



Reaching out with love

PARTNERSHIP POLICY

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INTRODUCTION

Vision Rescue recognizes the importance of partnerships in achieving its mission of promoting the well-being and rights of children in India. This Partnership Policy outlines the principles, guidelines, and procedures governing Vision Rescue's engagement with external partners.

PURPOSE

The purpose of a partnership policy is multifaceted and essential for the organization's operations and mission fulfilment.

- *Strengthening Collaboration:* The partnership policy serves to enhance collaboration and cooperation between Vision Rescue and external stakeholders, including other NGOs, government agencies, donors, community groups, and international organizations. By formalizing guidelines and procedures for partnerships, the policy fosters meaningful engagements that leverage diverse expertise, resources, and networks to address the complex challenges facing children in India.
- *Strategic Alignment:* The partnership policy ensures that collaborations with external stakeholders are strategically aligned with Vision Rescue's mission, values, and thematic priorities related to child welfare and development, thereby maximizing impact and coherence in programmatic interventions.
- *Accountability and Risk Management:* By establishing clear guidelines, roles, and responsibilities for partners, the policy enhances accountability, transparency, and risk management in partnership engagements, safeguarding the interests of beneficiaries, donors, and the organization itself.

LEGAL AND ETHICAL STANDARDS

Partners must adhere to all applicable laws and regulations governing NGOs and child welfare in India, including but not limited to:

- Indian Trusts Act, 1882
- Bombay Public Trusts Act, 1950
- Societies Registration Act, 1860
- The Juvenile Justice (Care and Protection of Children) Act, 2015
- The Right of Children to Free and Compulsory Education Act, 2009
- The Protection of Children from Sexual Offences (POCSO) Act, 2012
- The Prohibition of Child Marriage Act, 2006
- The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)

Partners are expected to uphold ethical standards related to the treatment and rights of children, as outlined in the India's National Policy for Children (2013), UNCRC and other relevant international instruments.

SCOPE

This policy applies to all Vision Rescue's **Stakeholders** defined below.

- All Vision Rescue’s **Staff, Contractors** and **Consultants**.
- All Vision Rescue’s **Board Members**.

The partnership policy applies to all engagements, collaborations, and relationships established by Vision Rescue with external entities, including but not limited to:

- *Organizations*: Partnerships with NGOs, government agencies, academic institutions, international organizations, and other non-profit entities for joint initiatives, programs, and projects aimed at advancing common goals and objectives.
- *Individuals*: Collaborations with individuals, experts, consultants, volunteers, donors, and beneficiaries involved in partnership activities, contributing their time, expertise, resources, and support to achieve desired outcomes and impact.
- *Sectors*: Engagement with various sectors, including education, health, child protection, livelihoods, environment, and advocacy, to address multi-dimensional challenges affecting children's rights and well-being through cross-sectoral partnerships and alliances.
- *Geographic Areas*: Partnerships established in different geographical locations across India, including urban, rural, and remote communities, to reach marginalized and underserved populations and address disparities in access to services and opportunities.
- *Types of Partnerships*: The policy encompasses various types of partnerships, including strategic alliances, funding partnerships, programmatic collaborations, advocacy partnerships, and capacity-building initiatives, each serving different purposes and objectives in alignment with the organization's mission and strategic priorities.
- *Stages of Partnership*: The policy covers all stages of the partnership lifecycle, from initial scoping and identification of potential partners to negotiation, implementation, monitoring, evaluation, and eventual exit or closure of partnerships, ensuring consistency, accountability, and effectiveness throughout the partnership process.

