



JINDAL ADARSH VIDYALAYA

STUDENT/CHILD PROTECTION POLICY





VISION

“Every Day, Every Child, A Leader”

MISSION

To raise children as thinkers who take ownership of their learning, practice being respectful and compassionate towards all, and aspire to find solutions to existing problems of the world.

PURPOSE AND IMPORTANCE OF THE CHILD SAFEGUARDING POLICY

Child protection refers to the fundamental rights of every child to be protected from neglect, discrimination, violence (verbal and physical), abuse (mental and physical), economic and sexual exploitation while in the care of any individual, institution, system or authority.

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PREFACE

Children spend a significant part of their childhood in schools, hence it is vital that the environment at schools is warm, positive and nurturing, where they feel safe and secure with teachers and care providers.

SCHOOL'S VISION AND MISSION STATEMENT

Vision: “Every Day, Every Child, A Leader”

Mission: “To raise children as thinkers who take ownership of their learning, practice being respectful and compassionate towards all, and aspire to find solutions to existing problems of the world.”

PURPOSE OF THE CHILD SAFEGUARDING POLICY

Child protection refers to the fundamental rights of every child to be protected from neglect, discrimination, violence (verbal and physical), abuse (mental and physical) The National Commission for Protection of Child Rights sets the standards for child protection within the State and identifies the roles and responsibilities of various stakeholders to ensure that all children in the State have the right to child protection and a protective environment.

According to the UN Convention on the Rights of the Child (Article 1), economic and sexual exploitation while in the care of any individual, institution, system or authority.

“a child is every human being below the age of 18 years”.

Given this context, the purpose of the **Child Safeguarding Policy (CSP)** for the school is:

- To ensure a safe and positive environment for students across school spaces and to protect them from intentional as well as unintentional harm.
- To establish safety mechanisms protecting the rights of children and to deal with difficult situations pertaining to child safeguarding.

All the stakeholders (students, teachers, parents, academic/ non- academic, support staff) of school fall under this policy and will follow the same. New staff will be oriented with the policy before resuming work in school.

The policy will be morally binding on all the stakeholders of the school.

COMPOSITION AND STRUCTURE OF THE CHILD SAFEGUARDING POLICY

The Child Safeguarding Policy is based on the **National Commission for Protection of Child Rights** and **Karnataka State Child Protection Policy (KSCPP – 2016)** guidelines as well as inputs from legal documents (mentioned below)

- The Protection of Children from Sexual Offences Act (POCSO) Act, 2012-13
- Child Protection Policy for Child Care Homes
- Juvenile Justice (Care and Protection of Children) Act, 2000

This policy has been categorized under the four distinct sections of ***Policy, People, Procedure and Accountability***

The school has developed a policy that describes how it is committed to preventing and responding appropriately to harm to children.

1.POLICY

There are multiple dimensions of vulnerability faced by a child – mental, emotional, physical, socio- cultural or geographical. A safe school environment is one which is free of violence and based on respect to children, working in partnership with schools, teachers, parents, community and most importantly, children themselves.

Therefore, to ensure safety, the school is taking a holistic approach.

The school has developed a policy that describes how it is committed to preventing and responding appropriately to harm to children.

1.1. Policy of Commitment to Children

Jindal Adarsh Vidyalaya and Jindal Pre university College is committed to creating an environment that is safe for its students. All school staff are explicitly prohibited from engaging in any activity that may result in any kind of abuse or harassment. The staff are also actively encouraged to take an assertive stance against any kind of abuse and/or harassment that they witness in the school premises.

All staff are expected to conduct themselves in a manner consistent with this commitment and obligation. Any violations of this Policy will be treated as a serious issue and will result in disciplinary action being taken, including immediate termination and any other available legal remedy as relevant.

In furtherance of this Policy, the school has adopted procedures described below, to promote:

- a) Prevention of Abuse:** Minimize the risk to children through awareness and adequate training of staff and students; and take positive steps to ensure safeguarding of children across the school.

