

CHILD - SAFETY

1.) Details of measures taken by school to prevail sexual offence with children (as per guidelines, norms and procedures prescribed in the protection of children from sexual offences Act-2012 (Pocso Act)-With a view to ensure the healthy physical, emotion and social development of the child and to protect children from offences of sexual assaults and sexual harassment and for matters and connected therewith, our school has taken following measures for protection from child sexual abuse(CSA):-

1. Our school has ensured police verification of the school employees and connected staff to prevent any kind of abuse against the school children.
2. In our school, 80% of the teaching staff are females, in order to ensure that girl students are provided adequate care and protection.
3. Our school has taken additional safeguards such as formation of a grievance committee for child sexual abuse(CSA), monitoring of student behaviour and performance by CCTV cameras.
4. Our school has constituted a CSA committee within one month of academic year, every year which constitute 25% of students, 50% representatives of management and teachers and 25% SMC members /PTA. The meeting of CSA committee conducts every month.
5. All children escort during travel for school outings and where any girl student is present in such group of students, female teachers always accompany the group.
6. In our school, permission has been obtained from each child's parent/ family member for the child to participate in certain activities, such as fieldtrips. late night activities and overnight trips.
7. Our school creates a conducive climate that is free from fear, anxiety and stress so that children learn joyfully and learn to work together harmoniously.

2.) Sexual Harrassment of staff at work place

Employers make every efforts to provide a safe and comfortable environment for their employees:-

1. We have created a strong sexual Harrassment policy.
2. Employees are not allowed to Laugh or Encourage inappropriate jokes on other members.
3. Steps have been taken to ensure that All-upper level employees attend Anti-Harrassment workshops. In these workshops they are trained to handle situations, they may arise.
4. Complaint committee takes immediate actions, to investigate and address a situation when an employee reports, Sexual Harrassment.
5. Complaint committee also ensures that every employee receives a copy of the Institute's sexual harassment policy.
6. Employees are reminded every time about prohibited sexual behaviours.

3.) Safety of children and staff in campus and during Transportation.

1. The school keeps, the medical record of students with special health problems.
2. A medical room is equipped to handle medical emergencies for staff and school children.
3. The school has an adequate fire fighting system in case of any emergency.
4. Water purifier and R.O. systems are functional properly in school building.
5. Safety equipment like helmet, lifeguard jackets and safety guards are provided to the students, while playing different kinds of sports.
6. The school bus drivers are trained and have a regular license.
7. Police verification of bus staff, mainly drivers have been done before appointing them.
8. Each bus of the school has a first Aid Box.
9. Police verification of the staff of the bus has been done before appointing them.
10. The school has a qualified attendant in the bus, to attend to children.
11. Separate toilets for Boys and Girls have been established in the school building.

4.) Safety measures taken by school in case of any external threat/attack.

1. Our school installs CCTV cameras in each and every corner of the school and limits the entry of outsiders within its premises.
2. To ensure the safety and security of the students, our school conducts several meeting students, teachers and others staff members.
3. Ministry of Home Affairs has given a standard operating procedure (SOP) for preventing and dealing with any terrorist attack in our school. The SOP defines the role of officials of the concerned agencies as participant to counter such attack in school.
4. In case armed terrorists manage to enter the school and hold up teachers/students/others as hostages, the following actions should be taken by our school authorities, besides the quick reaction team engaging the terrorists.
5. we inform police and initially all the children and teachers stay back in their respective rooms and rush into the nearest room and not to indulge into any rash act in panic.