BACKGROUND CHECK

1. *Mandatory Screening*: All prospective partners, including organizations, individuals, and entities, must undergo mandatory background screening before entering into a partnership agreement with Vision Rescue.
2. *Scope of Screening*: The background check process shall include comprehensive screening of the partner's history, reputation, legal status, financial standing, governance structure, and any past incidents of misconduct or non-compliance with relevant laws and regulations.
3. *Documentation Requirements*: Prospective partners must submit relevant documentation and information for the background check process, including organizational profiles, registration certificates, financial statements, references, adherence to child protection and POSH policies, and any other documents deemed necessary by Vision Rescue.
4. *Reference Checks*: Vision Rescue reserves the right to conduct reference checks with past collaborators, donors, beneficiaries, and other stakeholders to verify the partner's reputation, track record, and performance in previous partnerships or projects.
5. *Conflict of Interest Disclosure*: Prospective partners shall disclose any potential conflicts of interest, affiliations, or relationships that may pose a risk to the integrity, impartiality, or objectivity of the partnership, ensuring transparency and accountability in decision-making processes.

6. *Non-Disclosure Agreement*: The partner may be required to sign a non-disclosure agreement (NDA) to protect the confidentiality of sensitive information shared during the background check process and prevent unauthorized disclosure or misuse of confidential data.
7. *Consequences of Non-Compliance*: Failure to comply with the background check requirements may result in the rejection of the partnership proposal, termination of negotiations, or disqualification from future partnership opportunities with Vision Rescue.
8. *Continuous Monitoring*: Vision Rescue reserves the right to conduct periodic reviews and monitoring of partners' performance, conduct, and compliance with partnership agreements and policies throughout the duration of the partnership, including post-implementation assessments and evaluations.

SELECTION CRITERIA

Partnerships will be selected based on comprehensive criteria designed to ensure alignment with Vision Rescue's mission, values, and strategic priorities, as well as to maximize the potential for successful collaboration:

1. *Alignment with Mission and Values*: Partnerships should align with Vision Rescue's mission, vision, and values, particularly those focused on promoting the rights, well-being, and empowerment of children, as articulated in the organization's strategic plans and guiding principles.
2. *Shared Goals and Objectives*: Potential partners should share common goals, objectives, and priorities with Vision Rescue, as outlined in project proposals, strategic plans, or Memoranda of Understanding (MoUs), to ensure mutual understanding and commitment to partnership outcomes.
3. *Reputation and Track Record*: Potential partners should have a proven track record of effectiveness, credibility, and reliability in their respective fields of expertise, as demonstrated by past achievements, testimonials, and references from stakeholders.
4. *Commitment to Child-Centric Principles*: Partners must demonstrate a genuine commitment to child-centric principles and practices, prioritizing the safety, well-being, and rights of children in all aspects of partnership activities, policies, and interventions.
5. *Expertise and Competencies*: Partners should possess relevant expertise, technical skills, and competencies in areas related to child welfare, education, health, protection, or advocacy, ensuring their ability to contribute meaningfully to partnership objectives.
6. *Geographical Reach and Presence*: Partnerships with organizations or entities that have a presence in target communities, regions, or states across India can enhance Vision Rescue's outreach and impact, facilitating the delivery of services and interventions to underserved populations.
7. *Financial Stability and Resources*: Potential partners should demonstrate financial stability, sustainability, and the capacity to mobilize resources to support partnership activities, including funding, in-kind contributions, or access to donor networks.
8. *Compliance with Legal and Regulatory Requirements*: Partners must comply with all applicable laws, regulations, and ethical standards governing NGOs, child welfare, and partnership agreements in India, ensuring legal and ethical integrity throughout the collaboration.
9. *Capacity for Collaboration and Communication*: Partners should demonstrate the capacity for effective collaboration, communication, and coordination, including the willingness to engage in regular consultations, joint planning, and decision-making processes with Vision Rescue and other stakeholders.

10. *Potential for Mutual Benefit and Impact*: Partnerships should offer opportunities for mutual benefit and impact, leveraging each partner's strengths, resources, and networks to achieve shared objectives and create sustainable positive change for children and communities.

