



**SREENIDHI**  
INTERNATIONAL SCHOOL  
KINDLE THE LIGHT WITHIN



## CHILD PROTECTION POLICY

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## 1. LETTER FROM BOARD

Dear Parents,

Nothing is more important than the safety of our children. When they are safe and happy, they learn and thrive.

Sreenidhi International School, (hereinafter referred to as SIS) in keeping with our core values and vision statements, has a Child Protection Policy and designated Child Protection Officers to guide our staff and parents in matters related to the health, safety and care of children attending our school. When parents enroll their child at SIS, they agree to work in partnership with the school and abide by the policies adopted by the SIS Board.

The SIS Child Protection Policy defines the standards with an object to the effect that all SIS students should be treated with respect and dignity at all times. It is based on international law and on the United Nations (UN) Convention on the Rights of the Child, POCSO and in addition SIS is also required to follow the Indian Law. There are key UN articles upon which SIS has placed a strong emphasis. The Constitution of India guarantees several rights to children and enables the State to make provisions to ensure that the tender age of children is not abused.

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The policy that the school follows is based on the law regarding Corporal Punishment detailed in the Juvenile Justice (Care and Protection of Children) Act, 2015. We seek to work in partnership with our school community to ensure the safety and care of our students as they learn and grow within the SIS environment. To achieve our aims in this context, SIS is committed to provide the following;

- Age appropriate lessons to help students understand personal safety, needs, and rights.
- Parent material and information sessions to help everyone better understand our programs and policies.
- Annual review of the policy to ensure that all employees and contracted staff are aware of the guidelines stated in the policy.

At SIS we know that we can work together to ensure that our children are safe and knowledgeable about their rights and responsibilities. We thank everyone for their support. Please contact the Child Protection Committee regarding any questions you may have.

Yours sincerely,

The Board

## II. INTRODUCTION, PURPOSE & ESSENTIAL COMMUNICATIONS

### Context:

In keeping with the mission and values of SIS, we believe that every child regardless of age, has at all times, and in all situations, a right to feel safe and protected.

We are committed to safeguarding processes which include protecting children from abuse and neglect; preventing risk of harm to children's health or development; and ensuring children grow up with the provision of safe and supportive care.

Underpinned by the United Nations Convention on the Rights of the Child (UNCRC), SIS is committed to promoting the rights of children including their right to be protected from harmful influences, abuse and exploitation. SIS takes active measures to ensure a child's rights are protected.

This Child Protection Policy is SIS's statement of intent that demonstrates our commitment to safeguarding children from harm and makes clear to all in the organization and who come into contact with us what is required in relation to the protection of children, and that child abuse in any form is unacceptable to SIS.

SIS expects all individuals and groups affiliated with the school community to act with integrity and to take responsibility for keeping students safe. Whether you are a staff member, a service or activity partner, a volunteer, intern, contractor, guest, parent or visitor, it is our expectation that you will support our students and act with their well being in mind at all times.

### SIS's Vision For Child Protection:

We aim to create a 'child safe' environment, both internally and externally, where children are respected, protected, empowered and active in their own protection, and where staff are skilled, confident, competent and well supported in meeting their protection responsibilities.

### Policy Statement:

All staff will safeguard and promote the welfare of the children in our care. Child abuse (including physical abuse, emotional abuse, sexual abuse and neglect) is a violation of children's human rights and is an obstacle to their education and development. All staff have a responsibility and duty of care to protect the rights and dignity of all students and to create a safe, secure and supportive environment. All staff must report suspected incidences, reports or disclosures child abuse to the CPO. The Head of School / CPO assumes responsibility for child protection. In the absence of the above, the matter should be fully discussed with members of the Child Protection Committee.

**III. KEY SAFEGUARDING PERSONNEL - CHILD PROTECTION COMMITTEE  
[POCSO]**

	<b>Role</b>	<b>E mail ids</b>
	Child Protection Officer	
	Deputy Child Protection Officer	
	Primary School Principal Or Senior School Principal	
	Counselor (Based on the requirement)	
	School Nurse (Based on the requirement)	

## IV. CORRESPONDING POLICIES & PROCEDURES

### Child Protection Policy :

SIS will review this policy annually with all stakeholders. SIS is committed to review the policy annually and ensure safe recruitment practices.

Child abuse and neglect are of growing concern in schools throughout the world. They are violations of a child's rights, and are obstacles to the child's education as well as their physical, emotional, and spiritual development.

### Purpose of the Policy:

Our policy applies to all Sreenidhi employees. The five main priorities in our policy are to:

- Ensure we practice safe recruitment by checking the suitability of staff and volunteers to work with children.
- Raise awareness of child protection issues and equip students with the skills needed to keep them safe.
- Develop and implement procedures for identifying and reporting suspected cases of abuse.
- Support students who have been abused in accordance with the agreed child protection plan and work with external agencies as needed.
- Establish a safe environment in which students have the opportunity to learn and develop.