- b) Responding to Abuse:** Engage in action that supports and protects children with concerns regarding their well-being; supporting and protecting those who raise such concerns; investigating or cooperating with any subsequent investigation and taking appropriate corrective action to prevent the recurrence of such activity.
- c) Reporting of Abuse:** Ensure that the school is aware of the steps to take and whom to contact where concerns arise regarding the safeguarding of children.
- d) Mandatory reporting of Sexual Abuse:** Section 21, of the POCSO ACT requires the mandatory reporting of any sexual offences against a child. If the staff knows about an incident and doesn't report it, he/she can be tried under the Act (punishable with imprisonment which may extend to six months or with fine or with both)

1.2. Policy on Confidentiality in Safeguarding Matters

The school has a duty to manage sensitive information in a manner that is respectful, professional and that complies with the applicable law. The staff must keep all information about any suspected or reported incidents strictly confidential, and must divulge that information only to the concerned authorities such as the School head or the Child Protection Committee (CPC) members, any other senior staff directly involved in the investigation and / or the concerned legal / law enforcement personnel.

1.3. Communicating the Child Safeguarding Policy to all Stakeholders

The policy will be communicated to all staff in the beginning of the year during the orientation programme. Apart from this the school book, student diary as well as the school website will have details about the same. A copy of the same will be provided to all stakeholders (staff, parents, students).

2. PEOPLE

The school places clear responsibilities and expectations on its staff and associates and supports them to understand and act in accordance with the Child Safeguarding guidelines. Some of the key mandates that the school would look at:

2.1. Child Protection Committee (CPC)

The school would set up a Child Protection Committee which is a team of people who work together in making school a safe and secure place for all, especially students. CPC plays a very vital role in ensuring all safety measures are consistently implemented across the school.

2.1.1. Setting up a Child Protection Committee (CPC)

The active members of Child Protection committee are:

- **Chairperson** – School Head
- **Child protection Officer** (a senior teacher preferably a female teacher who has been in school for minimum 5 years)
- Two or three teachers
- **Parent and Student Committee** – Two / three parents with at least one being a mother. Two or more students from 8th standard or higher classes with equal gender representation.
- An external person from the local neighbourhood (preferably a mental health expert such as child psychologist, counsellor)

2.1.2. Roles and responsibilities of Child Protection Committee Members

The Chairperson would be responsible for:

- documentation of safety violations including child abuse in the prescribed manner, by providing support and guidance to all School's personnel.
- planning and roll-out of all capacity building programs related to the CSP.
- conducting an annual review of the implementation of the CSP with the school's management, the CPC and other applicable staff or bodies, with the CSP reviewed once every three years.

The Child Protection Officer would be responsible for:

- Promoting the child safeguarding ethos in the school.
- Receiving all complaints of child safety violation including child abuse, whether verbal or written and ensure confidentiality and accurate recording of complaints in a register.
- Maintaining case files and records pertaining to the complaints/incident.
- Following 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.
- Following procedures where there are allegations of child safety violations or child abuse including against the Head of the institution/Chairperson of CPC.
- Coordinating capacity building related to the School's CSP.

The Parent and Student Representatives along with elected teachers would be responsible for:

- Attending periodic meetings to discuss all safety and protection aspects, behaviour and attitude of staff and other personnel, other safety concerns of the students and parents.

Responsibilities of the School Staff

- The staff will take care of pupils/students under their supervision with the aim of ensuring their safety and well-being.
- The staff have a duty and responsibility to protect children at the school from safety violations including child abuse while on the premises and in the extended environment of the school. This includes the duty to report any concerns to the School's CPO or Head of the School.
- The staff will refrain from subjecting any child to fear, trauma, anxiety, physical punishment, sexual abuse, and mental and emotional harassment.
- The staff will protect the confidentiality of incident or information shared by the child or pertaining to the child.
- School has a **zero-tolerance towards abuse** of all forms (physical, emotional, sexual abuse and neglect), harassment and misuse of power. This includes bullying and teasing, either by students or adults.
- The staff will refrain from any form of corporal punishment and will adopt guidelines of positive engagement with children as defined in ***Guidelines for Eliminating Corporal Punishment in Schools, issued by the NCPCR.***
- All adult interaction with children will 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 will always be in the presence of an authorised staff/parent/guardian.
- Contact should be respectful and not be of a nature that the child experiences as uncomfortable, threatening, probing, or sexual.
- Privacy of the child will be ensured during any personal/private activity such as changing, use of toilet, etc., and the only contact (physical) with the child will be in case of medical emergency.
- No school Staff will have any contact with a child outside school hours or on holidays without approval of the School authority and knowledge of parents.
- All school staff will refrain from taking unauthorised photos, videos of child/children under any circumstances. *(Except when there is a school function like Annual day, Sports day, any school event, etc. of which the parents and children are aware)*

- The school will take a written consent from all parents at the time of admission / orientation to photographing or video graphing students during school functions and events.
- All school staff will exercise caution and follow the Cyber Safety norms when using Information technology. School Staff will refrain from divulging any information or CCTV footage to any person without authorisation. Interaction or communication with children and parents/guardians using mobile applications will be only through applications approved by the School management.