TYPES OF PARTNERSHIPS

Vision Rescue may engage in various types of partnerships, including strategic alliances, funding partnerships, programmatic collaborations, advocacy partnerships, and capacity-building initiatives, as deemed appropriate and permissible under relevant laws, each serving different purposes and objectives:

1. *Strategic Alliances*: These partnerships involve collaborating with other organizations, government agencies, or institutions to achieve shared goals related to child welfare and development. Strategic alliances may involve joint advocacy efforts, policy development, or long-term programmatic collaborations aimed at addressing systemic issues affecting children.
2. *Funding Partnerships*: In funding partnerships, Vision Rescue collaborates with donors, philanthropic organizations, corporate entities, or individual donors to secure financial resources for its programs and initiatives. These partnerships may involve grant agreements, sponsorship arrangements, or fundraising campaigns to support specific projects or organizational sustainability.
3. *Programmatic Collaborations*: Programmatic collaborations entail working with other NGOs, community-based organizations, or service providers to implement joint programs or projects aimed at directly benefiting children and communities. These partnerships may involve sharing resources, expertise, and networks to maximize impact and reach a broader target audience.
4. *Advocacy Partnerships*: Advocacy partnerships involve joining forces with advocacy groups, civil society organizations, or coalitions to advocate for policy change, legislative reform, or social justice issues affecting children's rights and well-being. These partnerships may include coordinated campaigns and public awareness initiatives to raise awareness and mobilize support for various initiatives as per goals and objectives of Vision Rescue.
5. *Capacity-Building Initiatives*: Capacity-building partnerships focus on strengthening the organizational capacity, technical skills, and knowledge of both Vision Rescue and its partners. These partnerships may involve training workshops, mentorship programs, or knowledge-sharing platforms aimed at enhancing the effectiveness and sustainability of child-centric interventions and service delivery.

ROLES AND RESPONSIBILITIES

Within the framework of this policy, the roles and responsibilities are outlined as follows:

1. Vision Rescue:

- *Lead Partner*: Takes the lead in initiating and managing the partnership, coordinating activities, and ensuring alignment with organizational goals and objectives.
- *Program Implementation*: Oversees the implementation of partnership activities, including planning, budgeting, staffing, monitoring, and evaluation, in collaboration with partners and stakeholders.
- *Capacity Building*: Provides technical assistance, training, and capacity-building support to partners and beneficiaries to enhance their skills, knowledge, and capacities.

- *Financial Management*: Manages financial resources, budget allocations, expenditures, and reporting requirements in accordance with donor regulations and organizational policies.
- *Monitoring and Evaluation*: Monitors progress, tracks performance indicators, and evaluates outcomes and impact of partnership activities, using data-driven approaches to inform decision-making and adaptation.
- *Communication and Reporting*: Maintains regular communication with partners, stakeholders, and donors, providing updates, reports, and documentation of partnership achievements, challenges, and lessons learned.
- *Compliance and Risk Management*: Ensures compliance with relevant laws, regulations, and ethical standards governing partnerships, child welfare, and organizational operations, and mitigates risks through proactive risk management strategies.

2. Partner Organizations:

- *Technical Expertise*: Contribute technical expertise, knowledge, and resources to partnership activities based on their areas of specialization and comparative advantages.
- *Resource Mobilization*: Mobilize financial, human, and material resources to support partnership initiatives, leveraging existing networks, funding sources, and relationships.
- *Implementation Support*: Participate actively in the planning, implementation, and monitoring of partnership activities, contributing insights, feedback, and recommendations for improvement.
- *Community Engagement*: Engage with beneficiaries, community members, and other stakeholders to ensure their participation, ownership, and support for partnership interventions, fostering local ownership and sustainability.
- *Data Collection and Reporting*: Collect, analyse, and report data on partnership activities, outputs, and outcomes, ensuring accuracy, completeness, and timeliness of reporting requirements.
- *Compliance and Accountability*: Adhere to partnership agreements, contractual obligations, and ethical standards, and uphold principles of transparency, accountability, and integrity in all interactions and transactions.

