

# **Training Module on Orientation Programme for Protection Officers & Legal cum Probation Officer of District Child Protection Society (DCPS)**

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**Ten Working Days**



**National Institute of Public Cooperation & Child Development 5,  
Siri Institutional Area, Hauz Khas, New Delhi-110 016**

**Training Module on Orientation Programme for Child Protection Officers (Institutional Care & Non-Institutional Care) and**  
**Legal-cum Probation Officer**  
**District Child Protection Society(DCPS)**

**Participants:** Protection Officers, Legal-cum-Probation Officer– DCPS

**Duration:** 10 days

**Roles and Responsibilities**

**Protection Officer (Institutional Care)**

- (i) Identify families and children at risk to prevent destitution of children and arrange/provide them necessary support services like counselling, access to health care, education, vocational skills etc., with the support of the outreach worker working under him/her;
- (ii) Carry out a situational analysis of children in difficult circumstances, collect and compile data on different dimensions of the child protection problems in terms of number of children requiring support, number of children in institutions and the kind of services they need;
- (iii) Carry out a resource mapping exercise and develop a District Child Protection Plan and resource directory of child related services at the district level on the basis of data collected;
- (iv) Ensure setting up and management of the child tracking system of all institutional care programmes including Open Shelters in the district;
- (v) Support CWC in the process of inquiry and restoration of children;
- (vi) Ensure registration of all child care organizations/institutions/agencies housing children under the Juvenile Justice Act, 2000 and its Amendment Act, 2006;
- (vii) Supervision and monitoring of all child care organizations/institutions/agencies, both Govt. & NGO run (with or without support), housing children and ensure implementation of minimum standards of care;
- (viii) Supervision and monitoring of other child protection programmes being implemented at district level;
- (ix) Identify training need and arrange for training and capacity building of personnel (both Governmental and Non-Governmental) involved in institutional care at district level in coordination with State Child Protection Unit;

(x) Preparing and submitting a monthly report to the DCPO.

**Protection Officer (Non-Institutional Care):** Under the supervision of the DCPO, the Protection Officer (Non-Institutional Care) would ensure effective implementation of the non-institutional components of ICPS relating to sponsorship, foster-care, adoption, after-care and cradle baby scheme. Every district shall have a maximum of three Protection Officers (Non-Institutional Care) on the basis of geographical spread and child population of the district. The specific roles and responsibilities of a Protection Officer (Non-Institutional Care) shall include:

- (i) Identify families and children at risk to prevent destitution of children and arrange/provide them necessary support for non-institutional care, where required;
- (ii) Support SARA in identifying adoptable children from the district and preparing a district level database of adoptable children;
- (iii) Promote and facilitate adoption in the district with the help of SAA by:
  - a) Registering and maintaining database of adoptable children and PAPs for in-country adoption;
  - b) Promoting in-country adoption within the district;
  - c) Monitor adoption placement and ensure that the SAAs provide post placement support and follow up.
- (iv) Ensure that all adoptable children in all Child Care Institutions (CCIs) are brought into the adoption system;
- (v) Carry out family based non-institutional care through foster care, sponsorship and after care programmes;
- (vi) Carry out resource mapping and contribute in development of a District Child Protection Plan and a resource directory of child related services for non-institutional care at the district level on the basis of data collected;
- (vii) Function as the Nodal Officer for the child tracking system in the district;
- (viii) Support CWC in the process of inquiry and restoration of children;
- (ix) Supervise and monitor all child care institutions including SAAs in the district
- (x) Coordinate with SARA and SCPU for training and building capacities of all personnel (Government and Non-government) involved in non-institutional service to children;
- (xi) Submit quarterly report to the SARA on status of adoption programme in the district.

**Legal cum Probation Officers:**

- (i) Collect and compile data on dimensions of the juvenile delinquency in the district;

- (ii) Attend proceedings of the JJB regularly
- (iii) Support JJB in conducting inquiries;
- (iv) Prepare and submit social investigation reports;
- (v) Maintain case files and other registers;
- (vi) Escort juveniles to a home/fit person/fit institution from the JJB;
- (vii) Undertake follow up visits of juveniles released under supervision and after release;
- (viii) Establish linkages with voluntary sector for facilitating rehabilitation and social reintegration of juveniles.
- (ix) Responsible for providing free legal aid services to children/juveniles.
- (x) Provide necessary support to the CWC and JJB in the legal matters relating to all children coming under the purview of the Juvenile Justice Act as and when required.