3. Child Protection Committee Meetings

Meetings

- The Child Protection Committee meetings will be attended by all the committee members.
- Child Protection officer will be in charge of organizing these meetings and it will be addressed by the Chairperson. The agenda of the meeting will be shared with all the committee members before the meeting so all can share their views.

Frequency of the meetings

- CPC shall meet **once in three months** and apart from this, emergency meetings can be held in case. of an eventuality (any kind of violation, abuse) or any CPC member found guilty or not doing their work as per the guidelines). These meetings are calendared for each school term. Moreover, within **24 hours of reporting** of an incident, a meeting will be held to take further action.
- These **meetings will be conducted** by the Chairperson of the CPC and all committee members will be part of this meeting.

Agenda of the meeting

- The agenda would look at 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 school.
- CPC will be focusing only on the complaints/suggestions received on child safety violations/abuse and not on any school administrative issues.
- CPC will discuss the concerns, record the same and will be giving appropriate recommendations to the school management for further action.
- CPC will ensure the concerns are addressed and closed within a specified time.

Meeting of Minutes (MOM)

The record manager of the school (Ms. Azeeza) will take the MoM and through regular meetings, monthly records, through mails to the respective committee members the MoM will be shared with the committee members.

Steps taken if CPC member/s are not regular for meetings or not involved

The procedure / guidelines will be applicable to all committee members

- If the CPC member is not regular for meetings, then a reminder will be given about the same. A second warning will be given if the same continues.
- If the absence continues and the member doesn't have a valid reason for not being regular or involved in the committee work, then the person will be asked to step down from the post.

Note - The tenure of the CPC shall be 2 academic years. Vacancies, if any, should be filled within one month of the vacancy arising or start of the academic year, whichever is earlier.

2.2. Training programs for Teachers on Child Safety

In-house training is planned before the new academic year and out house training is organized based on the availability of resource person. These trainings are conducted by trainers from external departments and also by the members within the system. The Principal, Vice principal, Headmistress and the training department in charge will monitor the schedule and quality of trainings.

2.3. Training programs for Students on Child Safety

In-house training is scheduled before the new academic year and conducted once in three months. These trainings will be conducted by the Child Protection Committee and the external trainers.

The Principal, Vice principal, Headmistress and the training department in charge will monitor the schedule and quality of trainings and quality is ensured through feedback and observation.

3. PROCEDURE

The school creates a child-safe environment through implementing child safeguarding procedures that are applied across the school.

3. 1. Preventive Measures

3.1.1. Suggestion Boxes

- Suggestion boxes will be placed in different strategic places across the school (classrooms, corridors, reception area etc.) where the students can reach out and can use them to express any concern or issue they have.
- Suggestion boxes placed in the classrooms will be opened once a week by the respective class teachers. Those placed in other school spaces will be opened once a fortnight by the school management.
- All concerns shared by students through the suggestion boxes will be duly acknowledged and addressed appropriately either through open house discussions or one-on-one if required.

3.1.2. Staff Recruitment and Selection guidelines

Ensuring safe recruitment & selection guidelines helps the school to identify and/or reject people who might put the students' safety and well-being at risk or are otherwise unsuited to engage with children in the school. The following guidelines will be adhered to by the school when engaging in the recruitment process of both permanent and outsourced staff (full time / part time).

- Screening of all applicants for all positions including Head of Institution, teaching, non-teaching staff, contract staff, outsourced agencies and obtaining reference/clearance certificate from the last two employers.
- Reference checks from previous employer's / reference providers will be oral and written, and include suitability of the applicant to engage /work with children.
- Selection of staff will be based on written application and/ or personal interview.
- Seeking information from the police department regarding any pending criminal case against the person. If such a case is registered, the applicant won't be recruited for any job that involves direct contact with children.
- All documents/records of staff including background checks and interview reports will be documented and available with the school.