### As a School, we will follow procedures to:

- Ensure every member of SIS staff (including temporary and supply staff and volunteers) and the Governing Body knows the name of the designated person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated person responsible for child protection.
- Periodic inhouse workshops are being conducted for different segments of staff such as Teaching, Administrative, Sports Coaches, Housekeeping, Security, Transportation and Helpers. These workshops were curated to address the needs of different sections of the employee community. Workshops are conducted in local languages to effectively communicate with the different segments of the staff community.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus.
- Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters, including attendance at case conferences.

- Keep written records of concerns about students. Ensure all records are kept securely; separate from the main student file, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

### Scope of the Child Protection Policy:

The Child Protection Policy applies to everyone working for or associated with SIS. It encompasses the whole of SIS and includes without limitation.

- Staff at all levels
- Visitors – (parents, vendors, researchers, media, guests, other visitors etc.) who may come into contact with children through SIS are also bound by this policy.

### Responsibilities under the Child Protection Policy

#### SIS staff and visitors must:

- Never abuse and / or exploit a student or act / behave in any way that places a child at risk of harm.
- Report any suspected child abuse and protection concerns to the designated person / committee. This is a mandatory requirement for staff. Failure to do so may result in disciplinary action.
- Respond to a child who may have been abused or exploited.
- Cooperate in any investigation of concerns and allegations.
- Contribute to an environment where children are respected and encouraged to discuss their concerns and rights.
- Be aware that where concerns exist about the conduct of Staff or Visitors in relation to child protection and / or where there has been breach of the Child Protection Policy, this will be investigated under this policy either: by consideration of referral to statutory authorities for criminal investigation under local laws in India and / or by SIS with disciplinary procedures. This may result in disciplinary sanctions and / or dismissal of staff.
- **If a concern about suspected child abuse is raised, which proves to be unfounded on investigation, no action will be taken against the complainant.**

#### SIS Staff must not:

Disclose information that identifies families or students or make it available to the general public unless that disclosure is in accordance with standard SIS policies and procedures.

### School Procedure for Staff:

- In the instances detailed below, a member of staff must report to the Child Protection Officer by completing an incident/concern report form (which is signed and dated by a member of staff) and submitted to the CPO. Completed forms should be kept **confidential** and not be left unattended.
- There is suspicion that a child is injured, marked, or bruised in a way which is not readily attributable to the normal knocks or scrapes received in play, or when the explanation given

- appears inconsistent with the injury.
- Behavior and actions are noted, which give rise to suspicions that a child may have suffered abuse or neglect.
- There is a concern that a child may be suffering from lack of care, ill treatment, or emotional maltreatment.
- There is a concern that a child is presenting signs or symptoms consistent with suspicion of child abuse or neglect.
- Significant changes are noted in a child's presentation which are otherwise unexplained.
- A staff member receives hints or a disclosure of abuse from the child, another pupil, parent or member of the public.

### **Other Policies Pertaining to Child Protection :-**

The school has policies around:

- Anti-Bullying
- Taking images and videos - IT Policy
- Student Code of Conduct
- HR Policy
- Social Media Policy
- Acceptable Use of Technology

### **SAFE TOUCH POLICY:**

1. This policy is aimed to give clear guidance to SIS teachers and non-teaching staff and to protect the rights of SIS students, teachers and non-teaching staff when touching students within the scope of school activities

- Teachers and non-teaching staff are not allowed to use touch/have physical contact with students, except for situations specified in this policy.
- All teachers and non-teaching staff are required to understand SIS's safe touch policy and be able to justify their actions upon request.

2. Using touch/physical contact with students should:

- Be non-abusive, with no intention to cause pain or injury
- Be in the best interests of the student
- Have a clear education purpose
- Take account of gender issues and opposite sex touch, especially with students in secondary and high school.
- Only be conducted in public, except for emergencies

3. Situations where touch/physical contact with students may be appropriate:

#### **For teaching**

Teachers need to instruct and support students during lessons, such as support in PE classes, instructions on how to use lab facilities, how to play musical instruments, how to hold a pen, etc.

#### **For protection**

- To protect and support students in danger or in emergencies
- To prevent students from hurting himself/herself or hurting others
- To prevent students from damaging school assets and facilities

**For mental support**

- To encourage and support students' emotions, e.g. when they are upset.
- To praise, e.g. to give a gentle pat on the shoulder. This should only occur in public area and not in private.
- Safe touch for mental support could include; shaking or holding hands, a high five, to give a gentle pat on the shoulder/back when students need mental support. These safe touches are aimed at encouraging students and helping them to overcome negative feelings such as anger and lack of self control, and to praise students where necessary.