3. Beneficiaries and Community Members:

- *Participation and Feedback*: Actively participate in partnership activities, providing feedback, suggestions, and input on their needs, preferences, and priorities.
- *Utilization of Services*: Access and utilize services, resources, and opportunities provided through the partnership to improve their well-being, livelihoods, and quality of life.
- *Advocacy and Representation*: Advocate for their rights, interests, and needs within the partnership, ensuring that their voices are heard and respected in decision-making processes.
- *Monitoring and Oversight*: Monitor the implementation of partnership activities, providing oversight and accountability for the use of resources and the delivery of services, and reporting any concerns or grievances as needed.
- *Capacity Building*: Participate in capacity-building activities and training sessions offered through the partnership to enhance their skills, knowledge, and capacities for self-reliance and empowerment.

Clear roles and responsibilities will be defined for both Vision Rescue and its partners, including contributions, resource sharing, decision-making processes, and accountability mechanisms, in compliance

with partnership agreements and legal obligations. Beneficiaries and Community Members roles and responsibilities are more on volunteering grounds.

COMMUNICATION AND REPORTING

Regular communication channels and reporting mechanisms will be established to ensure transparency, information sharing, and timely reporting of partnership activities, in accordance with branding guidelines, donor requirements, and breach protocols set in relation to each agreement. The following strategies will be employed to facilitate effective communication and reporting:

1. *Branding Guidelines*: All communication materials, including reports, press releases, social media posts, and promotional materials, will adhere to Vision Rescue's branding guidelines, ensuring consistency, professionalism, and brand integrity across all channels. Branding guidelines will include specifications for logos, colors, fonts, imagery, and messaging to maintain a cohesive brand identity and enhance brand recognition.
2. *Stakeholder Engagement*: Stakeholders, including partners, donors, beneficiaries, government agencies, and community members, will be actively engaged in the communication process through regular updates, newsletters, meetings, and feedback sessions. Communication strategies will be tailored to the preferences and needs of different stakeholder groups to foster meaningful engagement and collaboration.
3. *Timely Reporting*: Partnerships will be supported by timely reporting mechanisms, with regular progress reports, financial statements, and impact assessments submitted as per agreed-upon schedules and reporting requirements. Reporting timelines will be communicated to partners in advance to ensure compliance and accountability.
4. *Breach Protocols*: Protocols for reporting breaches of partnership agreements, contractual obligations, or ethical standards will be established to ensure prompt identification, investigation, and resolution of breaches. Breach protocols will outline procedures for notifying relevant parties, conducting investigations, implementing corrective actions, and mitigating potential risks or damages to the organization's reputation and stakeholders.
5. *Crisis Communication*: In the event of a crisis or emergency situation affecting partnership activities, crisis communication protocols will be activated to ensure timely and transparent communication with stakeholders, media outlets, and the public. Crisis communication plans will include strategies for managing reputation, addressing concerns, and providing accurate information to mitigate negative impacts on the organization's image and credibility.
6. *Feedback Mechanisms*: Feedback mechanisms will be implemented to solicit input from stakeholders on communication and reporting practices, allowing for continuous improvement and adaptation to changing needs and expectations. Feedback will be collected through surveys, focus groups, interviews, and online platforms to gather diverse perspectives and insights for enhancing communication effectiveness.
7. *Capacity Building*: Capacity-building initiatives will be undertaken to enhance the communication and reporting skills of staff, partners, and volunteers, providing training, resources, and support to improve their ability to communicate effectively, compile accurate reports, and engage with stakeholders in a professional and engaging manner.