### **Objectives:**

The objectives of the training programme are to:

- a) Develop their knowledge base on the issue of child rights and protection in the Indian context;
- b) Develop their understanding on various issues concerning children in need of care and protection and juveniles in conflict with law, the existing Juvenile Justice System and the prevailing laws in our country to address these issues;
- c) Help them to learn on the main features of ICPS and its components and the role of various stakeholders under the JJ system and ICPS;
- d) Explain the specific role of DCPS and the action priorities for POs as laid down in the scheme;
- e) Facilitate them to understand the supervision, monitoring, networking and coordination mechanisms under ICPS
- f) Enhance their skills in effective implementation of child protection plan at the district level.
- g) Acquaint them with the strategies for prevention of child rights violation.
- h) Emphasize on the relevance of child rights-based and child-participatory approaches as well as direct involvement of children in rehabilitation and reconstruction efforts.
- i) Develop an understanding about the role of community participation in ICPS.

**Programme Coverage:**

- a) International Instruments on Child Rights such as UNCRC, HDI, MDGs
- b) Legal Framework on Child Rights in India such as Constitutional provisions, IPC, SLL, National Plan of Action etc.
- c) Historical and contemporary perspective of the issues on Child Protection (India and Abroad)
- d) Situational Analysis of Children in India with Specific Reference to the States (being covered in the training programme)
- e) Juvenile Justice System in India and the prevailing Laws
- f) Children in Need of Care and Protection and Children in Conflict with Law in India: Issues and Challenges
- g) Components, Implementation Plan and service delivery structure of ICPS
- h) Institutional and Non Institutional Care for children
- i) Role of Different Stakeholders in Juvenile Justice System
- j) Mechanisms for Coordinating and Liaison with Different Stakeholders
- k) Child Tracking system in India
- l) Monitoring and evaluating system under ICPS
- m) Current child protection issues, region specific challenges
- n) Strategies and good practices
- o) Understanding child psychology
- p) Intervention with abused and traumatized children
- q) Advocacy, public education and communication
- r) Team Management (leadership and management, motivation, conflict management)
- s) Participatory methods
- t) Techniques of Capacity Building Need Assessment including Group Work
- u) Report Writing

**Expected Outcome:**

- a) Participants will have a better understanding of child protection issues.
- b) Participants will be aware about the legal provisions and policies related to children.
- c) Participants will gain in-depth knowledge of Juvenile Justice System which helps in dealing with the work issues properly.
- d) Participants will get a detail understanding of ICPS& its components, Service delivery structures, implementation plan etc.
- e) Participants will be acquainted about all the Institutional and non-institutional services available in India.
- f) Participants will have an overview of working with allied system under ICPS.
- g) Participants will be acquainted about the role, Responsibilities and Functioning of all stakeholders.
- h) Participants will be able to understand the role of Community participation in the implementation of ICPS.

**Training Module on Orientation Programme for Child Protection Officers (Institutional Care & Non-Institutional care) and Legal-cum probation officer**

**District Child Protection Society (DCPS)**

**Participants:** Protection Officers, legal-cum-probation officer– DCPS

**Duration:** 10 days

Time	Topic	Contents	Learning Objectives	Methodology	Expected Outcome
<b>Day-I</b>					
09.30 a.m. – 10.00 a.m.	<b>Registration</b>	Registration of participants and distribution of kit.			
10.00 a.m. – 11.00 a.m.	<b>Inaugural Session</b>	<ul style="list-style-type: none"> <li>• Welcome and inaugural address.</li> <li>• NIPCCD introduction, brief of programme objectives, content coverage and resource persons etc.</li> </ul>	<ul style="list-style-type: none"> <li>• To enable participants to know about NIPCCD, objectives and content of orientation programme and background of the resource person.</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation</li> <li>• Lecture</li> </ul>	<ul style="list-style-type: none"> <li>• Participants develop their understanding about the Institute; They will be aware of the programme objectives, content coverage, resource persons of the programme</li> </ul>
11.00 a.m. – 11.15 a.m.	<b>Tea</b>				
11.15 a.m. – 12.00 noon	<b>Introduction and Pre-training Assessment</b>	<ul style="list-style-type: none"> <li>• Introduction of participants through ice breaking games</li> <li>• Setting the ground rules</li> </ul>	<ul style="list-style-type: none"> <li>• Enable the participants know each other</li> <li>• Understand the knowledge level of</li> </ul>	Games, filling up questionnaire	<ul style="list-style-type: none"> <li>• Comfortable and eased environment for will be developed for training.</li> <li>• Participants will develop understanding</li> </ul>