**For medical purposes**

- School medical staff may use touch when taking care of students with signs of illnesses in the school's health center supervised by camera or on the spot in cases where students experience severe injuries, with the aim to ensure students' safety.

**For personal support**

- To support students with basic personal tasks where necessary such as changing soiled clothing, cleaning hands, personal hygiene, etc. (for primary students)
- To deal with students' minor injuries (e.g. remove a splinter from a finger)

**For physical support**

- To assist students with disabilities (students in wheelchairs or walking with crutches, etc.
- When moving to classes or participating in school activities.

**Participation in school activities**

- When participating in school/class activities or games where physical contact is part of the activity, e.g. holding hands, hands on shoulders, etc.

**Welcoming students before/after school**

- School managers, teachers and non-teaching staff, who are assigned to greet students before/after school or at school events, are allowed to use appropriate touch such as a high five to connect with students.

**DISCIPLINARY ACTIONS**

Violations of the policy will be handled in accordance with SIS's rules and regulations.

This policy is for distribution to students and parents for information and to teachers and non-teaching staff for implementation.

## V. CHILD PROTECTION OFFICER

**SIS has designated Child Protection Officers. The role and responsibilities of the child protection officer are detailed below.**

The person in this role is responsible for:-

- Receiving and acting upon any reported concerns.
- Ensuring all staff are familiar with, and adhere to the Child Protection Policy.
- Ensuring the policy is implemented and promoted.
- Acting as a first point of contact for SIS on issues of Child protection, both internally and for members of the public and other external contacts.
- Representing the key link to statutory agencies. (Social care or Police or Media during and following formal investigations).
- Maintaining and updating the policy.
- Keeping up-to-date knowledge and understanding of the area of child protection, including attending appropriate training.
- Ensuring all relevant information around Child Protection is communicated to the Child Protection Committee.
- Providing guidance on relevant matters to the Child Protection Committee and to the other members of staff, as appropriate.
- Advocating the importance of Child Protection to all the stakeholders.

## VI. IMPORTANT POLICY TERMS, DEFINITIONS & INDICATORS

**SIS defines** child abuse as any form of maltreatment inflicted on a student including physical abuse, exploitation, sexual abuse and emotional abuse.

### **Physical Abuse is:**

- Inflicting physical injury on a child by other than accidental means, causing skin bruising; burns; disfigurement; impairment of physical or emotional health; loss or impairment of any bodily function; death.
- Creating a substantial risk of physical harm to a child's bodily functioning.
- Committing acts that are cruel or inhumane regardless of observable injury. Such acts may include, but are not limited to, instances of extreme discipline demonstrating a disregard of a child's pain and/or mental suffering.
- Assaulting or criminally mistreating a child as defined by either the criminal code or school policy.
- Failing to take reasonable steps to prevent the occurrence of any of the above.

### **Possible Indicators of Physical Abuse:**

- Unexplained bruises and welts on any part of the body.
- Bruises of different ages (various colors).
- Injuries reflecting the shape of the article used (electric cord, belt, buckle, ping pong paddle, hand).
- Injuries that regularly appear after absence or vacation.
- Unexplained burns, especially to soles, palms, back, or buttocks.
- Burns with a pattern from an electric burner, iron, or cigarette.
- Rope burns on arms, legs, neck, or torso.
- Injuries inconsistent with information offered by the child.
- Immersion burns with a distinct boundary line
- Being withdrawn, upset, crying or angry outbursts

**Neglect or Emotional Abuse** is failure to provide for a child's basic needs within their own environment.

### **Neglect may be:**

- Physical (e.g., failure to provide necessary food or shelter, or lack of appropriate supervision— this would include failure to provide proper adult guardianship such as leaving children unsupervised at home for any extended period of time).
- Medical (e.g., failure to provide necessary medical or mental health treatment).
- Emotional (e.g., a pattern of actions, such as: inattention to a child's emotional needs, failure to provide psychological care, or permitting the child to use alcohol or other drugs. Specific examples may include verbal humiliation, refusing to acknowledge the presence of

a child, invasion of privacy for no specific reason, violent threats, etc.).

### Possible indicators of neglect:

- Child is unwashed or hungry.
- Parents are uninterested in their child's academic performance.
- Parents do not respond to repeated communications from the school.
- Child does not want to go home.
- Parents cannot be reached in the case of an emergency.
- Being withdrawn, upset, crying or angry outbursts

### SEXUAL ABUSE

- Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (e.g. rape) or non penetrative acts. They may include non-contact activities, such as involving children in looking at, or in the production or, pornographic material watching sexual activities, or encouraging children to behave in sexually inappropriate ways.
- Sexual abuse has some different characteristics of child abuse that warrant special attention. While physical abuse is often the result of immediate stress and not always usually planned, sexual abuse often requires planning with results that are insidious. Sexual abuse requires far more secrecy than other forms of child abuse, so is more difficult to report.
- Many victims, through the process of grooming, are taught that the sex is a form of love, so tend to love their offender and often present as happy and well adjusted children with no negative symptoms because of their perception of being loved.