3.1.3. Safe School Spaces

Guidelines school will follow for Safe Infrastructure

In order to reduce risk of abuse of children by adults and among children themselves, the school will 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.

Guidelines school will follow for Safe Transportation

The school will adhere to the following guidelines to ensure safe and secure transportation for all its students:

- Clearly specifying who is in charge of the transportation and the responsibilities for daily and special events transportation.
- Appointing a staff member to accompany students till all are dropped off.
- Safety measures are practiced on school buses (safe driving, adequate number of passengers on each bus, first aid boxes, staff to attend the students).

Verification of driving licenses of drivers and gather information about their antecedents from police.

- Maintaining a written agreement with vehicle owners that owners will be solely responsible for violation of norms by drivers.
- Issuing strict instructions to drivers to stay in vehicles or designated areas. They will be warned against unnecessary movement on the school premises and/or engaging in needless conversations with children.
- Prescribing basic, compulsory safety measures to private vehicles such as seat belts, emergency bell, expected norms of behaviour on the bus and emergency contact numbers visibly put up, etc. The school will make sure that these guidelines are made mandatory for giving clearance to private vehicles employed for student use. These requirements will be inspected and violations will result in warning or de-recognition depending on the severity of the offence/omission.

Access Control – To ensure students safety on the school premises

Following guidelines will be followed for those visiting the school.

Parents in case of emergency and guests whose identity is checked and recorded by the receptionist can come into the school premises during the school hours. The entry and exit of the visitors is recorded and monitored in the school premises through visitor's record which is placed near the entrance gate as well as inside the school building entrance and the whole campus is under CCTV surveillance. The spaces the support staff can access during the school day are corridors, washrooms, school ground, pantry and with permission into the classroom, office room and the principal chamber. During school hours' students, teachers, support staff and cleaning staff will have access to student washrooms.

Off- Site Activity Guidelines

When trips outside the school are undertaken including excursions, picnics, educational tours, awareness processions, etc. the following guidelines will be strictly adhered to:

- written permission from parents / guardians
- safety orientation to students prior to departure
- contact numbers of parents/guardian for emergencies
- a healthy adult student ratio for adequate supervision
- at least one adult trained in basic First Aid

In case of any specific event or program such as school day-trips or competitions, a designated teacher/s will accompany the child / children and will be made responsible and accountable for their safety.

**A ratio of 1:10 up to primary school and 1:20 for high school and above.*

3.1.4. Counselling

- Counselling service will be provided to students whenever required. Trained counsellors (full – time/ part time) will be hired for the same. In addition to this few teachers will be trained in child counselling skills, based on their interest.

3.1.5. Medical Facilities in the School

Basic first aid facilities are available in the school. There is no doctor or nurse available in the school but at a distance of 300mts from the school a super specialty hospital is present and the school have tie up with the hospital in case of an emergency. Contact details of the hospital and the person in charge are given in the school almanac and in case of any issue it is recorded and

brought to the notice of head of the institution and respective committee and immediate actions are taken accordingly.

3.1.6. Cyber Safety

The school will exercise caution and follow the cyber safety norms when using information technology:

- Access to computer rooms and any electronic device will be under the supervision of a teacher.
- Social networking sites will be blocked at all times in the school.
- Avoiding digital and video images of individual students/ teachers on the school website for safety.
- Educating students regarding the safe and effective use of internet.
- Use of only licensed versions of all software.
- Use of phones by students in school will be allowed only in presence of a teacher and in case of an emergency.

In case of any instance of cyber bullying in the school, strict and required action will be taken against the person (an adult or a child) by the CPO.

2. Responding to and Reporting of Abuse

Responding to and taking corrective measures to address and report any safeguarding concern is an important part of CSP. Any allegation or concern regarding the abuse of a child will be treated seriously. It is vital that anyone raising a concern should strictly follow reporting procedures. Particular care will be taken in regard to confidentiality and the sharing of information with appropriate people.