		of the training • Pre-training assessment by administering set of questions	the participants regarding the child rights and protection related issues. • Help the participants understand the basic norms to be followed by all of them during the training programme • Help the participants express their views on areas required to be assessed in pre-training situation		on ground rules of the programme. • Trainers will develop understanding about the knowledge level of the participants. • Participants will familiarise with each other – rapport building.
Time	Topic	Contents	Learning Objectives	Methodology	Expected Outcome
12.00 noon – 01.15 p.m.	<b>Child Rights and Child Protection</b>	<ul style="list-style-type: none"> <li>Defining child rights and child protection in historical and contemporary perspective</li> <li>International Instruments such as UNCRC, HDI, MDGs</li> </ul>	<ul style="list-style-type: none"> <li>Enable the participants define child rights and child protection</li> <li>Inform the participants about various international instruments vis-à-vis child rights and protection</li> </ul>	<ul style="list-style-type: none"> <li>Lecture</li> <li>PowerPoint presentation</li> <li>Discussion</li> </ul>	<ul style="list-style-type: none"> <li>Participants will develop understanding on the Global and SAARC scenario of children. Also understanding will develop on UNCRC &amp; MDGs</li> </ul>
01.15 pm- 02.15 pm	<b>Lunch</b>				
02.15 pm – 03.30 pm p.m.	<b>Constitutional Provisions and other policies for Children</b>	<ul style="list-style-type: none"> <li>Constitutional provisions</li> <li>Policies on Children</li> <li>Legislations</li> <li>Programmes/</li> </ul>	<ul style="list-style-type: none"> <li>To orient them about the main features of Policies &amp; Legislation</li> </ul>	<ul style="list-style-type: none"> <li>Brainstorming</li> <li>Discussion</li> <li>Lecture</li> </ul>	<ul style="list-style-type: none"> <li>Awareness of the provisions made under different policies and legislation</li> </ul>



		Intervention in the context of child protection <ul style="list-style-type: none"> <li>• NPAC</li> <li>• 11<sup>TH</sup> Five year Plan and 12<sup>th</sup> Five year Plan</li> </ul>			
03.30 p.m. – 03.45 p.m.	Tea				
3:45 pm- 5:00 pm	<b>Special and local Laws</b>	<ul style="list-style-type: none"> <li>• Child marriage restraint Act</li> <li>• Child labour prohibition and regulation Act</li> <li>• JJ Act</li> <li>• NCPCR Act</li> <li>• ITPA</li> <li>• Labour Act</li> <li>• HAMA</li> <li>• GAWA</li> <li>• Draft bill on Child Abuse</li> <li>• Probation of Offenders Act, 1958 (20 of 1958)</li> </ul>	To orient the participants about the laws related to child protection, viz.: <ul style="list-style-type: none"> <li>• Sensitize them about existing legislation amendments in different legislations from time to time and to sensitize them on the provisions made under these legislations</li> </ul>	<ul style="list-style-type: none"> <li>• PowerPoint presentation</li> </ul>	Awareness of the local laws related to children
<b>Time</b>	<b>Topic</b>	<b>Contents</b>	<b>Learning Objectives</b>	<b>Methodology</b>	<b>Expected Outcome</b>
<h2>Day-II</h2>					
09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day-I</b>				
09.30 a.m.	<b>Current child protection issues, region specific challenges</b>	<ul style="list-style-type: none"> <li>• Discussion on child protection issues like</li> </ul>	<ul style="list-style-type: none"> <li>• To orient the participants on child</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will have a better insight into the</li> </ul>

– 10.45 a.m.		<p>child abuse, child labour, child trafficking, child marriage, female foeticide, disability, children in difficult circumstances etc.</p> <ul style="list-style-type: none"> <li>• Socio-economic and socio-cultural hindrances to address the above problems</li> <li>• Existing interventions to address the above situation and their impact on children</li> </ul>	<p>protection issues with special reference to region specific problems.</p>	<p>presentation</p> <ul style="list-style-type: none"> <li>• Discussion</li> </ul>	<p>situation and the problems of children in their area</p>
10:45 am- 11:00 am	<b>Tea</b>				
11:00 am- 12:30 noon	<b>Strategies and good practices</b>	<ul style="list-style-type: none"> <li>• Extent of interventions to tackle the issues</li> <li>• State wise good practices</li> </ul>	<ul style="list-style-type: none"> <li>• Enable the participants to strategise their work keeping in mind the situation of children they would be addressing to</li> </ul>	<ul style="list-style-type: none"> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will learn from the example of good practices which will enhance their capacity in formulation of strategies</li> </ul>
12:30 noon- 1:30 pm	<b>Group work on strategies</b>				
1:30 pm- 2:30 pm	<b>Lunch</b>				
02.30 p.m. – 03.45 p.m.	<b>ICPS: Its Components</b>	<ul style="list-style-type: none"> <li>• Various components and provisions of ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Help the participants to know about ICPS and its various components</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will be able to get detailed understanding of ICPS.</li> </ul>
03:45	<b>Tea</b>				

