

## **VISION STATEMENT**

**GGS aims to nurture resilient, holistic, empathetic & lifelong learners in a multi-cultural environment, for a sustainable future.**

## **MISSION STATEMENT**

**GGS graduates will be responsible global citizens empowered to contribute to society in various capacities by providing them the freedom to be, to act, to impress and to dream. GGS incorporates an inquiry-based curriculum and extensive co-curricular experiences, acknowledging the role of community voice and student agency.**

# **CHILD PROTECTION & SAFEGUARDING POLICY (CPSP)**

## **COMMENCEMENT**

The Child Protection & Safeguarding Policy (CPSP) shall come into force with effect from 1 July 2019.

## **PHILOSOPHY & ETHOS**

The School promotes comprehensive school safety, where every student has a right to a protective environment which is free of violence, harassment, abuse and neglect, and is based on respect for the child. Every child has the right to enjoy an environment which is safe and protected from harm.

This Child Protection & Safeguarding Policy (CPSP) addresses the different areas of vulnerability faced by the child during their time in at School.

As a School, we have a duty of care and obligation to protect those children for whom we are responsible and believing that the welfare of children is its highest priority and that it is the responsibility of everyone at School to ensure that they are protected. A child centric approach coupled with an affirmation of India's commitment to the UN Convention on the Rights of the Child, is deeply embedded in our philosophy.

This approach will facilitate all children to access, participate in and benefit fully from learning opportunities in a safe space that inspires their confidence and holistic well-being.

## **APPLICABILITY**

The GGS Child Protection & Safeguarding Policy (CPSP) aims to protect GGS students and applies to School Teachers, Staff, Visitors, Parents, Visiting Faculty, Vendors and Service Providers who directly or indirectly interact with students of the School on campus, or in transit while commuting on the school bus or vehicle daily, or on school trips and exchange programmes.

The policy will apply to all personnel and persons related to the School and who come in direct or indirect contact with children.

**A. Direct Contact with Children:** Being 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.

**B. Indirect Contact with Children:** Those 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, student files etc.

## **DEFINITIONS**

**Child** means a student admitted and enrolled in Genesis Global School, Noida. It also means any child physically on campus who may not be enrolled as student with GGS.

**Child abuse:** according to the World Health Organisation, child abuse 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 the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.'

**Physical abuse:** may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer (care giver) fabricates the symptoms of, or deliberately induces, illness in a child.

**Emotional abuse** is the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.

Emotional abuse may involve:

- Conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.
- Not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate.
- Age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction.

- Seeing or hearing the ill-treatment of another.
- Serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children.

**Sexual abuse** involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve:

- Physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing.
- Non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet)

Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

**Neglect** is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse.

Once a child is born, neglect may involve a parent or carer failing to:

- Provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- Protect a child from physical and emotional harm or danger
- Ensure adequate supervision (including the use of inadequate care-givers)
- Ensure access to appropriate medical care or treatment

It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.

**Penal Offence** means any offence that is punishable under the laws of India with corporal punishment and/or fine, such as, offences defined and punishable under the Indian Penal Code, 1860 and/ or POCSO Act, 2012 and/or the Juvenile Justice Act or any other law in force on the date of the incident.

**Sexual assault** : Under Section 7 of POCSO Act, 2012; whoever, with sexual intent touches the vagina, penis, anus or breast of the child or makes the child touch the vagina, penis, anus or breast of such person or any other person, or does any other act with sexual intent which involves physical contact without penetration is said to commit sexual assault.

**Sexual harassment** : Under section 11 of POCSO Act, 2012; a person is said to commit sexual harassment upon a child when such person with sexual intent,- (i) utters any word or makes any sound, or makes any gesture or exhibits any object or part of body with the intention that such word or sound shall be heard, or such gesture or object or part of body shall be seen by the child; or (ii) makes a child exhibit his body or any part of his body so as it is seen by such person or any other person; or (iii) shows any object to a child in any form or media for pornographic purposes; or (iv) repeatedly or constantly follows or watches or contacts a child either directly or through electronic, digital or any other means; or (v) threatens to use, in any form of media, a real or

fabricated depiction through electronic, film or digital or any other mode, of any part of the body of the child or the involvement of the child in a sexual act; or (vi) entices a child for pornographic purposes or gives gratification therefore.

## **PREVENTIVE MEASURES**

### **Sensitisation Workshops for all Staff, Students and Parents**

### **Safety in School Buses (Transport Policy)**

### **Safety in Outbound Trips (Outbound Trip Policy)**

## **SAFE RECRUITMENT**

The School ensures that it only employs and engages people of sound moral character through referral checks and police verification. This is for all permanent, contractual or temporary staff.

- The first step to safeguarding and promoting the welfare of children in School, is to ensure recruitment of staff with integrity and values that our shared with the School. As per the aforesaid policy, GGS endeavours to attract the best possible candidates to fill the vacancies. GGS endeavours to identify and reject applications from those candidates who are unsuitable to work with students of GGS.
- The HR Department ensures that the recruitment process attracts, selects and retains staff who would successfully and positively contribute to the future development of the school apart from looking after the safety and welfare of the students.
- With a view to ensure selection of credible staff, the School does a reference check with two references being provided by an applicant. Due diligence through detailed enquiries are made, including feedback from the references, before the applicant is recruited.
- Interviews of the applicants are conducted by an interviewing panel as per HR Policy and the panel assesses the applicant's attitude towards children as also his/ her ability to safeguard and promote welfare of children at GGS. The School clearly mentions The GGS Child Protection & Safe Guarding Policy to the interviewee.
- The HR Department also conducts a background check, and checks the candidates' digital footprint.
- The School ensures that it only employs and engages people of sound moral character through referral checks and Police Verification.
- No candidate with a criminal record, record of sexual and or physical violence

against children will be recruited for any position within GGS.