3.2.1. If concerns against child safeguarding arise:

1. When an incident of child safety violation or child abuse takes place or comes to the notice of any stakeholder (teacher, parent, students) of the school, the person without further delay and without questioning the child, shall inform the **Chairperson or CPO** of the Child Protection Committee.
2. **CPO** meets with the child or adult reporting the incident, & with other adults & children (if necessary) documents facts, reportage, observations and opinions of these persons within 3 working days of the incident being reported. The Head of school shall relieve all those engaged in the inquiry from regular work/class.
3. CPO will prepare a detailed case report for the CPC. Non-cognizable offenses will be inquired & investigated by the CPC.
4. **If the abuser is a teaching or non - teaching staff member**, he/she must be placed under suspension or kept away from the premises, till completion of inquiry.

When the alleged abuser is convicted by Court for the offense committed and sentenced accordingly, the school must formally terminate the person.

5. If the abuser is a child, he/she must be treated as a child in accordance with law and the process of responding and dealing must be as mandated under the Juvenile Justice Act 2000 and Juvenile Justice Rules 2015.

6. Care must be taken to ensure:

- The parent/guardian of the child who committed the offense are informed, and called to the school or police station.
- The alleged child is not intimidated in any manner or subjected to repeated questioning/interrogation.
 - The alleged child is asked to stay away from the school until the enquiry process

is completed.

- The child is spoken to by the CPO/Chairperson to understand what happened and what are the reasons behind the child's actions / offense.
- The child is referred to counseling to facilitate reformatory process.
- If the child so chooses, he /she should be allowed/assisted to have a person of choice who advocates on his/her behalf during discussions and inquiries.
- Disciplinary action proportionate to the offense will be initiated.

7. The documentation of the same will be done by the CPO along with another teacher (Who is a CPC member) by maintaining separate files based on each incident / child.

8. The CPO will carry out adequate follow up of the incident with the help of the student and parent representatives by having periodic meetings with the concerned person. And, once the issues are solved the file will be updated and closed.

9. In cases where the police are involved the school will ensure that:

- The child will not be taken to the police station rather if needed, police will come to school or child's residence to speak to the child.
- The CPO and parent/guardian will be present.
- The child's statement will be recorded verbatim, read out to her/him, FIR registered and a copy will give to the parent/guardian/ CPO.
- When the child is not in a position to make a coherent statement due to either mental or physical trauma, she/he will be interviewed when she/he is in a better state to respond.
- The child will be encouraged to narrate his or her own story without probing for information that the child appears unwilling to give.
- The child will not be subjected to any harassment by asking probing questions.

Care shall be taken not to lead the child.

10. There will be no attempt to hush up the matter or deny the incident by telling the child nothing has happened or ignoring the child. It will be ensured that the child is not threatened/coerced to retract statement by the offender or any other member of the school, nor repeatedly made to narrate the incident.

11. Preservation of Evidence

- Child Protection Officer will be responsible for the **preservation of any evidence**.
- Only Chairperson and CPO will have **access to the evidence** (in case of any sexual abuse the evidence can be handed over to the police). Apart from this, if needed, access can be given to other CPC members
- Chairperson along with the Child Protection Officer will **monitor the safety of the evidence**.
- **Confidentiality** will be maintained in these cases to ensure that it is shared only with people who are involved in it and not whole of the school. The CPO will look into this.

See Annexure for a diagrammatic representation of the procedure.

3.2.2. Media and Child Protection

School believes in maintaining confidentiality, so at no point of time will the school share any information related to the event / child with the media (newspaper, magazine, television, radio, etc.). However, if needed the school will share the information within its written guidelines as mentioned below.

- A designated person by the school will interact with the media and be the point of contact for all media related communication.
- The information will be shared without disclosing the identity of the child.
- Media will have no direct interaction with the child/ parents
- The information will be shared with the consent of the parent/ guardian

- In case of situations where the media needs to interact with the child, the school will make sure that the media personnel will adhere to the mentioned guidelines.
- **Creating spaces** for children where they can express their opinion freely without inhibition or fear
- **Seeing children as persons and individuals with opinion, views** etc and capable of making informed and age – appropriate choices and not as “objects”. Children at all times will be able to refrain from participation and children will be presented in the media as they wish to be presented.
- Children have the **right to information** that is accessible, easy to understand and be interpreted by them.

Children won't be discriminated based on gender, age, language, religion region, caste, class, ethnicity and abilities for access to or during context specific. Therefore, media need to account for heterogeneity in the representation of children and childhood.

- When filming, reporting, interviewing and photographing children, children's issues, stories and images will be presented in ways that **do not violate the safety, dignity, respect, privacy and development of children**.