p.m. – 04:00 p.m.					
04.00 a.m. – 05:15 p.m.	<b>Service Delivery Structure under ICPS and Role and Responsibilities of Protection officers of District Child Protection Society(DCPS)</b>	<ul style="list-style-type: none"> <li>• Service delivery structure of ICPS at various levels</li> <li>• Job responsibilities of POs</li> <li>• Administrative responsibilities of POs within the functional responsibilities of DCPS</li> </ul>	<ul style="list-style-type: none"> <li>• Orient the participants about the service delivery structure of ICPS</li> <li>• help them understand the Coordinating and Networking Mechanisms for implementation of ICPS at district level</li> <li>• Help them understand their job responsibilities within the framework of ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will have better understanding of service delivery structure at District level under ICPS.</li> </ul>
<b>Day – III</b>					
09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day-II</b>				
9:30 a.m. - 11:00 a.m.	<b>Coordination and Convergence in ICPS</b>	<ul style="list-style-type: none"> <li>• Linkages with other departments for giving effective services to the children in need of care and protection viz Education, Health, railways, media, NGO's, civil societies,</li> <li>• Working with the allied</li> </ul>	<ul style="list-style-type: none"> <li>• To enable participants to plan and coordinate with allied systems</li> <li>• To highlight the needs of delivering services through team work</li> </ul>	<ul style="list-style-type: none"> <li>• PowerPoint presentation</li> <li>• Simulation Exercise</li> <li>• Group work</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will have an overview of working with allied system under ICPS</li> </ul>

		<p>systems and importance of team work in handling children</p> <ul style="list-style-type: none"> <li>• Planning and coordinating the situation while working in team, how to handle children in team</li> </ul>			
11.00 a.m.- 11:15 am	<b>Tea</b>				
11.15 a.m. – 1:15 p.m.	<b>Overview of Juvenile Justice (Care and Protection of Children) Act 2000, its' Amendment Act 2006 &amp; Rules 2007 / State JJ Rules</b>	<ul style="list-style-type: none"> <li>• Discussion on Principles, Components.</li> <li>• Approaches of Juvenile Justice system under Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006</li> <li>• Central / State Rules</li> </ul>	To inform participants about the Juvenile Justice system with special emphasis on the principles, approaches and components of Juvenile Justice Act 2000 and its Amendment Act 2006.	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> <li>• Games</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will gain in depth knowledge of Juvenile Justice System</li> </ul>
1.15 p.m.- 2.15 p.m.	<b>Lunch</b>				
02:15 p.m. – 04:00 p.m.	<b>Categories of Children covered under J. J Act</b> <ul style="list-style-type: none"> <li>• Child in Need of Care and Protection (CNCP)</li> <li>• Juvenile in Conflict with Law (JCL)</li> </ul>	<ul style="list-style-type: none"> <li>• Concept, definition of Child in need of care and Protection and Juvenile in Conflict with law according to Juvenile Justice (Care and Protection of Children) Act 2000 and its Amendment Act 2006.</li> <li>• Legal provisions for CNCP and JCL in Juvenile Justice (Care and Protection of</li> </ul>	<ul style="list-style-type: none"> <li>• To enable participants to understand the different categories of the children covered under Juvenile justice Act.</li> </ul>	<ul style="list-style-type: none"> <li>• Brainstorming</li> <li>• PowerPoint presentation</li> <li>• Lecture- cum- discussion.</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will enhance awareness on different categories covered under</li> <li>• Juvenile justice Act 2000 and its Amendment Act 2006.</li> </ul>