RISK MANAGEMENT

Potential risks associated with partnerships will be identified and mitigated through proactive risk management strategies, including legal, reputational, financial, and operational risks, in accordance with relevant arbitration laws and best practices. The following steps will be taken to manage risks effectively:

1. *Risk Identification:* Vision Rescue will conduct a thorough assessment of potential risks associated with each partnership, including legal uncertainties, financial vulnerabilities, reputational concerns, and operational challenges. Risk identification will involve consulting legal advisors, conducting due diligence on prospective partners, and analysing potential impact scenarios.
2. *Risk Assessment:* Identified risks will be assessed based on their likelihood of occurrence, potential impact, and severity, using risk assessment tools and frameworks. Risks will be categorized according to their nature and prioritized for mitigation based on their significance to partnership objectives and organizational priorities.
3. *Risk Mitigation:* Appropriate risk mitigation measures will be implemented to minimize the likelihood and impact of identified risks, including risk avoidance, risk transfer, risk reduction, and risk acceptance strategies. Mitigation measures may involve revising partnership agreements, obtaining insurance coverage, establishing contingency plans, or seeking legal advice to address potential liabilities.
4. *Risk Monitoring and Review:* Vision Rescue will establish mechanisms for ongoing monitoring and review of partnership risks, including regular risk assessments, performance evaluations, and internal audits. Risk management processes will be periodically reviewed and updated to reflect changing circumstances, emerging threats, and lessons learned from previous experiences.
5. *Legal Compliance:* Risk management strategies will ensure compliance with relevant arbitration laws, dispute resolution mechanisms, and contractual obligations outlined in partnership agreements. Legal advisors will be consulted to ensure that risk mitigation measures align with applicable legal frameworks and regulatory requirements.

CONFLICT RESOLUTION

Procedures for resolving conflicts or disagreements will be established, with a focus on prioritizing the best interests of children and maintaining positive relationships with partners, in accordance with arbitration laws and dispute resolution mechanisms. The following steps will be taken to address conflicts effectively:

1. *Conflict Identification:* Vision Rescue will promptly identify and acknowledge conflicts or disagreements that arise during the course of partnerships, recognizing the potential impact on partnership objectives, stakeholder relationships, and organizational reputation.
2. *Conflict Assessment:* Conflicts will be assessed based on their nature, root causes, and potential consequences, using conflict assessment tools and methodologies. Parties involved in the conflict will be consulted to understand their perspectives, interests, and desired outcomes.
3. *Conflict Resolution Options:* Various options for conflict resolution will be explored, including negotiation in good faith, mediation, arbitration, and litigation, depending on the nature and severity of the conflict, as well as the preferences of the parties involved. Vision Rescue will encourage constructive dialogue and mutual understanding to facilitate resolution.
4. *Arbitration Process:* In cases where arbitration is deemed necessary to resolve disputes, Vision Rescue will adhere to arbitration laws and procedures outlined in partnership agreements or applicable legal frameworks. Arbitration clauses will be included in partnership contracts to provide

a mechanism for resolving disputes through impartial adjudication by a third-party arbitrator or arbitral tribunal.

5. *Confidentiality and Neutrality*: Arbitration proceedings will be conducted in accordance with principles of confidentiality, impartiality, and neutrality, ensuring a fair and equitable resolution of disputes without undue influence or bias. Parties will be afforded the opportunity to present their cases and evidence in a confidential and non-adversarial environment.

MONITORING AND EVALUATION

The monitoring and evaluation (M&E) framework aim to systematically track progress, assess performance, and measure outcomes and impacts of partnership activities against predefined objectives and indicators. M&E activities are integral to ensuring accountability, learning, and continuous improvement throughout the partnership lifecycle.