3.2.3. False Complaints and Allegations

- The school will not tolerate misuse or abuse of the school Child Protection Policy 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. This will not only be a waste of precious time of the school teachers and others concerned but also set bad example among students. A legal course of action along with disciplinary measures would be initiated.

4. ACCOUNTABILITY

The school will periodically monitor and review the implementation of its safeguarding measures. Every initiative by the school will ensure it is in the child's best interests, and that the views of children, are sought and taken into consideration. The following are the structures and mechanisms that the school follows.

4.1. Implementation of the Child Safeguarding Policy

The Child Safeguarding Committee Members will be solely responsible for the effective implementation of the Child Safeguarding Policy.

4.2. Monitoring and Review of the policy

The CPC will have core responsibility in the internal review and monitoring process of the school's Child Safeguarding Policy at the school level. Monitoring and Review functions of the CPC will include:

1. The head of institution will be looking into the overall implementation of the school Child Safeguarding Policy in school.
2. Quarterly review meetings among the CPC members will include – reporting of events/ eventualities and action taken.
3. An “open house” will be conducted by CPC every six months within an academic year to get the collective feedback of children on the school CSP.
4. Based on the quarterly and bi- annual review, the CPC will submit a report to the management team/ board/ Governing Body of the school, recommending any changes to the school CSP if any, including any request for additional resource allocation for effective implementation
5. There will be speedy and appropriate procedural responses to issues raised by children through Suggestion Box or through any other form of self-expression, either individually or collectively.
6. The Child Safeguarding Policy will be reviewed and revised once in 3years. Any recommended changes will be incorporated and implemented before the start of an academic year.

4.3. Self-Assessment

This monitoring and review of the school CSP will be done periodically (once an academic year) by the CPC using the Child Safety Checklist adopted by the school as part of their school CSP. It will be carried out to ensure that child protection systems are in place and to assess the response mechanisms.

ANNEXURE 1- ABBREVIATIONS OF COMMONLY USED TERMS	
Child Protection Committee	CPC
Child Protection Officer	CPO
Child Safeguarding Policy	CSP
Child Sexual Abuse	CSA
Child Welfare Committee	CWC
First Information Report	FIR
Protection of Children From Sexual Offences Act	POCSO
Juvenile Justice Board	JJB
Block Education Officer	BEO
Parent Teacher Association	PTA
Karnataka State Child Protection Policy	KSCPP
Department of Education	DOE
Juvenile Justice Act 2000 and related Amendments	JJA
Karnataka State Commission for Protection of Child Rights	KSCPCR
School Development Monitoring Committee	SDMC
Global Positioning Satellite Systems	GPS
State Child Protection Policy	SCPP

ANNEXURE 2 - DEFINITIONS

a) **“Child”**: is any person under the age of 18 years, or one who has not completed eighteen years’ age.

b) **Child Protection refers** to the fundamental rights of every child to be protected from neglect, discrimination, violence (verbal and physical), abuse (mental and physical), economic and sexual exploitation while in the care of any individual, institution, system or authority. The Karnataka State Child Protection Policy sets the standards for child protection within the State and identifies the roles and responsibilities of various stakeholders to ensure that all children in the State have the right to child protection and a protective environment.

c) **Corporal punishment** – currently, there is no statutory definition of corporal punishment of children in Indian Law, it could be classified as physical, mental harassment and discrimination.

d) **“Child Abuse”**: Child abuse or “maltreatment” constitutes all forms of physical and/ or emotional ill-treatment, sexual- abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power. Types of abuse:

- **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.
- **Child Sexual Abuse** is the involvement of a child in sexual activity that he or she does not fully comprehend, is unable to give informed consent to , or for which the child is not developmentally prepared and cannot give consent or, that violates the laws or special taboos of society. Child sexual abuse is evidenced by an activity between a child and adult or another child who by age or development is in a relationship of responsibility, trust or power, the activity being intended to gratify or satisfy the needs of the other person. This may include but is not limited

to the inducement or coercion of a child to engage in any unlawful sexual activity; the exploitative use of a child in prostitution or other unlawful sexual practices; the exploitative use of children in pornographic performances and materials. *Sometimes there are no obvious physical signs of sexual abuse, and a physical examination of the child must be done to confirm the 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:
 - Conveying to a child that he/she is worthless, unloved, inadequate, or valued only insofar as she meets the needs of another person.
 - 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.
 - Causing a child to feel frightened or in danger e.g. witnessing violence, seeing or hearing the ill treatment of another.
 - ☐ Exploitation or corruption of a child.
 - *Some level of emotional abuse is involved in most types of ill treatment of children, though emotional abuse may occur alone.*

Neglect means 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 unsupervised or not providing medical, educational, and other basic care such as shelter, clothing etc.