		Children) Act 2000 and its Amendment Act 2006.			
04:00 p.m. – 05:00 p.m.	<b>Documentary on children</b>				
<b>Day- IV</b>					
9:00 a.m. - 9:30 AM	<b>Recapitulation of Day III</b>				
09:30 a.m. – 11:15 a.m.	<b>Institutional Care under Juvenile Justice (Care &amp; Protection of Children) Act 2000 and its Amendment Act 2006.</b>	<p>Type of Institutions: Observation home, Special Home, Children Home, Shelter Home, After Care Home</p> <ul style="list-style-type: none"> <li>Minimum standards of care for children in institutions established under Juvenile Justice (Care &amp; Protection of Children) Act 2000 and its Amendment Act 2006 as well as under ICPS</li> </ul>	<ul style="list-style-type: none"> <li>Help them understand the minimum standards of care for children in institutions</li> </ul>	<ul style="list-style-type: none"> <li>Lecture</li> <li>PowerPoint presentation</li> <li>Discussion</li> </ul>	<ul style="list-style-type: none"> <li>Participants will have better understanding of Institutional care services provided under JJ Act</li> </ul>
11.15 a.m. – 11.30 a.m.	<b>Tea</b>				
11.30 a.m. – 1.15 p.m.	<b>Non Institutional Care under Juvenile Justice (Care &amp; Protection of Children) Act 2000 and its Amendment Act 2006.</b>	<ul style="list-style-type: none"> <li>Rehabilitation and social integration: essentials and importance</li> </ul>	<ul style="list-style-type: none"> <li>Facilitate the participants know about various non-institutional care services being spelt out in the JJ Act</li> </ul>	<ul style="list-style-type: none"> <li>Lecture</li> <li>PowerPoint presentation</li> <li>Discussion</li> </ul>	<ul style="list-style-type: none"> <li>Participants will have better understanding of Non Institutional care services provided under JJ Act</li> </ul>

		<ul style="list-style-type: none"> <li>• Various non-institutional care services being spelt out in the JJ Act and covered under ICPS</li> <li>• Sponsorship, foster care services, adoption.</li> </ul>	and covered under ICPS		
1:15 p.m. – 2:15 p.m.	<b>Lunch</b>				
2:15 p.m. – 5:00 p.m.	<b>Visit to a Children's Home</b>	<ul style="list-style-type: none"> <li>• Visit to a Children's Home</li> <li>• Discussion and interaction</li> <li>• Noting observations down</li> </ul>	<ul style="list-style-type: none"> <li>• To familiarize them with the functioning of a Children's Home established under the Juvenile Justice Act</li> <li>• Comprehend the situation of children in institutions by observing the physical setup, management and services in the Homes</li> <li>• Appreciate the concerns and challenges for the managements in running the Homes</li> </ul>	Questionnaire	<ul style="list-style-type: none"> <li>• Participants will develop better understanding of the functioning of visited Institutions under the JJ Act</li> </ul>
<b>Day- V</b>					

09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day 4</b>				
09.30 a.m. – 10.30 a.m.	<b>Discussion on the Field Visit to a Children's Home</b>	<ul style="list-style-type: none"> <li>• Discussion on observations of all the participants on the visit</li> </ul>	<ul style="list-style-type: none"> <li>• Enable the participants give feedback on their visit to Children's Home</li> </ul>	Discussion	<ul style="list-style-type: none"> <li>• Participants will learn about CCLs, the children as inmates, standards for CCLs and overall management of Homes for children.</li> </ul>
10.30 a.m. – 10:45 a.m.	<b>Tea</b>				
10:45 a.m. – 12:00 noon	<b>Role and responsibility of Juvenile Justice Board (JJB) and Child Welfare Committee(CWC)</b>	<ul style="list-style-type: none"> <li>• Different role and responsibilities being carried out by and functioning of Juvenile Justice Board, Child Welfare Committee and Legal Aid Services Authority</li> <li>• Linkages of these bodies with ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Orient the participants about different role and responsibilities being carried out by and functioning of Juvenile Justice Board and Child Welfare Committee</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Acquaintance of the participants about role, Responsibilities and Functioning of Juvenile Justice Board and Child Welfare Committee.</li> </ul>
12:00 noon – 01:15 p.m.	<b>Monitoring of cases brought before the JJB/CWC</b>	<ul style="list-style-type: none"> <li>• Importance of monitoring and evaluation</li> <li>• Monitoring methods for pendency of cases before JJB &amp; CWC.</li> </ul>	<ul style="list-style-type: none"> <li>• To develop effective methods and tools for monitoring of cases</li> </ul>	<ul style="list-style-type: none"> <li>• Group discussion</li> <li>• presentation</li> </ul>	<ul style="list-style-type: none"> <li>• Effective implementation</li> <li>• Periodic monitoring of cases</li> </ul>
01:15 p.m. – 02:15 p.m.	<b>Lunch</b>				
02:15 p.m.	<b>Role and responsibility of SJPU</b>	<ul style="list-style-type: none"> <li>• Different role and</li> </ul>	<ul style="list-style-type: none"> <li>• Orient the</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> </ul>	<ul style="list-style-type: none"> <li>• Acquaintance of the</li> </ul>