Monitoring:

- *Process Monitoring*: Regular monitoring of partnership activities, processes, and milestones to track progress, identify challenges, and ensure adherence to timelines and work plans.
- *Quality Assurance*: Monitoring the quality of deliverables, outputs, and services provided through the partnership to ensure that they meet agreed-upon standards and specifications.
- *Data Collection*: Collecting relevant data, indicators, and metrics to measure progress towards partnership goals and objectives, using quantitative and qualitative methods.
- *Feedback Mechanisms*: Establishing feedback mechanisms for stakeholders to provide input, suggestions, and concerns related to partnership activities, facilitating continuous improvement and responsiveness.
- *Compliance Monitoring*: Ensuring compliance with partnership agreements, contractual obligations, and regulatory requirements, including child safeguarding, ethical standards, and reporting protocols.
- *Risk Monitoring*: Identifying and monitoring potential risks, challenges, and external factors that may impact partnership implementation and outcomes, and taking proactive measures to mitigate risks.

Evaluation:

- *Impact Assessment*: Conducting periodic evaluations to assess the impact of partnership activities on beneficiaries, communities, and stakeholders, measuring changes in knowledge, attitudes, behaviours, and socio-economic indicators.
- *Outcome Evaluation*: Evaluating the achievement of intended outcomes and objectives of partnership interventions, identifying successes, challenges, and lessons learned for future planning and decision-making.
- *Cost-effectiveness Analysis*: Assessing the cost-effectiveness and efficiency of partnership interventions in achieving desired results, optimizing resource allocation and maximizing return on investment.
- *Learning and Reflection*: Facilitating learning and reflection processes among partners, stakeholders, and beneficiaries to capture insights, innovations, and best practices generated through the partnership, and applying them to improve future initiatives.
- *Feedback and Accountability*: Soliciting feedback from partners, beneficiaries, and stakeholders on the effectiveness and relevance of partnership activities, and using evaluation findings to enhance accountability, transparency, and responsiveness.

- *Reporting and Documentation:* Documenting evaluation findings, recommendations, and lessons learned in comprehensive evaluation reports, sharing them with stakeholders, donors, and the wider community to demonstrate accountability and promote learning.

Robust monitoring and evaluation frameworks will be implemented to assess the effectiveness and impact of partnership activities on children and communities served by Vision Rescue, in accordance with monitoring and evaluation guidelines provided by regulatory authorities, including considerations for data privacy, usage, sharing, and confidentiality:

- *Data Collection:* Data is to be collected through various methods, including surveys, interviews, focus group discussions, observation, and document reviews, to capture both quantitative and qualitative information on inputs, outputs, outcomes, and impacts of partnership interventions. Data collection tools and protocols prioritize ethical principles, respect for privacy, and informed consent of participants.
- *Data Privacy and Confidentiality:* Data privacy is to be upheld throughout the monitoring and evaluation process, with strict adherence to data protection laws and organizational policies. Personal information is to be collected and stored securely, ensuring confidentiality and anonymity of respondents. Only authorized personnel will need to have access to sensitive data, and measures to be set in place to prevent unauthorized disclosure or misuse of information.
- *Usage and Sharing:* Data collected through monitoring and evaluation activities is used solely for the purpose of partnership monitoring, evaluation, learning, and reporting. Information may be shared among partners, stakeholders, and donors for mutual learning and accountability, provided that consent has been obtained from participants and confidentiality is maintained. Partnership agreements should outline terms and conditions for data sharing, usage, and retention of data in compliance with legal and ethical standards.

SUSTAINABILITY FOCUS

Partnerships shall contribute to the long-term sustainability of Vision Rescue's programs and initiatives, fostering self-reliance and community empowerment, in alignment with sustainability principles outlined in funding agreements and project documents. Where ever applicable following measures will be ensured so that partnership activities contribute to sustainable improvements in beneficiaries' lives and that the impact of collaborative efforts continues long after the partnership concludes:

- Ensure that partnership activities are inclusive and equitable, addressing the needs of marginalized groups, including women, children, persons with disabilities, and other vulnerable populations. Promote gender equality and social justice principles to create an enabling environment for all members of the community to participate and benefit from partnership interventions.
- Partnerships will promote cultural sensitivity and inclusivity, respecting the diversity of backgrounds, beliefs, and perspectives among stakeholders, in accordance with principles of cultural competence and inclusivity outlined in international human rights instruments.
- Prioritize partnership initiatives that empower beneficiaries to actively participate in decision-making processes, develop essential skills, and build resilience to address their own needs independently through Capacity-building programs which includes training in areas such as leadership, entrepreneurship, vocational skills, and financial literacy.
- Facilitate the mobilization of local resources, including human capital, knowledge, skills, and traditional wisdom, to complement external support and strengthen community ownership and

sustainability. Encourage the development of local enterprises, cooperatives, and social enterprises to generate income and support community-led development initiatives.

