

BIRLA PUBLIC SCHOOL GANGANAGAR

(A BIRLA EDUCATION TRUST PILANI INSTITUTION)

A WORLD CLASS AIR-CONDITIONED ENGLISH MEDIUM CO-EDUCATIONAL CBSE DAY CUM BOARDING SCHOOL

NOTICE

From: Founder Headmistress Office


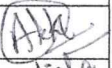

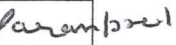

April 27, 2019

Kind Attention: All Concerned

Protection of Children from Sexual offence

(POCSO-ACT, 2012)

1. A Committee has been constituted to protect the students from child abuse/sexual harassment under POCSO Act, 2012.

S.NO	Committee Members	Designation
1	Mr. Ritesh Kumar Singhal	Admin. Officer 
2	Mr. Aneesh	Special Educator 
3	Ms. Nisha	PRT-Primary Teacher 
4	Mr. Parampreet Singh Matharu	Student of Class-VI 
5	Ms. Avni Sharma	Student of Class -VII 

2. Each member of staff is requested to be vigilant to ensure threat free environment.
3. Any incident of child abuse/sexual harassment is to be reported to the committee.

Thanks


Ms. Babita Singh
(Founder Headmistress)
Birla Public School Ganganagar

Founder headmistress



CC: All Concerned

AO, School Notice Board and school Website.

10 KM. MILESTONE, SURATGARH ROAD, SRI GANGANAGAR (RAJ.)

Ph.: 0154-2467000, 9351161330 | E-mail: hm@bpsganganagar.com | Website: www.bpsganganagar.com

BIRLA PUBLIC SCHOOL GANGANAGAR

POSCO

Birla public School Ganganagar is committed to the overall development of the child and is dedicated to providing a safe and secure learning environment for every student. Respecting the uniqueness and individual needs of a student is the vision of the school. The school is dedicated to mould everyone who come under its shade and equip them to face and overcome challenges in life. Responding effectively to the need of the time, the School has focused on the physical and psychological wellbeing of its students.

BPSG, being a new initiative of Birla Education Trust, has felt the need to create a healthy environment to overcome challenges such as gender inequality, eve-teasing and sexual abuse in the school. Sexual harassment is a widespread problem that adversely affects students' emotional and educational development. Therefore, we have decided to develop training programmes to increase awareness amongst teachers and other employees working in the school to enable them to address these issues appropriately. The continuous sensitisation of children towards this issue through classroom activities is carried out through counselling sessions. Topics based on gender sensitization activities, protecting one from different types of abuses are discussed on regular interval. Setting up of complaint committees, complaint boxes and counselling provisions are put forth to carry forward this programme.

The school plays a proactive role and teachers take the lead, in connecting with their children in order to make it work. Our school has initiated this process by creating awareness amongst teachers and other employees about POSCO and how to deal with issues as they arise. Students are also being periodically sensitised to remain alert about the menace and to freely report to parents and teachers in the event of a problem.

Following are the few proactive measures taken by BPSG;

- All employees are asked to sign a copy of the terms and conditions related to child protection after they join the school.
- Each employee is provided with photo ID card.
- Strict instructions to the staff like no room shall be closed from inside with a child are given.
- No staff shall take the child to the bathroom or to the corner of the building alone.

- Students are sensitised to identify safe touch and unsafe touch.
- Male and female guards are deployed near the washrooms of boys and girls respectively.
- Installation of CCTVs in the corridors, ramps, staircases and in all the area where the child is likely to move around and the feeds are monitored and recorded by the expert and the head of the institution. fifty cameras are installed which cover classrooms, activity rooms, corridors and the surrounding areas.
- Every room is designed with large transparent glasses on windows and doors to ensure the safety of the students.
- Written policies are made creating safe boundaries around photographing children. Using photographs of children out of the school premises is strictly prohibited. Internet and technology usage within the premises of the school is monitored on daily bases.
- Timetable is designed in such a way that an hour is dedicated to have personal interaction with the students by the assigned person on regular basis. Personal safety is the topic of discussion.
- The school has proper communication system among teachers and parents or guardian to discuss the psychological wellbeing of the students.
- A committee has been formulated to address the issues related to sexual harassment complained by any child or any source. Founder Headmistress and two female teachers and a male teacher are the members in it. The committee is approachable anytime on any ground under harassment. The details of the committee is available on school website.
- All the school buses are enabled with CCTVs and is equipped with GPS to track the location of the buses. A female guard accompany students in the bus to ensure the safety of girls.

BIRLA PUBLIC SCHOOL GANGANAGAR

Sexual Harassment

Any form of harassment can create a hostile work environment including sexual harassment. Birla Public School Ganganagar is dedicated to providing a safe and secure working environment to the staff and students. The school has designed plans and instructions to deal with any kind of harassment including sexual harassment. The teachers are trained to attend to adolescence related issues. They are primarily made aware to notice the behavior pattern of students. The staff and students are encouraged not to hide and to report inappropriate behavior of any staff to the concerned persons. We have formulated a complaint committee where issues raised by the staff are addressed effectively. We have placed complaint boxes where students and staff members are free to drop any complaints. These complaints are discussed in the committee and effective and constructive actions are taken.

Complaint committee members

- 1 Founder Headmistress
2. Mr. Ritesh Kumar Singhal
3. Mr. Aneesh
4. Ms. Nisha
5. Mr. Prampreet Singh Matharu -Male student of Class -VI
6. Ms. Avni Sharma – Female student of Class -VII

Objective of the committee

The committee is dedicated to ensuring zero tolerance towards any behavior/conduct of a sexual nature by an employee of stakeholder that directly or indirectly harass the member. The main objective of the committee is to raise awareness about sexual harassment in various forms and evolve a well designed mechanism for prohibition, prevention and redressal of sexual harassment cases.

Grievance procedure

Any employ may lodge a complaint of sexual harassment with any of the member in the panel at the earliest point of time. Such complaint may be written or oral. If the complaint is oral, the same shall be put in writing by the complainant with signature. The complaint committee shall hold a meeting with the complainant latest within a period of seven days. Thereafter the accused will be called to a meeting by the complaint committee and will be informed of the complaint. Thereafter an enquiry will be initiated. In case the complaint registered is found to be false at any stage, the complainant shall be liable for appropriate action. In case the complaint is against the member in the panel, such member will not be allowed to be part of the enquiry committee.

Procedure of the enquiry

The committee shall record all the proceedings of the enquiry. The committee shall hand over the statement of allegation to the accused and give an opportunity to the accused to give a written explanation. A copy of the written explanation will be given to the complainant. The complainant can produce witnesses and any supportive documents as evidence of harassment. The complaint committee shall complete the enquiry as soon as possible and communicate its findings and recommendations for disciplinary action to the appointing authority.

Preventive measures

The most effective form of prevention is awareness. We believe that those who are aware of behaviours that can be interpreted as harassment are less likely to behave in that way and more likely to notice any form of harassment. Under the guidance of the head the committee organise various gender sensitisation programme from time to time. The entire school premises and the classrooms and corridors are under CCTV surveillance and the feeds are monitored and recorded by the experts. Male and female guards are deployed everywhere in the school campus address any issues.