### Possible indicators of sexual abuse:

- Sexual knowledge, behavior or use of language not appropriate to age level.
- Unusual interpersonal relationship patterns.
- Venereal disease in a child of any age.
- Evidence of physical trauma or bleeding in the oral, genital, or anal areas.
- Difficulty in walking or sitting.
- Refusing to change into PE clothes, fear of bathrooms.
- Child running away from home and not giving any specific complaint.
- Not wanting to be alone with an individual.
- Pregnancy, especially at a young age.
- Being withdrawn, upset, crying or angry outbursts

### Peer-on-Peer Harassment and Abuse - Bullying and Sexual Abuse

Sreenidhi International School is committed to providing a safe and inclusive learning environment where all students are treated with respect and dignity. We recognize that peer-on-peer harassment and abuse, including bullying and sexual abuse, can have a detrimental impact on the well-being, mental health, and academic performance of students. Therefore, our policy document outlines the school's approach to preventing,

addressing, and responding to incidents of peer-on-peer harassment and abuse, including bullying and sexual abuse, in accordance with local laws and regulations, and international best practices.

**For the purpose of this policy, the following definitions apply:**

1. **Bullying:** Bullying is defined as the repetitive and intentional use of power or aggression, whether verbal, physical, or psychological, to harm, intimidate, or isolate an individual or group. It can occur in various forms, including physical, verbal, social, and cyberbullying.
2. **Sexual Abuse:** Sexual abuse is defined as any sexual act or behaviour, whether physical or verbal, that is non-consensual, inappropriate, or harmful and can include sexual harassment, assault, exploitation, or coercion.

**Sreenidhi International School Policy Statement:**

**1. Prevention:** We are committed to creating a positive and inclusive school culture that promotes respectful relationships, empathy, and understanding among students. We will implement preventive measures, including education and awareness programs, to promote mutual respect, tolerance, and understanding and to prevent incidents of peer-on-peer harassment and abuse, including bullying and sexual abuse.

**2. Reporting Procedures:** Students, staff, and parents are encouraged to report any incidents of peer-on-peer harassment and abuse, including bullying and sexual abuse, to designated school personnel or through established reporting mechanisms. Reports will be treated with confidentiality, and no student or staff member will be retaliated against for reporting in good faith.

**3. Investigation and Response:** We will promptly investigate all reported incidents of peer-on-peer harassment and abuse, including bullying and sexual abuse, in a fair, impartial, and thorough manner. Appropriate disciplinary action will be taken against the perpetrator(s) in accordance with school policies and local laws, and support will be provided to the victim(s) and affected parties.

**4. Support for Victims:** We are committed to providing support to victims of peer-on-peer harassment and abuse, including bullying and sexual abuse. This includes access to counseling, medical support, and other necessary services. The school will take steps to protect the privacy and confidentiality of victims and will work with relevant authorities, as appropriate, to ensure the safety and well-being of the victim(s).

**5. Education and Awareness:** We provide education and awareness programmes for students, staff, and parents/guardians on the prevention of peer-on-peer harassment and abuse, including bullying and sexual abuse. This includes teaching students about respectful relationships, self-advocacy, and reporting procedures, as well as providing training for staff on identifying and addressing incidents of peer-on-peer harassment and abuse.

**6. Collaboration with Stakeholders:** We work in collaboration with parents, students, staff, and relevant stakeholders, including local authorities and community organizations, to prevent and address incidents of peer-on-peer harassment and abuse, including bullying and sexual abuse. This may include regular reviews of the policy and its implementation, and the involvement of relevant stakeholders in the development of preventive measures and response strategies.

**7. Confidentiality and Privacy:** We ensure that all reported incidents of peer-on-peer harassment and abuse, including bullying and sexual abuse, are treated with confidentiality and privacy, in accordance with applicable laws and regulations. Information related to such incidents will be shared on a need-to-know basis and will be treated with confidentiality.

