



Gorai
Mahatma Education Society's
DR. PILLAI GLOBAL ACADEMY
local actions...global options

CHILD PROTECTION and SAFETY POLICY

2023 - 2024



The IBO mission statement

The International Baccalaureate Organization aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

To this end the IBO works with schools, governments and international organizations to develop challenging programmes of international education and rigorous assessment.

These programmes encourage students across the world to become active, compassionate and lifelong learners who understand that other people, with their differences, can also be right.

School Philosophy

“Education is not a quest but a journey”: Dr. K.M.V. Pillai

This journey of life encompassing the entire world has its base in our educational institution, Dr. Pillai Global Academy.

The two different poles, even though contrary not only intersect the knowledge & skills but also overlap different ways of thinking. Globalization leaves its footprints in every arena/area of the student development. Teaching & Learning are now equipped with new techniques involving interacting learning environment .These skills involve multicultural influences, inclusive societal structures & a pattern of interdependency. A student in this new world must grapple with 2 core facts of life: One, where he encounters immense competition & the other where he has access to infinite opportunities. These students must be equipped well to deal with the competition efficiently. Skills required for competing & critical analysis help them in their choices.

Dr. Pillai Global Academy employs a unique approach to address this need, by making a paradigm shift from the textbook to the real world & labs. While skills & facts are important; the reasoning behind the facts makes for a subject of analysis. Thus, the ‘how’ & the ‘why’ gather much weight than the ‘what’. Dr. Pillai Global Academy focuses on developing the right attitude to face the challenges, learning & applying contemporary knowledge & cultivating a spirit of enterprise. As stated in the mission, Dr. Pillai Global Academy believes in an education that concentrates on a holistic development. An education that helps students imbibe, not only diversified knowledge, but also teaches them how to harness this knowledge to the new world.

The school fosters critical thinking while at the same time emphasizing creativity. A positive environment is developed to complement the students’ positive attitude. Right values & morals are instilled amongst the student at the same time as self-confidence & self-esteem. To this end the school strongly believes in going beyond academic development by conducting numerous extra-curricular and co-curricular activities as well as field trips. The Philosophy is made operational through the implementation of different curricula & boards as they help in developing & cultivating the skills necessary for the 21st century.



School Vision

“To develop local actions to create global options”

School Mission Statement

We are committed to provide a holistic education based on new-generation academics that create not just powerful career options for our students, but which empowers them to become key contributors to the global community and the environment in which they live. We strive to achieve nation-building through character-building and we do so through an approach of mentoring.

One of our major aims is to prepare students to be Global citizens.

The Core Values at Dr Pillai Global Academy are

Futuristic Vision

Resilience

Ethical understanding

Spiritual strength

Holistic Development



This document seeks to emphasize the importance that DPGA puts on ensuring the safety & security of students with the school and in the school premises. It outlines the common understanding regarding the basic safety and security measures & requirements for student safety & wellbeing.

Students at DPGA are our most important resource and their safety and security is our paramount concern. A safe school builds a culture of safety with awareness and vigilance on sensitive issues involved at school, children need a comfortable environment that is secure and positive for them to learn and grow, without which it is extremely difficult to focus on learning skills needed for a successful education and future.

Definition of “School Safety”

“School Safety” has been defined (by National Commission for protection of child) as creating a safe environment for children starting from their houses to their school and back. This includes safety from any kind of abuse, violence, psycho-social issues, transportation, misconduct, corporal punishment, discriminatory practices, bullying and other forms of verbal, emotional or sexual abuse by teachers, other personnel or students.

Objective of this Safety Policy document

- to provide information on safety and security measures at DPGA.
- to create awareness and monitor the measures by relevant stakeholders (school management, parents, teachers, other personnel & students) on safety and security of children in the school.
- to highlight the roles & responsibilities of all stakeholders in ensuring safety.

Section One:

1. Infrastructure:-

- The school building is of a 'A' class construction and has received the "OC" from the local authorities. Water hydrants for fire are installed and functioning.
- The staircases, which are exit and escape routes, adhere to the prescribed specifications to ensure quick evacuation of children in case of emergency.
- The positioning of the building ensures proper air circulation and lighting.
- 3 lifts provided are certified for use and are regularly serviced by authorised service technicians.
- Canteen & kitchen are in a safe location.
- Water storage tanks are duly covered & protected.
- School building is insured against fire and natural calamities.
- CCTV cameras installed on the perimeters of the school, monitor the activities around the school building.
- Security personnel are positioned at the entry/exit gates to the school. They are recruited from established security agencies who ensure that the personnel provided are screened and obtained police verification.
- Fire Extinguisher are installed on each floor beside the staircase.
- Ancillary staff are positioned on each floor.
- Cameras are installed in the Primary classrooms and Examination rooms.
- Water filter maintenance / Lift maintenance / AC maintenance are conducted on a regular basis.

2. Classrooms:-

- Classrooms are spacious with large windows ensuring adequate ventilation and fitted with air conditioners.
- All classroom are tastefully painted and furnished to facilitate learning.

- Classrooms are cleaned with disinfectant solution everyday at the end of school.
- Desks which are broken and in need of repair are removed from the class.
- Pre-primary walls are tastefully painted and decorated with stickers.
- Emergency phone numbers (Police / Transportation etc) to be displayed in each staffroom & reception area.

3. Laboratory:-

- 3 separate laboratories, one each for Chemistry, physics and biology are provided at different locations on the same floor.
- Each of the laboratories have space for free mobility of students in case of an emergency.
- Chemicals & instruments are kept safely beyond easy access of students.
- The chemistry lab is equipped with a shower and exhaust facilities for toxic gases. First aid kit is available in the lab.
- The laboratory has a qualified and trained lab assistant.
- White coats & goggles are available to the students for use.
- Cameras to be installed inside the labs.
- Teachers are trained in the use of the medical kit in emergencies.
- The medical room is situated on the 2nd floor and manned by a trained nurse.

4. Kitchen/Canteen:-

- The kitchen premises is clean, well ventilated and easily accessible to open space.
- The kitchen floor & skirted walls are washed everyday.

- Utensils are kept clean, washed and stored in the kitchen store enclosure.
- Adequate & regular disposal of refuse is undertaken everyday.
- Ventilation system such as air filters/ exhaust fans are installed.
- Fire extinguishers are placed in prominent locations in case of emergency.
- Continuous supply of potable water is provided.
- Necessary permission and licences to run the canteen have been obtained .

5. Toilets:-

- are located within the school premises, separate toilets for girls & boys.
- Male/Female attendants are stationed outside the toilet area, they assist the pre-primary students.
- Sanitary pad vending machines are provided in the ladies toilet.
- Toilets are cleaned with a disinfectant solution twice a day.
- Separate washrooms are designated for teachers.
- Washrooms are cleaned regularly.

6. Drinking Water:-

- Adequate, cold filtered & safe drinking water is made available in the school.
- The safety and quality of the water is checked on a regular basis.

7. Electrical Systems:-

- A certified electrician is on the premises and monitors the working of the electrical installations of the school.

- Frequent checks are carried out and replacements undertaken as and when necessary.

8. Fire safety Equipment:-

- Fire fighting systems (hydrants/extinguisher) are in place and in working condition.
- Fire fighting awareness and training and mock drill are conducted by the fire fighting department.
- School fire management team (HOS/Principal/Section Heads) are responsible for fire hazard management.
- Evacuation Drill to be conducted.
- In Emergency students know from where to vacate, which staircase to be used. Responsibles (Teachers + Council members) are assigned for evacuation drill.

9. Playground:-

DPGA is fortunate to have a playground as part of its infrastructure facilities:

- It has astroturf and is well maintained.
- Other sports areas have their respective enclosures and equipments (gymnastics/basketball/rifle shooting range)
- Pre Primary needs to be assigned a different play area (sand area).

10. School Bus Safety:-

The Bus contractor running the school buses has the primary duty and responsibility to ensure:

- All school buses are painted in a uniform colour with the words “School Bus” written prominently on front and rear of the bus.
- List of students travelling in each bus, name, age, bloodgroup, contact number, grade + division is with the school office.
- Windows of the buses are fitted with horizontal grills.
- There is a fire extinguisher in each bus. Each bus has an emergency exit door.
- Speed governors are fitted in each bus to prevent speeding beyond the prescribed limit.
- Police verification of the bus staff is done before appointment.
- Bus drivers have valid licenses to drive heavy vehicles. This is checked at the beginning of the school year.
- All buses have a valid fitness certificate from the RTO to ply the buses.
- Drivers who have been booked for any offence while driving will be suspended and if the offence is habitual, will be removed from service.
- Drivers and bus attendants are required to be in their distinctive uniforms while on duty.

11. Health & Hygiene:-

In the interest of protecting and promoting health, hygiene and the welfare of students, DPGA implements and maintains an effective health and hygiene management system.

- An annual general health assessment programme is conducted for the students with the aim of early identification of health issues and corrective measures and/or referral for specialised attention & treatment parents are informed accordingly.
- A qualified nurse is on premises to assist with any medical emergency that may occur. A doctor is available on call.
- Immunisation camps particularly during covid19 and follow up camps were conducted in the school for the students.
- Menstrual hygiene management facilities such as soap, sanitary pad dispenser, disposal facilities for menstrual waste, dustbins are provided in the girls' toilet.
- Hand washing particularly before eating and after using the toilet is emphasized and promoted.
- Dental check up & Health check up is conducted every year.

12. Psycho – Social Safety:-

Psycho – social safety of children is just as important, if not more than physical safety. Children exposed to or are victims of violence exhibit symptoms like depression, dissociative reactions, feelings of helplessness emotional deregulation, aggression etc., which erodes into the sense of self-worth of those affected.

DPGA provides the right ambience and climate for students to develop and enrich their talents to facilitate total development of their personality.

- Presence & services of a counsellor goes a long way in dealing with psychological fears and scars in students.
- Physical punishment in any form action that may cause pain, injury and discomfort to a student with the hand, cane, stick or making students assume an uncomfortable position e.g, stand on one leg etc., detention in a closed space in the school...Such practice is banned at DPGA.
- Mental harassment is any non-physical treatment that is detrimental to the psychological wellbeing of a student such as sarcasm that hurts the self-image of the student, name calling, intimidation, using derogatory remarks, belittling the students in front of the whole class, verbal abuse etc., DPGA teachers are sensitised to such behaviour and are aware of the lasting impact that such mental harassment can have on the growth of a student. DPGA has zero tolerance for any type of mental harassment be it from the teachers, among the students themselves, or from the parents for that matter.
- Discrimination is a prejudiced understanding and / or behaviour towards any student, parent because of his/her caste/gender occupation, language, complexion or region. This can be latent or manifest itself openly or in a subtle manner. DPGA is aware of the various forms and combinations, discrimination could manifest itself in the school environment and it has made it amply clear to all its staff both teaching and non-teaching which includes the ancillary staff that any form or shade of discrimination will be viewed very seriously and timely and appropriate action will be taken to wipe out the scourge.

- Teacher's workshop on positive encouragement for students are conducted.

- **Bullying, Intimidation, Ragging**

Bullying can be direct from the bully to the victim and can be in the form of physical intimidation, physical attacks, verbal abuse, unwanted attention and for advances, damaging of property.

Indirect bullying could be in the form of spreading malicious rumours sending abnoxious SMS, messages, pictures, emails. It is no secret that the effects of bullying can have immediate and long-term damage on the victim. Therefore the responsibility of preventing any undesirable consequence of bullying and ragging rest jointly and individually with all stakeholders, DPGA staff (HOS, teachers etc.,) students and parents who need to evolve a systematic response to the problem.

- Awareness programmes for parents, students and staff need to be arranged outlining the traumatic effect on the victim be it the student, parent, teachers.
- Create an amiable and protective environment where teaching +learning can take place peacefully.
- Have in place an accessible, confidential + secure means of reporting incidents of bullying for victims and bystanders who know of it taking place an email ID dpgacares@mes.ac.in is operative for this purpose.

- **Sexual abuse**

Is understood as inappropriate sexual behaviour with a student. It can include clear physical contact or it may involve showing pornographic videos or pictures, using the child in pornographic material making obscene gestures, playing sexualised games, stalking the child or chatting with sexual intent over the internet, phone etc., where there is no physical contact.



DPGA has made it clear that there is zero tolerance observed on issues related to sexual abuse of a student and stringent action will be taken against the offender as per the POCSO ACT 2012.

Further, all staff members (teaching, non-teaching and support staff) are made aware of and have received training on our Child Protection Policy. They are also aware of the specific roles and responsibilities for safeguarding children. The school recognizes and has systems in place to deal with the above mentioned forms of abuses.

Expected Behaviour and Actions of staff members.

1. All staff members must treat children with respect and dignity regardless of the race, colour, gender, language, religion, political or other opinions.
2. All staff members must monitor their behavior towards students, and pay close attention to peers to ensure appropriate and respectful behavior.
3. All staff members must listen to children and respect their views.
4. All staff members should be affectionate, caring and understanding to the requirement and needs of the children.
5. All staff members must be responsive in case any special need of the child arises such as health issues or emotional support.
6. All staff members must ensure that physical contact, if any, with a child is respectful, culturally appropriate and essential to the purpose of your interaction with the child.
7. All staff members must establish an atmosphere that fosters the development of children through their actions and words.
8. All staff members must always take permission from children before taking their photos and videos.
9. All staff members must keep all personal information about children or their parents/guardians confidential and secure and



ensure that such information is dispensed to only those individuals who are legitimately entitled to it.

10. All staff members must comply with all relevant Indian and state legislations, suggestions.

Prohibited Behaviour and Actions

1. No staff member should ignore the child or look down upon their ideas or suggestions.
2. No staff member will engage in physical punishment against a student. This includes any form of beating, slapping or use of any instrument to inflict pain on a child. These examples are not exhaustive but constitute physical abuse and criminal behavior.
3. No staff member should use language or behavior towards children that is inappropriate, harassing, abusive, and /or sexually provocative. These examples are not exhaustive but constitute physical abuses and criminal behavior.
4. No staff members should engage in any communication with a child within or outside of school duties, that may make the child uncomfortable or that may be seen by an observer to be violating boundaries.
5. No staff member should engage with children in any form of sexual intercourse or sexual activity including paying for sexual services or acts. These examples are not exhaustive but constitute physical abuse and criminal behavior.
6. No staff member should engage in any form of intimate relationship with a student. This includes sharing of personal information including photographs of a sexual nature. These examples are not exhaustive but constitute physical abuse and criminal behavior.
7. No staff members should induce or support or sexual relationships with children, in any way.

8. No staff member should use or encourage the use of alcohol, drugs, cigarettes or other intoxicating substances while interacting with children and from providing such intoxicating substances to children.
9. No staff member should develop any form of relationship or arrangement (financial or otherwise) with children, which could in any way be deemed to be exploitative or abusive. Do not use child labour in any form.
10. No staff member should act in any way that is inappropriate or prohibited as per Indian and state laws for children.

IDENTIFYING ABUSE AND REDRESSAL OF COMPLAINTS

All staff members should be vigilant in observing students' behaviors. Every staff member shall always be sensitive to the needs of the students with whom they have been entrusted and should be open and available as a first point of contact should they be approached.

If a person has knowledge that an offense has been committed or belief or apprehensive that an offense is likely to be committed must report it to the Counsellor and Principal or any senior member of the School immediately.

Such persons as stated above should not conduct their own investigation or look into the matter. The Principal, Counsellor and Management will discuss and take appropriate actions and in case of violation of law report the matter to the local police/ Special juvenile police unit / Child helpline 1098/ State commission for protection of child rights.

RECRUITMENT AND MONITORING OF STAFF

DPGA strongly believes that the first step to safeguarding and promoting the welfare of children in the school is to ensure recruitment of credible staff. As per our policy, recruitment of meritorious and credible staff is significant for ensuring the safety of children. We work pro-actively works to ensure meritorious and credible recruitment of teaching and administrative staff. We ensure 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.

Due diligence through detailed enquiries are made, including feedback from the references and a comprehensive background check before the applicant is recruited as a member of the teaching/administrative staff.

As a part of the recruitment process, interviews of the applicants are conducted by an interviewing panel. The panel assesses the applicant's attitude towards children as also his/her ability to safeguard and promote welfare of children in the school. The School clearly talks about the knowledge of Child Protection to the interviewee. On receipt of the offer letter Teachers are required to obtain a police verification certificate from the local police station.

Dealing with False allegations

Staff should act in a responsible manner at all times in relation to students. On rare occasions, children make false allegations against adults who are entrusted with their care. These false allegations may be as a result of a desire to harm a teacher. What is certain is that

whether or not an allegation is subsequently proven to be untrue, the reputation of a teacher can be destroyed along with considerable emotional damage being inflicted on the teacher and his or her family. Therefore, all staff should take steps to protect themselves from unwarranted accusations of unprofessional conduct, including abuse, by acting at all times in a professional manner.

Every complaint regarding inappropriate behavior or communication with a child, shall be taken cognizance of by the management of the School. However, whether or not a particular behavior or action constitutes inappropriate conduct, or is in contravention of the aforesaid Code of Conduct or this Child Protection Policy, will be a matter determined by the management, having regard to the relevant facts and circumstances. The Findings and decision of the management of the School shall be final.

CONCLUSION:

This Child protection and safety policy should serve as a monitoring tool to ensure a safe and peaceful environment where student feel safe and happy.

