

DAV POLICE PUBLIC SCHOOL, HISAR
STUDENT PROTECTION POLICY

School is committed to providing a child safe environment. We want our students to be safe, happy and empowered as we support and respect all students, as well as our staff and volunteers. This includes the safety of students from culturally and/or linguistically diverse backgrounds.

This Child Safety and Protection Policy outline approach to protecting children from all the possible threats and danger. It is designed to be communicated through our website as well as through other mediums such as circulated to parents during admissions.

Statement of Commitment to Child Safety

At DAV Police Public School we are committed to keep all the children away from harm and danger.

DAV Police Public School is committed to the protection of all children from all forms of danger and demonstrates this commitment through the implementation of its Child Safety and Protection Program designed to keep children safe. We have a zero tolerance for child abuse and are committed to acting in children's best interests and keeping them safe from harm. School regards its child protection responsibilities with the utmost importance and, as such, is committed to providing the necessary resources to ensure compliance with all relevant child protection laws and regulations and maintain a child safe culture.

SCHOOL SAFETY GUIDELINES FOR CHILDREN

DAV Police Public School, Hisar believes in providing safe and healthy environment to its students for healthy and productive childhood to promote holistic development and prepare them for adulthood and life.

- The school premises is under surveillance through CCTV's.
- The school is bullying free by addressing the issues of bullying, harassment and prejudice against children.
- The school safety committee is in place to handle all the safety regarding issues like abuse.
- The children are given enough guidance on managing emotions and building healthy peer relationships.
- The children are sensitized to recognize and resist negative peer pressure.
- The students feel safe reporting abuse and assault.
- The staff has been trained to be alert to signs of abuse.
- Police verification of staff is done before recruiting them.
- There is a child protection policy which includes procedures to be followed for a teacher or any another member of the staff if accused of harming a child.
- The children are taught the difference between 'good touch and bad touch' on a regular basis.
- The regular workshops are conducted by professionals on adolescent related issues.
- The transportation services go through a safety test.
- There is a provision to keep a regular safety check on transportation.
- The female helpers are allotted to each bus/van.
- The teachers accompany the students to their respective bus/vans.

Legislation and Obligation to POCSO Act 2012

Our legal and moral obligation is to contact authorities when we are worried about a child's safety, which we follow rigorously. Child protection policy of the school is in place in accordance to POCSO act. The policy must apply to all personnel and persons related to the school and who come in direct or indirect contact with children.

Direct Contact with Children: Those personnel who are with and in the physical presence of a child or children as part of their professional or school related work, be it regular, occasional, temporary or long term.

Indirect Contact with Children: Those personnel whose work does not require them to be in the physical presence of a child but encompasses access to personal details and information, data on children including photographs, case files etc.

Proactive measures to prevent child sexual abuse

Following measures are taken to prevent child sexual abuse:

- School conducts background check & police verification for all staff members including contract employees.
- Clear boundaries are defined in interaction between staff and child. (e.g.:- No staff shall take the child to the bathroom alone without being accompanied by a helper, no teacher will lock the classrooms from inside).
- CCTVs are installed in classrooms and in school premises and their feed is monitored.
- Regular sessions on personal safety with all children (includes talking about body parts, online safety, and protection from abuse) are arranged timely.
- All staff members are oriented on detecting the warning signs of sexual abuse among children.
- All staff members and support staff are trained on child protection norms and child sexual abuse prevention.
- Active dialogue with parents is done on regular basis to ensure that parents are aware of the issues faced by children.
- A full time counselor is recruited.
- Children leave school only with parents or authorized personnel.

In- house induction sessions

- School ensures and promotes a harmonious school/classroom environment and inclusiveness.
- Teachers in general are trained to attend to adolescent (gender) related issues.
- Camps on sensitization of girls on health and sanitation issues, self defence training of girl students are conducted at regular intervals. Programmes like folk dance, nukkad natak, poster competitions, quiz, debate, and exhibition are conducted to foster gender equality.

Constitution of School Complaints Committee

As per the scope of duties the following committees are in place to ensure safety of students:

- **Discipline committee** to maintain proper discipline among students and also to help in the smooth arrival and departure of students.
- **Women/Girls harassment committee** to ensure the safety of girls, to differentiate between indecent and decent behavior and to have a check on the indecent behavior of any boy or gents staff member towards any girl in the school. It is also responsible to bring the matter in the notice of Principal immediately.
- **School Safety Committee** to conduct counseling sessions of girls and boys separately to make them aware of child abuse. To make them aware to differentiate between wrong and correct touch. To see and ensure the safety of children in the school. To bring any such matter in the notice of Principal and help her sort out the matter.
- **School Culture** to develop a positive school culture, to give a constructive environment to the students for their overall development.

Student council

A committee of student council is in place to make the communication between teachers and students easy. They are responsible to handle the problems relating to bullying. Cyber brigade is also in place to handle the problems related to digital issues.

Responsibilities

Child protection is everyone's responsibility. At School all members of the management, Principal and staff, as well as direct and indirect people who come in contact with school, have a shared responsibility for contributing to the safety and protection of children. Specific responsibilities include:

Principal

Principal is required to ensure that appropriate resources are made available to allow the School's Child Safety and Protection Program to be effectively implemented within the School.

The Principal is also responsible, and will be accountable, for taking all practical measures to ensure that this Child Safety and Protection Policy and the School's Child Safety and Protection Program are implemented effectively and that a strong and sustainable child protection culture is maintained within the School.

School Child Protection Officers (CPOs)/Harassment committee

The staff members of the Harassment committee as per the scope of duties(updated annually) are the School child protection officers.

Our Child Protection Officers receive additional specialised training with respect to child protection issues. They are the first point of contact for raising child protection concerns within the School. They are also responsible for championing child protection within the School and assisting in coordinating responses to child protection incidents.

Staff Members

All staff is required to be familiar with the content of our Child Safety and Protection Policy, Child Safety Code of Conduct, and our Child Safety and Protection Program and their legal obligations with respect to the reporting of child abuse. It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the nominated Child Protection Officers or Principal.

Parents

Child protection is everyone's responsibility including our parent community. It is each individual's responsibility to be aware of key risk indicators of child abuse, to be observant, and to raise any concerns they may have relating to child abuse with one of the nominated Child Protection Officers or Principal.

Policy & Program Review

School is committed to the continuous improvement of our Child Safety and Protection Program. The Program is regularly reviewed for overall effectiveness and to ensure compliance with all child protection related laws, regulations and standards.