- **Self-Harm** is 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.
- **Peer Abuse** means bullying (physical and/or psychological); physical and sexual abuse; gang violence.
- **Societal Abuse;** A social, political, economic and cultural environment which actively encourages or tacitly condones violence against children, e.g. political

campaigns which encourage 'clearances' of street children; religions and cultures which encourage physical and humiliating punishment of children as acceptable child-rearing practices; harmful traditional practices such as female genital mutilation, ritual scarification etc.; high prevalence of violence in the media; cultural attitudes which condone violence against women in the home /which promote ideas of women and children as being the 'property' of men / parents rather than as human beings deserving of equal rights.

- **Discriminatory Abuse** exists when values, beliefs or culture result in a misuse of power that denies opportunity to some groups or individuals and this results in harm. Psychological abuse that is racist, sexist or
- linked to a person's sexuality, disability, religion, ethnic origin, gender, culture or age.

e) “Child Rights Friendly”: means any process and interpretation, attitude, treatment and environment, that is humane, considerate, non – discriminatory and is in the best interests of the child.

f) “Child Sensitive Environment”: is one where the ambiance of a place makes a child feel comfortable, be herself/ himself without inhibitions and is non- threatening.

g) “Forms of Abuse”: Child abuse includes physical, emotional or psychological, sexual abuse, neglect, maltreatment, discrimination, etc.

h) “Persons in direct contact with Children”: Persons who are in the physical presence of a child or children as part of their professional/ honorary/ volunteering services, be it regular/ occasional/ temporary/ long term.

i) “Persons in indirect contact with Children”: Persons whose work does not require them to be in the physical presence of a child as part of their professional/ honorary/ volunteering services, be it regular/ occasional/ temporary/ long term but encompasses access to information about the child such as personal details and other data including photographs, medical records, case files, etc.

j) “Protective Environment”: Means and includes environments that ensure child protection and secure the child in an environment with the following elements:

- Safety and freedom from abuse, neglect, exploitation and any form of violence
- Prevention of risk of harm.
- Vulnerability is reduced and addressed.
- Children have access to child protection services and support systems.
- Child protection system prevents and addresses slippage from safety net and social security programs.
- Provides for accountability of the state of the children.
- Provides for accountability of the people and the community at large to the children.

k) Child Protection committee is a group of representatives responsible in a school to have a safeguarding policy and work towards it. Along with this and safety concern regarding the child will be addressed by these representatives.

l) Cyber Safety norms are that schools follow when using information technology. School shall refrain from divulging any information or CCTV footage to any person without authorization. Interactions or communications with children

and parents/ guardians using mobile applications, should be only through applications approved by the school management.