– 03:45 p.m.		responsibilities being carried out by SJPU  • Linkages of these bodies with ICPS	participants about different role and responsibilities being carried out by and functioning of Legal Aid Services Authority and SJPU	• PowerPoint presentation • Discussion	participants about role, Responsibilities and Functioning of Juvenile Justice Police Unit and Police
03:45 p.m. – 04:00 p.m.	<b>Tea</b>				
04:00 p.m. – 05:30 p.m.	<b>Role of Adoption Agencies in Promoting In-country Adoption and their Linkages with ICPS</b>	<ul style="list-style-type: none"> <li>• Different role and responsibilities being carried out by various adoption agencies in promoting in-country adoption</li> <li>• Role of SARA</li> <li>• Areas of linkages between adoption agencies and ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Orient the participants about different role and responsibilities being carried out by various adoption agencies in promoting in-country adoption</li> <li>• Discuss with them about the areas of linkages between adoption agencies and ICPS</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Enriched knowledge of participants about the in-country and Inter-country adoption procedure.</li> </ul>
<h2>Day VI</h2>					
09:00 a.m. – 09:30 a.m.	<b>Recapitulation of Day 5</b>				
09:30	<b>Role of Different Stakeholders in</b>	• Different role and	• Orient the	• Lecture	• Enriched knowledge of



a.m. – 11:00 a.m.	<b>Juvenile Justice System viz. Civil Society Organisations, NGOs, Childline and Community</b>	responsibilities being carried out by Civil Society Organisations, NGOs, Childline and Community	participants about different role and responsibilities being carried out by Civil Society Organisations, NGOs, Childline and Community	<ul style="list-style-type: none"> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	participants about the CHILDLINE emergency outreach system, and other stakeholders in Juvenile Justice System.
11:00 a.m. – 11:15 a.m.	<b>Tea</b>				
11:15 a.m. – 1:00 p.m.	<b>Panel discussion of Police and Civil Society</b>				
1:00 p.m. – 2:00 p.m.	<b>Lunch</b>				
2:00 p.m. – 5:00 p.m.	<b>Visit to an Observation Home</b>	<ul style="list-style-type: none"> <li>• Visit to an Observation Home</li> <li>• Discussion and interaction</li> <li>• Observations</li> </ul>	<ul style="list-style-type: none"> <li>• Make the participants familiarize with the functioning of an Observation Home established under the Juvenile Justice Act</li> <li>• Comprehend the situation of children in institutions by observing the physical setup, management and services in the</li> </ul>	Questionnaire	<ul style="list-style-type: none"> <li>• Participants will develop better understanding of the functioning of visited institutions under the JJ Act</li> </ul>

			Homes <ul style="list-style-type: none"> <li>• Appreciate the concerns and challenges for the managements in running the Homes</li> </ul>		
<b>Day- VII</b>					
09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day 6</b>				
09.30 a.m. – 10.45 a.m.	<b>Discussion on the Field Visit to an Observation Home</b>	<ul style="list-style-type: none"> <li>• Discussion on observations of all the participants on the visit</li> </ul>	<ul style="list-style-type: none"> <li>• Enable the participants give feedback on their visit to Observation Home</li> </ul>	Discussion	Will give more clarity to the participants regarding the functioning and the model functioning under JJ Act
10.45 a.m. – 11.00 a.m.	<b>Tea</b>				
11:00 a.m. – 01:00 p.m.	<b>Child Tracking System – Issues &amp; strategy for implementation</b>	<ul style="list-style-type: none"> <li>• Emerging problem of missing and found children in the country as well as the available child tracking system</li> <li>• Role of ICPS in developing an effective system for child protection data management and reporting and a tool for monitoring</li> </ul>	<ul style="list-style-type: none"> <li>• Orient the participants about the emerging problem of missing and found children in the country as well as the available child tracking system</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will have better understanding of child tracking system.</li> </ul>