- All newly selected candidates must also provide a signed affidavit to the educational institution that they have not been accused of offence under the POCSO Act, 2012 and JJ Act, 2015.
- Persons engaged with and by GGS in full employment, ad-hoc or contractual employment must adhere to the Policy above.

### **VISITOR MANAGEMENT:**

We are developing a Visitor Management Policy, which will include, inter alia, signing off on the CPSP at the School entry point.

To start with we have introduced a Dispersal policy for students at the beginning and end of the School day, to ensure only necessary adult presence on campus.

### **CHILD PROTECTION PLEDGE**

Genesis Global School has drafted and incorporated in its system the following The Child Protection Pledge. This Pledge is required to be signed by all new entrants upon joining. This document is signed at the beginning of academic session every year by all the school staff to remind them of their responsibilities towards the students of Genesis.

The Child Protection Pledge reads as follows:

“As an employee of Genesis Global School, Noida, I understand my role and responsibility of an employee at all times. I am aware of the POCSO ACT 2012 and will take the initiative to understand all the laws pertaining to child rights. I have read and understood the CPSP of GGS.

As an employee of GGS I confirm:

- I will always respect all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity;
- I will always report any case of child abuse, exploitation and neglect which comes to my knowledge to appropriate authority and will not harm or abuse any child physically, emotionally or sexually.
- I will make sure that I do not physically touch any student/child in School. I will also ensure that I do not allow any student/child to touch me physically.
- I will not ignore a child or refuse to allow them access to necessities.
- I will not punish a child by mocking, teasing, or laughing at them or trying to embarrass them in front of others.
- I will not behave sexually towards a child or touch them in a sexual way.
- I will not hit or strike a child as a punishment for bad behaviour.
- I will do everything I can to make sure that the physical environment is as safe and appropriate as possible.

Enhanced child protection including:

- Training and support
- Identification / disclosure
- Reporting in line with policy

### **STATUTORY ACTS COVERED UNDER THE CPSP**

Sexual assault, sexual harassment, use of child for pornographic purpose - Protection of Children from Sexual Offences Act 2012

Production, dissemination and use of child sexual abuse material - The Information Technology Act, 2000

Disclosing identity of the child victim to anyone other than appropriate authority - Protection of Children from Sexual Offences Act 2012, JJ Act 2015

Corporal punishment in childcare institutions - JJ Act, 2015

Employment of children below 14 years in any occupation or industry - Child Labour (Prohibition and Regulation) Amendment Act, 2016

### **STATUTORY COMPLIANCES**

Compliances used by our school to inform policy and procedure in health, safety, security and safeguarding:

1. Swimming Pool Operation License.
2. FSSAI License.
3. Fire and Electrical safety.
4. Pollution & Environment Clearances.
5. Public Liability Insurance.
6. Security services provided by an agency registered under the PSARA Act.
7. The GGS Transport Policy.
8. The GGS Infirmary Policy.
9. The GGS Security Policy.

School facilities, buildings, security and protections measures compatible with CPP

Compliances with all legal and statutory requirements/obligations in relation to CPP

### **Training for Staff/student/parents:**

- Cyber bullying
- Sexual harassment
- Pocso
- Internet usage
- Earthquake drills
- Fire evacuation drills
- Lockdown drills

### **CHILD PROTECTION COMMITTEE**

1. **Clear Reporting Guidelines:** who to report to when there is any event. Very important. Who do you want them to report to, talk to? How do you communicate that to them? PRO staff should have this information too.
2. Our policy should give clear reporting guidelines in terms of their concerns. If there is a problem between staff. It should be the senior person in school. As it is a very sensitive matter.

### **Line of Reporting**

Teacher

Principal/Section Head

School Director

### **SIGNS & SYMPTOMS**

- **How to respond if the student/child discloses abuse including process**
- **How to respond if a student/child on campus displays signs of Stress**

### **Student Code of Conduct**

### **Staff Code of Conduct**

### **COMMUNICATION & PUBLICITY**

3. Corridors should have photographs and contact number of the contact persons, in English and regional languages. It's about reinforcing child protection at every level.
4. How does our community get access to this document?
5. Website publishing????

### **RISK ASSESSMENT**

6. How we assess risk in the school?
7. Conduct risk assessment - when -where and how?
8. We need to have Risk assessment template: for a trip. Does this say something about child safeguarding?

Question is: do the adventure trip company have a child safeguarding policy, do they train their staff like we do, because if they don't we are risk. What do we know about the people we are about to meet? What are the criteria we would be looking for selecting a family for student exchange? Would we be asking question about siblings, staff in that house, police verification of that family. Do we give student code word so that in case they are under any risk they give to the team leader?

### **CONTACT SPORTS - GUIDELINES FOR COACHES & STUDENTS**

9. Wherever we have aspects of "touch" coming in - gymnastics, swimming etc we have to make sure extra briefing is given to these staff on the touch policy, and that we get their signature on these documents