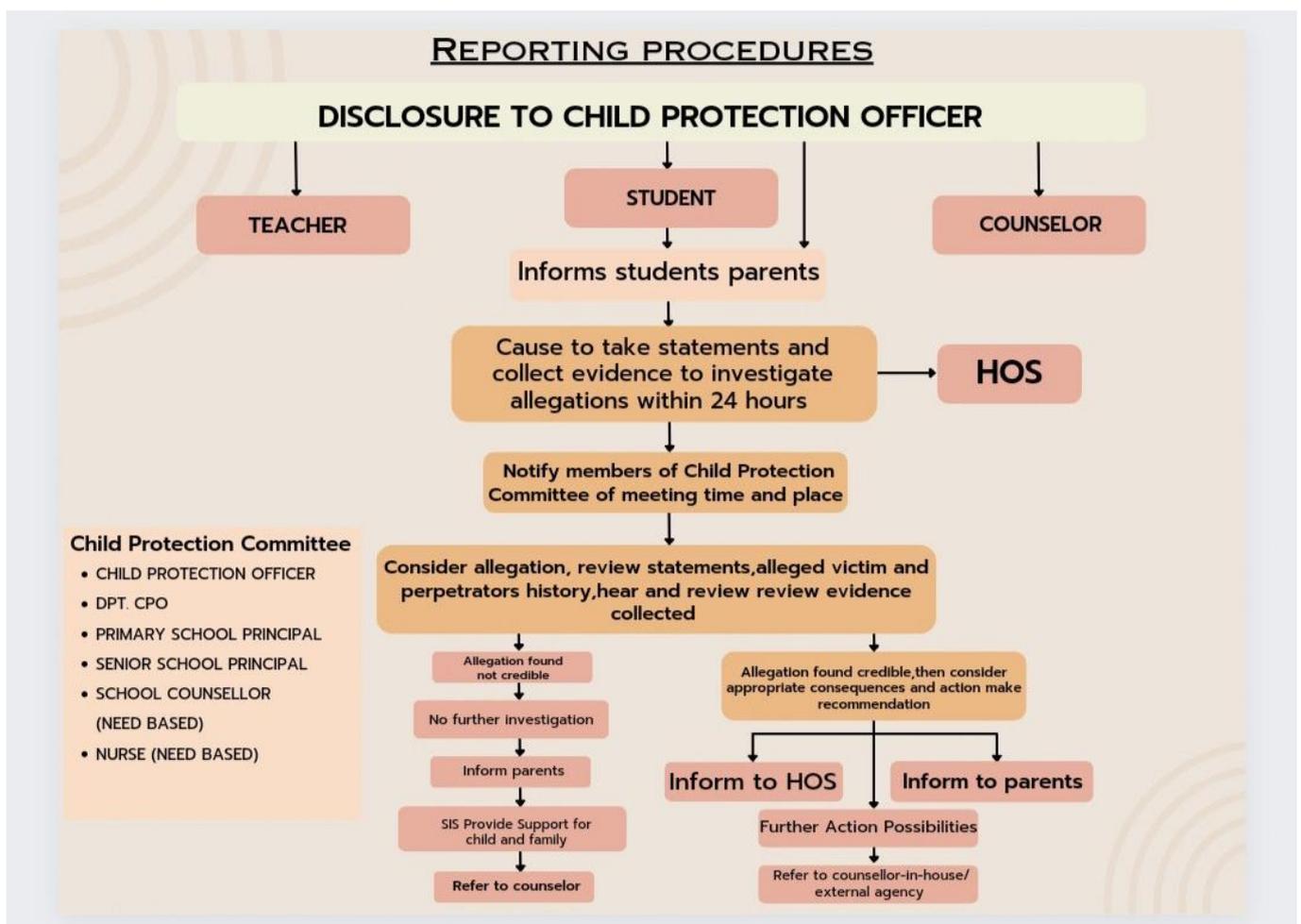
## VII. REPORTING OF INCIDENTS, SUSPICION & FOLLOW UP