- Establish mechanisms for community-based monitoring and evaluation of partnership activities, empowering beneficiaries to give inputs to assess progress, identify challenges, and make informed decisions about the allocation of resources and priorities for action. This ensures accountability, transparency, and responsiveness to community needs and aspirations.
- Strengthen community-based organizations and local institutions to enhance their capacity to represent and serve the interests of their constituents effectively.

ADHERENCE TO CHILD SAFEGUARDING & POSH

Vision Rescue is committed to -

- ensuring the safety, protection, and well-being of children participating in its programs and activities.
- preventing Sexual Exploitation, Abuse, and Harassment (PSEAH) within its partnerships and programs

Strict criteria and protocols are established to uphold child safeguarding principles, with zero tolerance for any violations. The following measures are implemented to safeguard children:

1. *Comprehensive Policy:* Vision Rescue has a comprehensive Child Protection Policy and POSH Policy that outlines clear guidelines, procedures, and standards for preventing and responding to child abuse, exploitation, and neglect. The policies are aligned with relevant Indian laws, including:
 - a. The Protection of Children from Sexual Offences (POCSO) Act, 2012
 - b. The Juvenile Justice (Care and Protection of Children) Act, 2015
 - c. The Right of Children to Free and Compulsory Education Act, 2009
 - d. The Prohibition of Child Marriage Act, 2006
 - e. The National Policy for Children, 2013
 - f. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)
 - g. The Indian Penal Code, 1860 (relevant sections on sexual offenses)
2. *Awareness and Training:* Staff, volunteers, and partners receive rigorous training on child safeguarding and PSEAH awareness, prevention, reporting, and response, ensuring all individuals are equipped to recognize and address risks and incidents effectively.
3. *Code of Conduct:* A Child Safeguarding and PSEAH Code of Conduct is established for all personnel, outlining expected behaviours, boundaries, and responsibilities in preventing and addressing child abuse, exploitation, and harassment, with severe consequences for violations.
4. *Reporting Mechanisms:* Confidential reporting mechanisms are in place for individuals to report concerns or incidents related to child safeguarding and PSEAH, ensuring confidentiality, protection, and support for victims throughout the reporting and investigation process.
5. *Immediate Response:* Any allegation or suspicion of child abuse, exploitation, or harassment is taken seriously and responded to promptly following established protocols, with victims provided immediate support, including access to medical care, counselling, and legal assistance as needed.
6. *Investigation and Disciplinary Action:* Reported cases of child abuse, exploitation, or harassment are thoroughly investigated, and disciplinary action is taken against perpetrators found guilty, in compliance with relevant laws and organizational policies, with cooperation extended to law enforcement agencies as necessary.

7. *Consequences for Violations:* Violations of child protection & POSH policies result in severe consequences for individuals or entities involved, including:
 - a. Termination of employment or contract
 - b. Legal prosecution and criminal charges under relevant child protection laws
 - c. Blacklisting or disqualification from future involvement with Vision Rescue or other child-centric organizations
 - d. Civil liability for damages incurred by the child or their family due to negligence or misconduct
8. *External Oversight:* Vision Rescue collaborates with relevant government agencies, child protection authorities, and regulatory bodies to ensure compliance with child safeguarding laws and PSEAH standards. External inspections, and reviews are conducted periodically to assess the effectiveness of child safeguarding measures and address any gaps or deficiencies.
9. *Continuous Improvement:* Vision Rescue is committed to continuous learning and improvement in its child safeguarding and PSEAH practices, regularly reviewing and updating policies, procedures, and training materials based on lessons learned, emerging risks, and best practices in safeguarding and prevention.