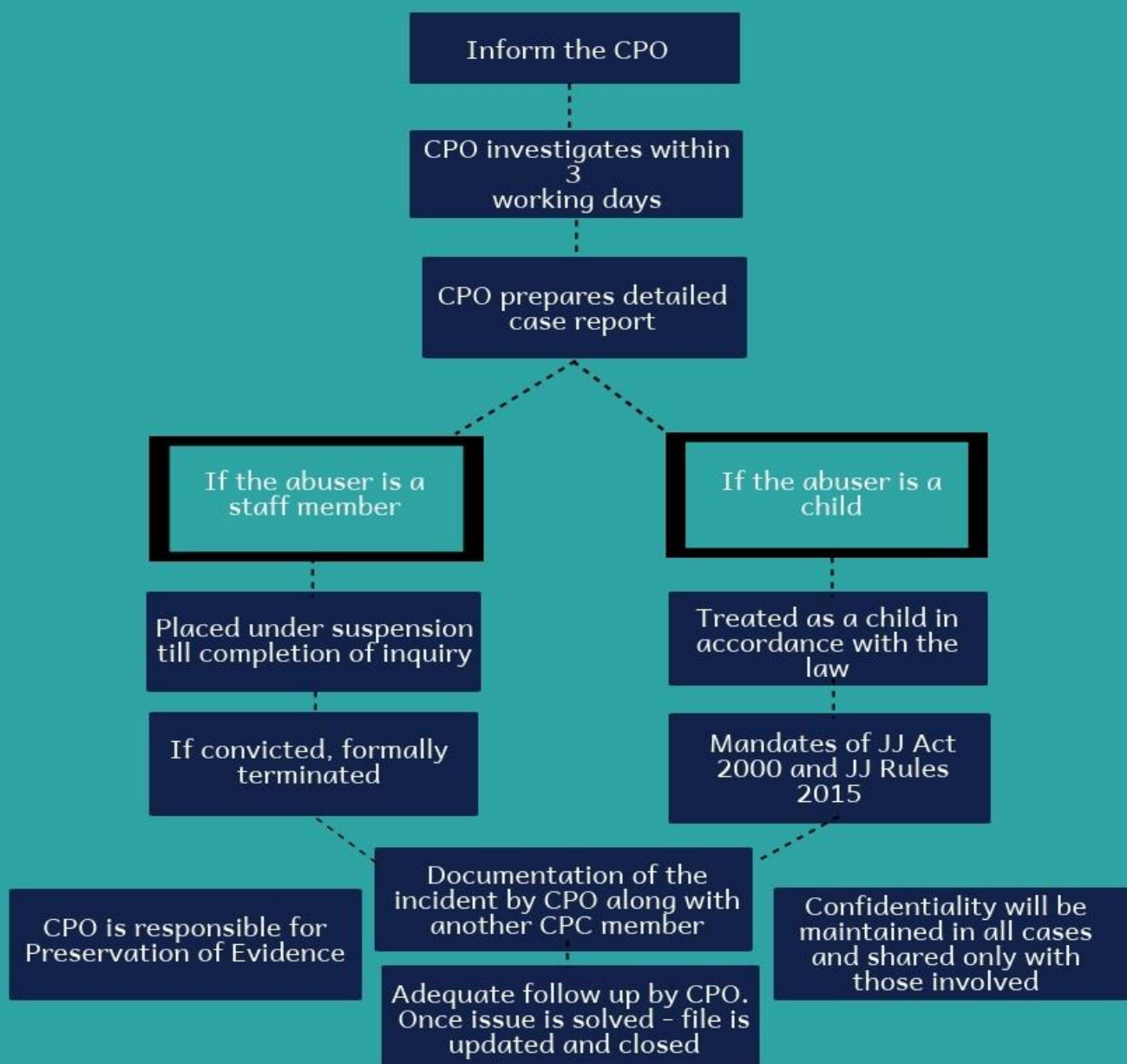
ANNEXURE 3 - CPC MEMBERS

Sl.NO.	Committee	Name	Contact details
1	Chairperson	Mr. Prashant Muley	8884057766
2	Child Protection Officer	Ms. Sudha C	7795606636
3	Teachers	1.Ms. Vani C – VI to XII 2. Ms. Kavitha M – I to V 3. Ms. Mahadevi -Pre Primary	9481045629 9035828705 8095602866
4.	Parents	1. Dr. Shashi Rekha 2. Veena Agnihotri 3. Abdul Khader	9900753054 9902909974 9148899215
5.	Students	1. Vikas Kumar Awasthi 2. Spoorthi P Bendre 3. Chandini 4. Ramesh	8050403840 9916486933 9902213447 9945889712
6.	External Person	Dr. Jayashree Kulkarni	8884481518

Annexure 4 – Reporting Procedure

Responding to and Reporting of Abuse

When a safeguarding concern arises



REFERENCES

1. Karnataka State Child Protection Policy 2016
2. The Protection of Children from Sexual Offences Act (POCSO) Act,
3. Child Protection Manual – Introduction – Child Protection Policies and Procedures Toolkit – March 2005
4. Child Protection Manual – Stage 1 – Child Protection Policies and Procedures Toolkit – March 2005
5. Keeping Children Safe – Child Safeguarding Standards and how to implement them
6. Child Protection Policy for Child Care Homes/ Institutions registered under the Juvenile Justice (Care and Protection of Children) Act, 2000 – Government of NCT of Delhi, Department of Women and Child Development.
7. West Bengal Child Protection Policy, final Draft February 2014
8. National Commission for Protection of Child Rights (March 2007)

Principal