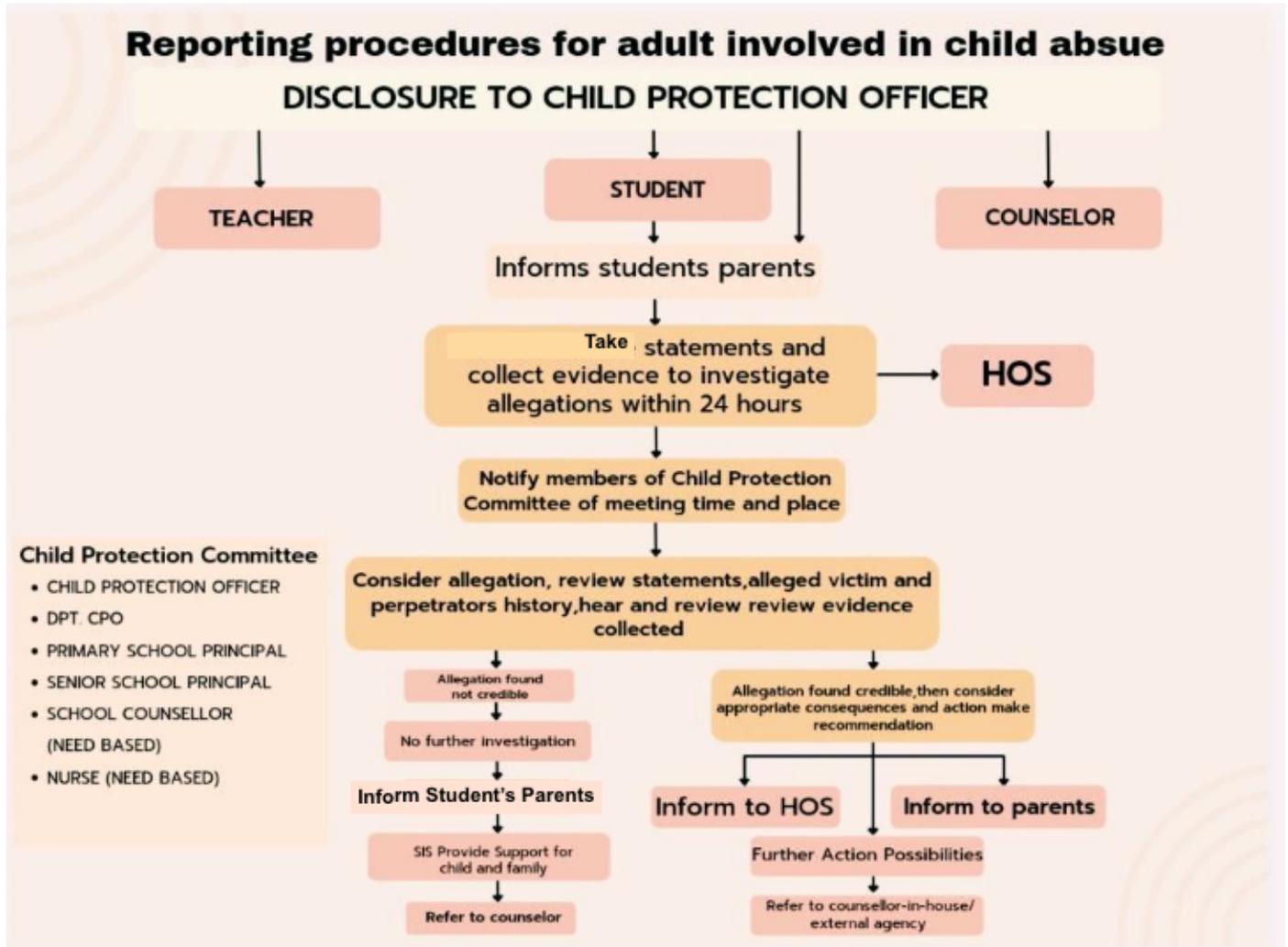
### What happens when a teacher has reasonable cause to report?

These indicators of abuse and neglect should be used by the staff member as a guideline for reporting. A report must be made when a staff member has reasonable cause to believe that a child has suffered abuse or neglect.

### What happens after suspected abuse or neglect is reported?

- Where there is cause to suspect child abuse or neglect, it is the responsibility of the staff member to report his or her suspicions to the counselor and to the CPO.
- In all cases, the Child Protection Committee will be notified as needed. It is the responsibility of the Child Protection Committee and the CPO to inform the Head of school of the suspected case of child abuse or neglect.
- The CPO must initiate the process of investigation within 24 hours or 1 school day .





## VII. EXISTING CONSTITUTION & LEGAL FRAMEWORK

The Constitution of India guarantees several rights to children and enables the State to make provisions to ensure that the tender age of children is not abused.

A summary of the United Nations on The Rights of the Child

### ARTICLE 1 (definition of a child)

The rights set out in the United Nations Convention on the Rights of the Child ( UNCRC) apply to everyone under the age of 18.

### ARTICLE 2 (non – discrimination)

The rights set out in the UNCRC apply to every child whatever their race, colour, gender, language, religion, ethnicity, disability or any other status.

### ARTICLE 3 (the best interests of the child)

All decisions and actions that concern children, the best interests of the child shall be a primary

consideration.

#### **ARTICLE 5 (parental guidance)**

The state must respect the rights and responsibilities of parents to guide their child in exercising his or her rights and in a way that is consistent with a child's developing capacities.

#### **ARTICLE 12 (respect for children's views)**

Every child has the right to express their views on matters that affect them and for these views to be taken into consideration.

#### **ARTICLE 13 (freedom of expression)**

Every child has the right to find out and distribute information and to express their ideas – through talking, writing, art or any other form of expression.

#### **ARTICLE 14 (freedom on thought, conscience and religion)**

Every child has the right to think and believe what they choose, and to practice their religion, provided this does not prevent others from enjoying their rights. The state should respect the rights and responsibilities of parents to provide direction to their child that is appropriate to his or her development.