EXIT STRATEGIES

Clear exit strategies will be developed, from types of exit strategies listed below, for partnerships, outlining the process for disengagement or termination while minimizing negative impacts on children and communities, in accordance with exit strategy guiding principles.

1. Guiding Principles for Exit Strategies:

- a) *Sustainability:* Ensure that the exit strategy promotes the long-term sustainability of the partnership's impact on beneficiaries and communities, by strengthening local capacities, empowering stakeholders, and fostering self-reliance.
- b) *Beneficiary-Centric Approach:* Prioritize the best interests and well-being of beneficiaries throughout the exit process, by minimizing disruptions to services, maintaining continuity of support, and ensuring that beneficiaries are adequately prepared for the transition.
- c) *Transparent Communication:* Maintain open and transparent communication with partners, beneficiaries, and other stakeholders throughout the exit process, by providing timely updates, sharing relevant information, and soliciting feedback to address concerns and mitigate risks.
- d) *Accountability and Evaluation:* Conduct thorough evaluations and assessments of partnership outcomes and impact to inform the exit strategy, identify lessons learned, and document best practices for future partnerships. Hold all parties accountable for their commitments and responsibilities under the partnership agreement.
- e) *Ethical Considerations:* Uphold ethical principles and values, including integrity, fairness, and respect for human rights, in all aspects of the exit strategy, to minimize harm, avoid conflicts of interest, and ensure the dignity and rights of beneficiaries and stakeholders are protected.
- f) *Collaborative Decision-Making:* Involve partners, beneficiaries, and relevant stakeholders in the decision-making process regarding the exit strategy, by seeking their input, addressing their concerns, and incorporating their perspectives into the planning and implementation of exit activities.
- g) *Flexibility and Adaptability:* Remain flexible and adaptable in responding to changing circumstances, unexpected challenges, and emerging needs during the exit process, by

adjusting plans and strategies as necessary to achieve the desired outcomes and minimize negative impacts.

2. Types of Exit Strategies:

- a) *Gradual Phasing-Out*: Gradually phase out partnership activities and interventions over a defined period, allowing sufficient time for beneficiaries and stakeholders to adjust to changes, transition to alternative sources of support, and build local capacities for sustainability.
- b) *Capacity Building and Transition Planning*: Prioritize capacity-building initiatives and transition planning activities to empower local partners, community organizations, and government agencies to assume ownership and responsibility for sustaining partnership outcomes and initiatives post-exit.
- c) *Knowledge Transfer and Documentation*: Facilitate knowledge transfer and documentation of lessons learned, best practices, and successful approaches developed during the partnership, to ensure that valuable insights and experiences are preserved and shared with relevant stakeholders for future reference and replication.
- d) *Resource Mobilization and Networking*: Support partners and beneficiaries in mobilizing resources, accessing funding opportunities, and establishing partnerships with other organizations, donors, and government agencies to sustain and scale up successful initiatives beyond the duration of the partnership.
- e) *Monitoring and Follow-Up*: Maintain ongoing monitoring and follow-up mechanisms to track the progress of exit activities, assess the impact of the exit strategy on beneficiaries and communities, and address any challenges or issues that may arise during the transition period.
- f) *Closure and Evaluation*: Conduct a comprehensive evaluation of partnership outcomes, impact, and lessons learned upon completion of the exit process, to identify successes, areas for improvement, and recommendations for future partnerships. Celebrate achievements and recognize the contributions of partners and stakeholders towards achieving shared goals.

Vision Rescue is committed to continuous learning and improvement, and hence will keep exploring more types of exit strategies and keep updating it in this Policy from time to time.

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