		<p>implementation of all child protection schemes of MWCD</p> <ul style="list-style-type: none"> <li>• Role of ICPS in tracking missing children and their ultimate repatriation and rehabilitation</li> <li>• Concept and components of child tracking system.</li> </ul>			
1:00 p.m. – 2:00 p.m.	<b>Lunch</b>				
2:00 p.m. – 3:00 p.m.	<b>Group exercise on Child Tracking System</b>				
3:00 p.m. – 3:15 p.m.	<b>Tea</b>				
3:15 p.m. – 5:00 p.m.	<b>Mechanisms for Coordinating and Liaison with Different Stakeholders: Role of Protection Officers and Legal cum probation officer in Liaison</b>	<ul style="list-style-type: none"> <li>• Role of District Child Protection Officers of DCPS of different categories in coordinating and liaison with different stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Sensitize the participants about their possible role in coordinating and liaison with different stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Role of DCPOs and convergence with other stakeholders will be clear</li> </ul>
<b>Day- VIII</b>					

09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day 7</b>				
09:30 a.m. – 11:00 a.m.	<b>Understanding child psychology</b>	<ul style="list-style-type: none"> <li>• Institutionalized children and their socialization process</li> <li>• Emotional development of children</li> <li>• Dealing with deviant behavior</li> <li>• Communicating with children affectively</li> </ul>	<ul style="list-style-type: none"> <li>• To understand the process of socialization and emotional development of children</li> <li>• To understand deviant behavior and effective ways to deal with deviant behavior in children</li> <li>• To illustrate various effective method of communicating with children</li> </ul>	<ul style="list-style-type: none"> <li>• Brainstorming</li> <li>• Presentation</li> <li>• Discussion</li> <li>• Role play</li> <li>• Group work</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to understand the process of socialization and emotional development of children</li> <li>• Ability to effectively dealing with deviant behaviour</li> </ul>
11:00 a.m. – 11:15 a.m.	<b>Tea</b>				
11:15 a.m. – 1:00 p.m.	<b>Session Continued</b>				
1:00 p.m. – 2:00 p.m.	<b>Lunch</b>				
2:00 p.m. – 4:00	<b>Intervention with abused and traumatized children</b>	<ul style="list-style-type: none"> <li>• Key players in dealing with incidences of child abuse and neglect</li> <li>• Steps to intervene</li> </ul>	To develop ability to identify traumatized children and to enable participants to provide	<ul style="list-style-type: none"> <li>• Case studies</li> <li>• Presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to identify signs of trauma exhibited by children</li> <li>• Ability to help how to</li> </ul>

p.m.		<ul style="list-style-type: none"> <li>• Difference between abused and traumatized children</li> <li>• Handling if such children and place them in safe environment</li> </ul>	“safe environment” for them		deal with traumatized children
4:00 p.m. – 5:00 p.m.	<b>Documentary on children</b>				
<b>Day IX</b>					
09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day 8</b>				
09.30 a.m. – 10.45 a.m.	<b>Advocacy, public education and communication</b>	<ul style="list-style-type: none"> <li>• Concept and importance of advocacy, education and communication</li> </ul>	<ul style="list-style-type: none"> <li>• To make participants understand the significance of effective communication methods</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation</li> <li>• Case study</li> <li>• Role plays</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will learn significance of effective communication in advocacy</li> </ul>
10.45 a.m. – 11.00 a.m.	<b>Tea</b>				
11:00 a.m. – 12:15 p.m.	<b>Team Management (leadership and management, motivation, conflict management)</b>	<ul style="list-style-type: none"> <li>• Concept of motivation</li> <li>• Methods of conflict management</li> <li>• Leadership and management</li> </ul>	<ul style="list-style-type: none"> <li>• Soft skill development of the participants.</li> </ul>	<ul style="list-style-type: none"> <li>• Presentation</li> <li>• Games</li> <li>• Group exercise</li> <li>• Role play</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will develop soft skill for implementation of scheme and team management.</li> </ul>
12.15 p.m.	<b>Participatory methods</b>	<ul style="list-style-type: none"> <li>• Role of community and civil society in the</li> </ul>	<ul style="list-style-type: none"> <li>• To acquaint participants about</li> </ul>	<ul style="list-style-type: none"> <li>• Case studies</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Understanding of the role that community can</li> </ul>