#### **ARTICLE 15 (freedom of association)**

Every child has the right to meet other people and to join groups and organizations, as long as this does not prevent others from enjoying their rights.

#### **ARTICLE 16 (privacy)**

Every child has the right to privacy, including their family and home life, and they should be protected from unlawful attacks on reputation.

#### **ARTICLE 17 (mass media)**

Every child has the right to find out information and material from a variety of media sources. The state should encourage mass media information that supports children's well being and development. The mass media should be encouraged to consider the linguistic needs of children from minority groups. The production and dissemination of children's books should be encouraged. Children should be protected from information that may be damaging.

#### **ARTICLE (protection from violence, abuse and neglect)**

The state must do all it can to protect children from violence, abuse, neglect, bad treatment or exploitation by their parents or anyone else who looks after them.

#### **ARTICLE 23 (disabled children )**

Disabled children have the right to enjoy a full life, with dignity and to participate as far as possible

in their community. The government should support disabled children and their families.

#### **ARTICLE 24 (health and healthcare)**

Every child has the right to the best possible health and to healthcare. The state should ensure children have healthcare services, nutritious food, clean water, a clean environment and healthcare information. Richer countries should support poorer countries in this.

#### **ARTICLE 31 (play and cultural and artistic activities)**

Every child has the right to relax, play and take part in cultural and artistic activities.

#### **ARTICLE 33 (drug abuse)**

Children should be protected from using, producing or distributing illegal drugs.

#### **ARTICLE 34 (sexual exploitation and abuse)**

All children must be protected from all forms of sexual exploitation and abuse, including unlawful sexual activity, prostitution and in pornographic materials.

#### **ARTICLE 37 (cruel treatment and detention)**

No child should be tortured or treated in a cruel or inhuman way. Prison should be a last resort. Children who are detained should not be imprisoned with adults and they should have the opportunity to remain in contact with their family. No child should be given the death penalty or a sentence of life imprisonment without the possibility of release.

### **POCSO – Protection of Children from Sexual Offences**

To deal with child sexual abuse cases, the Government of India has brought in a special law, namely, The Protection of Children from Sexual Offences ( POCSO ) Act, 2012. The Act has come into effect from 14<sup>th</sup> November, 2012 along with the Rules framed there under.

The POCSO Act, 2012 is a comprehensive law to provide for the protection of children from the offences of sexual assault, sexual harassment and pornography, while safeguarding the interests of the child at every stage of the judicial process by incorporating child friendly mechanisms for reporting, recording of evidence, investigation and speedy trial of offences through designated Special Courts.

In keeping with the best international child protection standards, the said Act also provides for mandatory reporting of sexual offenses. This casts a legal duty upon a person who has knowledge that a child has been sexually abused to report the offense; if he fails to do so, he may be punished with six months' imprisonment and / or a fine.

The said Act also casts the police in the role of child protectors during the investigative process. Thus, the police personnel receiving a report of sexual abuse of a child are given the responsibility of making urgent arrangements for the care and protection of the child, such as obtaining emergency medical treatment for the child and placing the child in a shelter home, should the need arise. The police are also required to bring the matter to the attention of the Child Welfare Committee (CWC) within 24 hours of receiving the report, so the CWC may then proceed where required to make further arrangements for the safety and security of the child.

The said Act makes provisions for the medical examination of the child in a manner designed to cause as little distress as possible. The examination is to be carried out in the presence of the parent or other person whom the child trusts, and in the case of a female child, by a female doctor.

The prevention of child sexual abuse, protection of victims, justice delivery, and rehabilitation of victims are not isolated issues. The achievement of these objectives requires a coordinated response of all the key players, which include the police, prosecution, Courts, medical institutions, psychologists and counselors, as well as institutions that provide social services to the children. The protection of children from violence and abuse thus requires an integrated approach. Needless to say, the identification and understanding of the roles of each of these professionals is crucial to avoid duplication and promote effective convergence.

The responsibility of supporting children who have been sexually abused should be embraced by the whole community, but it is the professionals that work in this field who play an important role in enabling the healing process.

## **Juvenile Justice (Care and Protection of Children) Act, 2015**

### **Section 82. Corporal punishment.**

- Any person in-charge of or employed in a child care institution, who subjects a child to corporal punishment with the aim of disciplining the child, shall be liable, on the first conviction, to a fine of ten thousand rupees and for every subsequent offense, shall be liable for imprisonment which may extend to three months or fine or with both.
- If a person employed in an institution referred to in sub-section (1), is convicted of an offense under that sub-section, such person shall also be liable for dismissal from service, and shall also be debarred from working directly with children thereafter.
- In case, where any corporal punishment is reported in an institution referred to in sub-section (1) and the management of such institution does not cooperate with any inquiry or comply with the orders of the Committee or the Board or court or State Government, the person in-charge of the management of the institution shall be liable for punishment with imprisonment for a term not less than three years and shall also be liable to fine which may extend to one lakh rupees.

