

POCSO COMMITTEE

1. OBJECTIVES

- a. To protect Children of our school from offences of sexual assault, sexual harassment and pornography and provide for establishment of special Courts for trial of such offences and for matters connected therewith or incidental thereto, if any

2. Members

- a. Principal
- b. Child Protection Officer Head Teacher (Primary)
- c. Two Senior Lady Staff
- d. All Class teachers
- e. External Members of Child welfare committee (3 Member Committee)

3. Program of Action at School

- a. Conduct background check & police verification for all staff members including contract employees and all staff sign a copy of the terms and conditions related to child protection after they join the school.
- b. Issuance of They must be provided with ID cards
- c. Clear boundaries need to be 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)
- d. Lay down policies and safe boundaries around photographing children, using photographs of children, Internet and technology usage within the school premises.
- e. Arrange for regular sessions on personal safety with all children (this includes talking about body parts, online safety, and protection from abuse)

- f. Orient all staff members on detecting the warning signs of sexual abuse among children.
- g. Train all staff members and support staff on child protection norms and child sexual abuse
- h. Train all staff members and support staff on child protection norms and child sexual abuse prevention
- i. Engage in active dialogue with parents and help ensure that parents are aware of the issues faced by children.
- j. Thorough monitoring of activities of all teachers, visiting faculty and strangers by their immediate supervisor; an internal vigilance committee may be constituted.
- k. Ensure children leave school only with parents or authorized personal


PRINCIPAL
DEEKSHA STEM SCHOOL
Vidyanagar, NH-7
Bengaluru-562 157

POSH COMMITTEE

1. OBJECTIVES


- a. Protection of Women from Sexual Harassment at school


2. Members of the Internal Complaints Committee (ICC)

- a. Principal Chairperson
- b. Two Sr Lady Teachers
- c. Two Ex Officio Members

3. Program of Action at School

- a. Be thoroughly prepared
- b. Awareness of the Act
- c. Policy and/or relevant Service Rules
- d. Gather and record all relevant information
- e. Determine the main issues in the complaint
- f. Prepare relevant interview questions and Conduct necessary interviews
- g. Ensure parties are made aware of the process and their rights/responsibilities within it
- h. Analyse information gathered
- i. Prepare the report with findings/recommendations for further action to the top management of the school


CHIEF EXECUTIVE DIRECTOR
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