– 1.30 p.m.		implementation of ICPS. <ul style="list-style-type: none"> <li>• Participatory approach</li> <li>• Core group methodology</li> <li>• Voluntary youth participation</li> <li>• Pressure groups</li> <li>• Advocacy for ICPS</li> </ul>	importance and of participatory methods	<ul style="list-style-type: none"> <li>• Presentation</li> </ul>	play <ul style="list-style-type: none"> <li>• Ability to involve community and civil society in the implementation of ICPS</li> </ul>
1.30 p.m. – 2.30 p.m.	<b>Lunch</b>				
2.30 p.m. – 5.00 p.m.	<b>Community Field visit</b>	FGDs	<ul style="list-style-type: none"> <li>• Enable the participants about community participation.</li> </ul>	<ul style="list-style-type: none"> <li>• Questionnaire</li> </ul>	<ul style="list-style-type: none"> <li>• To understand the need of community and to create the district plan accordingly.</li> </ul>
<h2>Day X</h2>					
09.00 a.m. – 09.30 a.m.	<b>Recapitulation of Day 9</b>				
09:30 a.m. – 11:00 a.m.	<b>Group Work for Developing a District Child Protection Plan (for districts of representing states)</b>	<ul style="list-style-type: none"> <li>• Identify programmes and services for child protection at district level</li> <li>• Discuss coordination and networking mechanisms including line departments/</li> </ul>	<ul style="list-style-type: none"> <li>• Enable the participants to discuss about the coordinating and networking mechanisms for implementation of ICPS at district level</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> <li>• Practical exercise</li> </ul>	<ul style="list-style-type: none"> <li>• The planning and execution of mandate under ICPS for the District will be the exercise and participants will learn by doing the same</li> </ul>

		<p>officers having direct/indirect impact on child protection programmes and services at district level</p> <ul style="list-style-type: none"> <li>• Develop a Child Protection Plan for their respective districts (of representing states)</li> </ul>			
11:00 a.m. – 11:15 a.m.	<b>Tea</b>				
11.15 a.m. – 12.15 noon	<b>Techniques of Capacity Building Need Assessment including Group Work</b>	<ul style="list-style-type: none"> <li>• Why to build capacity?</li> <li>• How to identify and assess the capacity building needs?</li> </ul>	<ul style="list-style-type: none"> <li>• Help the participants recognize the importance of identifying their own capacity building needs and understand the techniques of assessing these needs</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will develop better understanding of how to conduct training need assessment; identify capacity building; develop and maintain database of personnel for training; develop and implement State Training Plan</li> </ul>
12:15 p.m. – 1:30 p.m.	<b>Report Writing</b>	<ul style="list-style-type: none"> <li>• Importance and purpose of writing reports</li> <li>• Organization of reports</li> <li>• Steps of report writing</li> <li>• Objectivity in report writing</li> <li>• MIS</li> </ul>	<ul style="list-style-type: none"> <li>• Help participants to better communicate in writing</li> </ul>	<ul style="list-style-type: none"> <li>• Lecture</li> <li>• PowerPoint presentation</li> <li>• Discussion</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will be able to develop a fruitful report without any flaws in it</li> </ul>
1:30 p.m. – 2:30 p.m.	<b>Lunch</b>				
2:30 p.m. -	<b>Programme Evaluation</b>	<ul style="list-style-type: none"> <li>• Post-training evaluation through questionnaire.</li> </ul>	<ul style="list-style-type: none"> <li>• To assess the improvement in the</li> </ul>	<ul style="list-style-type: none"> <li>• Questionnaire</li> <li>• Presentations</li> </ul>	<ul style="list-style-type: none"> <li>• Participants will be able to develop clear</li> </ul>

3:30 p.m.		<ul style="list-style-type: none"> <li>Feedback of Programme by participants</li> </ul>	skill and knowledge level of the participants after completing the training.	<ul style="list-style-type: none"> <li>discussion</li> </ul>	understanding about their learning's from the training program.
3:00 pm- 3:15 pm	<b>Tea</b>				
3:15 pm - 4:30 pm	<b>Panel Discussion/Open House Discussion</b>	<ul style="list-style-type: none"> <li>Situational Analysis and Functioning of ICPS and its implementation.</li> </ul>	<ul style="list-style-type: none"> <li>Comprehending situation of children</li> <li>Appreciate factors affecting/ concerns for implementation of ICPS.</li> <li>Importance of partnership between stakeholder for child protection.</li> </ul>	<ul style="list-style-type: none"> <li>Open discussion</li> </ul>	<ul style="list-style-type: none"> <li>Enhanced understanding on situational analysis for the implementation of Scheme.</li> </ul>
4:30 p.m. - 5:30 p.m.	<b>valedictory session</b>	<ul style="list-style-type: none"> <li>Distribution of Certificates</li> <li>Concluding Remarks by Chief Guest</li> </ul>			