**Mandate of Section 82** – Now under Section 82 of the 2015 Act, whosoever subjects a child to corporal punishment causing hurt and emotional distress for the child, shall be liable, on the first conviction, for imprisonment which can extend to six months or fine or both and for every subsequent offense the person shall be liable for imprisonment which may extend to three years and fine or both. However, if a person employed in an institution providing services to children, is convicted of an offense under this section on more than one occasion, such person shall also be dismissed from service. In case, the corporal punishment has caused grievous hurt or severe mental trauma for the child, the person having committed the offense shall be liable, for rigorous imprisonment of three years and fine of rupees fifty thousand and for subsequent conviction, imprisonment which may extend to five years and shall also be liable to fine of rupees or both.

However, if a person employed in an institution providing services to children, is convicted of an offense under this sub – section such person shall also be dismissed from service, and debarred from working directly with children thereafter. In case, where corporal punishment is reported in an institution and the management of such institution, does not cooperate with any inquiry or comply with the orders of competent authority or Court or State Government, the person in-charge of the management of the institution shall be liable for punishment with imprisonment for a term not less than three years and shall also be liable to a fine which extends to one lakh rupees.

The Protection of Children from Sexual Offences Act (POCSO Act) 2012 was formulated in order to effectively address sexual abuse and sexual exploitation of children. The Protection of Children from Sexual Offences Act, 2012 received the President's assent on 19th June 2012 and was notified in the Gazette of India on 20th June, 2012.

## **IX. a) ACKNOWLEDGMENT**

### **References:**

1. The UN Convention on the Rights of the Child.
2. Juvenile Justice Laws in India.
3. Student Code of Conduct.
4. Safeguarding and Child Protection Policy – Sarum St Paul's Church of England Primary School.
5. Child Protection Policy – Plan India
6. Child Protection Policy – Lakeside Primary school
7. Child Protection Policy – Shanghai American school
8. Delhi Commission for protection of Child Right, Government of NCT of Delhi · 9.  
Child Protection Policy – International School services
10. Child Protection Policy – SIS International School
11. UWC – South East Asia – International School of Singapore
12. Protection of Children from Sexual Offences
13. Vin School Safe touch Policy

We also gratefully acknowledge the contribution of Mr. Stuart Mc Lay Associate Director – School Support & Evaluation, Mr. Patrick Ritter, Mr. Raviindernath Reddy – Advocate and members of Senior Leadership Team of Sreenidhi in suggesting various changes to the guidelines which were incorporated appropriately.

### **IX. b) UNDERTAKING**

I/We have read and understood the Child Protection Policy of SIS International School.

I hereby declare and affirm that I agree to adhere and abide by the said policy and guidelines. In case of any violations of the said policy in my direct and indirect interactions with the children, the institution may terminate the employment/association and / or suitable disciplinary and legal actions as per the applicable laws and rules.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Signature of the Head of the School and Seal

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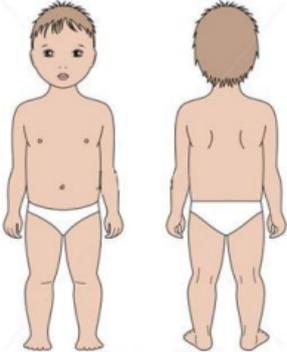
## X. CONCERN FORM

### Concern Form – Part A

Complete this form (Part A) every time you have a concern about a pupil. The Designated person will complete PART B

Child's name: Gender / Grade / Section: Parent / Guardian's name: Parent / Guardian's Contact:	
Name of member of staff reporting the concern	
Date and Time of allegation	

Concern – Use the body map below to show any marks or injuries ( Picture of body map)



Did the child require first aid? Provide details if 'yes'

Who administered this? (Name and title)

Did the child require further immediate assistance?

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### Concern Form – Part B

To be completed by the School's designated person

Name of the Designated person reviewing the concern - CPO:	
Reporting Internally:	
Provide details of your discussion with Child Protection Committee	
Time	Date
Names	
Discussion Outcome:	
Details of the incident – disclosure or suspicion	

### Concern Form – Part C

<b>Actions Taken</b>
If contacting parent / guardian, provide the following details:
Name of the staff member making the call –
Name of the parent / guardian receiving the call –
Discussion Outcome:

### Concern Form – Part D

<b>Planning Actions</b>
Include details on what follow up actions have occurred to support the student (For eg: referral to Counselors and other specialized services).

Follow up Actions:
Action taken by the HoS: