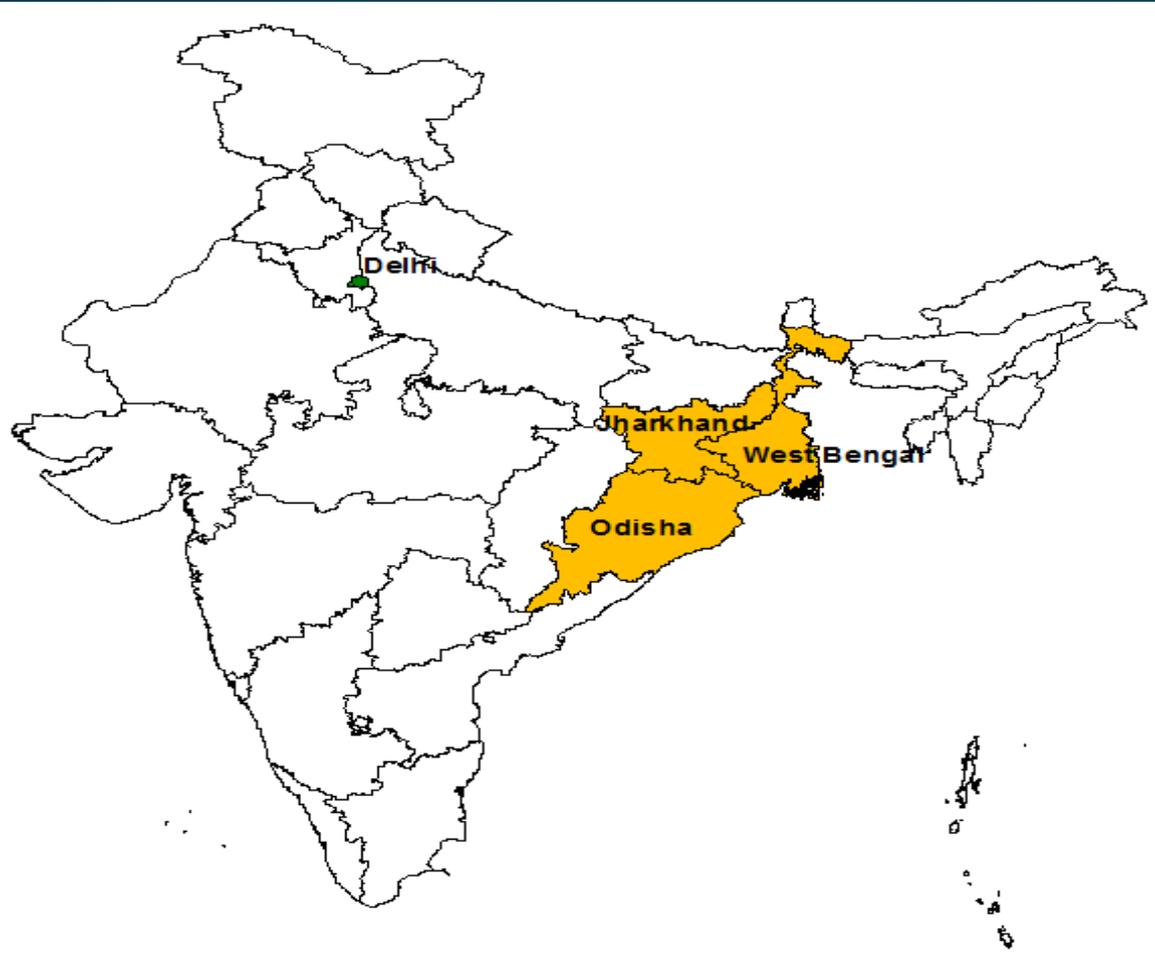
## Training under the Integrated Child Protection System

- 60,000 staff expected to populate the ICPS
  - Generally untrained and unqualified for the jobs, expected to do
  - Drawn from all sectors e.g. agriculture to work on Child Protection
  - Motivation, quality of work and retention – all issues
- Job roles – very brief and poorly defined
- Limited training, limited capacity, limited resources in ICPS
- Trainings by INGOs eg Save the Children, not always joined up, comprehensive and clear in terms of direction

## Competency based approach

- SC India – working with State govts, developing a ‘on the job’ competency based training and assessment framework.
- Practical, methodical and systematic – competencies to be assessed, accredited & integrated into the National Skills and Qualifications Framework (NSQF) in India.
- Establishes a career path, augments academic courses in social work and supports the government in the training and qualifying of ICPS personnel
- The vision is for replication and scale up - across the country in the remaining 26 states and 7 Union Territories

## Geographical areas



Intervention states  
- West Bengal,  
Jharkhand &  
Odisha

# Targeting 5 positions within the District Child Protection Unit

- **District Child Protection Officer** (team leader)
- Protection Officer, non-institutional care
- Protection Officer, institutional care
- Social Worker
- Counsellor

## Child Protection Training in India – to date

- Certificates often gained for attendance at training, **not for putting the training into practice**
- Diploma / degree courses in India (and elsewhere) – expensive, time consuming, often unrealistic and theoretical
- Result is ICPS personnel expected to do jobs for which they are not sufficiently trained

## The Roadmap



## Occupational Standards (OS)

- Based on job descriptions
- Specify - standard of performance, knowledge and understanding
- Set measurable benchmarks of good practices – across the ICPS
- Common core OS developed across all the 5 posts
- Plus job specific OS(s) to cater for each role.

## Why Assessment?

### Assessment:

- Requires evidence
- Transparent “on the job” assessment processing
- Trained and transparent assessors at the state and district levels.
- Influences the nature of the training - more practical, relevant and skills-based.
- Ensures the content of the Occupational Standards are covered.
- Training, monitoring and evaluation of assessors

## Why accreditation?

- Enhances the value of certificates
- Motivating!
- Strong transparent indicator of progress
- Provides concrete evidence of professional development
- Promotes career development
- Aiming for accreditation to be embedded in the govt structure

## Achievements and progress to date

- Job Descriptions - refined and validated
- Development of Draft Occupational Standards for 5 positions completed
- Phase 1 of the DCPO training, piloted – partnership with a UK – based training and accreditation body
- Training materials in development through that partnership
- Process and means of accreditation, in development

## Expected outcomes

- Strengthened CP system in India
- Systematic approach to training staff and building competence and confidence
- Tailor made – for India and for ICPS
- Better case management leading to strengthening families and family based, alternative care
- Contribution to the national skills development in India (no Sector Skills Council for child development)

## Challenges

- New approach for India
- Staff in ICPS not yet on permanent contracts - advocacy
- Reaching communities and families – logistics of travel
- 200,000 average, total number of children in one district
- Institutional care – often the first rather than the last resort!
  - Changing mind-sets

## Our response

- Promoting understanding of the scheme
- Advocacy on behalf of staff in the ICPS
- Monitoring and evaluation
- Prioritising and reaching the most deprived children
- Lastly, raising awareness around the negative impacts of institutional care and the positive impacts of children remaining or being placed in alternative families

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## Thank you for listening

