

**AT- KUMUDAPALI, PO/DIST-JHARSUGUDA, ODISHA****POCSO COMMITTEE****(PROTECTION OF CHILDREN FROM SEXUAL OFFENCES ACT, 2012)**

To safeguard the interests of the learners, ANANDA SAMVRDDHI VIDYA PIITHA, AT-KUMUDAPALI, PO / DIST- JHARSUGUDA, ODISHA set up the POCSO Committee (set up under the provisions of Prevention of Children from Sexual Offence Act 2012). The Committee works towards safeguarding the learners from the challenges they face in their formative years at school. The Committee takes up age-appropriate initiatives to create awareness about sexual exploitation and to ensure that all learners are aware of their rights and responsibilities towards themselves. Training sessions are conducted for the faculty and staff to recognize and report issues of abuse and neglect. Complaint Boxes are placed strategically and checked regularly by the Committee members to address the complaints, if any, through its awareness campaigns and programs, the Committee strives to ensure that all learners are treated with dignity and respect at all times. In a series of Awareness programs and Special School Assembly conducted in the school throughout the year, learner participation is encouraged. Age-appropriate videos are shown and self-defence sessions are also conducted as a part of the Awareness programs.

The POCSO committee comprises of the following members:

Term of Office: 03 (Three) Years (01.04.2024 to 31.03.2027)

LIST OF COMMITTEE MEMBERS

Sl.	Name	Designation	E-mail /Contact	Signature
1	Mr Fakir Mohan Biswal	Member of committee Secretary, ASVP	9777859272	Fakir Mohan Biswal 27.03.2024
2	Mr Rajesh Kumar Mishra	Member of committee Principal, ASVP	Rajesh.mishra000@gmail.com	Rajesh Kumar Mishra 27.03.2024
3	Avishek Chakraborty	Member of committee Manager, ASVP	avishekchakraborty0110@gmail.com	Avishek Chakraborty 27/3/24
4	Sujata Naik	Member of committee PRT, ASVP	9337763368	Sujata Naik 27/3/24
5	Rohini Sahu	Member of committee TGT, ASVP	Swrohini90@gmail.com	Rohini Sahu 23/04/24
6	Swarnamayee Biswal	Counsellor / Member Member of committee	Asvpjsg@gmail.com	Swarnamayee Biswal

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27/3/24



CCTV Camera at the strategic points is placed. Complaint boxes are easily accessible to the students. Awareness Programmes are conducted every month.

PURPOSE

Having responsibility for children during a large part of every day, it is our primary responsibility is to safeguard individual children and address concerns regarding their emotional or physical well-being. The policies of the Child Protection Committee apply to all staff, governors and volunteers working in the School. The guidelines set out in this policy is to safeguard and protect our students by ensuring that every adult who works in our school - teachers, non-teaching staff, governors and volunteers - has clear guidance on the action which is required where abuse of a child is suspected.

DECLARATION BY THE SCHOOL

The issue of child abuse will not be ignored by anyone who works in our school, and we know that some forms of child abuse are also a criminal offence. We ensure that the recommended child protection procedures are followed with empathy and professionalism.

OPERATING PROCEDURES

- The Child Protection Policy will remain available to all parents via the school's website and will be reviewed every year.
- Parents will be asked to supply the school with the names of all persons who have permission to collect their child from School (or to confirm that their child may leave the grounds unaccompanied). They will also be asked to inform the school of any change in this routine.
- Parents are asked to brief School about arrangements following any separation or divorce.
- Parents will be made aware that members of staff are advised not to make unnecessary physical contact with students.
- Parents will be made aware that staff may on occasions have to help change student's clothes when administering first aid, after toilet accidents, for HPE and on other such occasions. In the event of a parent making a complaint about a member of staff, volunteer or student, the school's complaints procedure should be followed and the complaint addressed directly to the principal. If the complaint is against the principal, it should be addressed to the Chairperson of the Management.
- The complaint should be documented by the parent complaining.
- If a complaint should include an accusation against another child, the accused child's parents will be informed. Discipline must remain solely in the hands of the members of Child Protection Committee (CPC).
- Emphasis will be placed on both early detection and swift intervention, but no member of the school's staff will investigate directly and signs of possible abuse will not be considered by the School as proof.
- Staff will act promptly in referring the concern to the designated CPC member. Together they will discuss the concern and complete the incident report.
- The Designated Teacher meets with the principal (or Chairperson of the Board of Governors in the absence of the principal) and an appropriate course of action is planned. A written record of decisions should be made
- The teacher and/or CPC member will talk further with the child in an attempt to reassure him/her and to clarify and record what has happened.



- The CPC member, in consultation with the principal, will decide whether, in the best interests of the child, the matter needs to be referred to a counsellor, where there are concerns about possible abuse, the CPC member and Principal will inform the POSCO wing of the Police department.
- If a complaint about possible child abuse is made against a member of staff, services the member of staff may be removed from duties involving direct contact with pupils, and may be suspended from duty as a precautionary measure pending investigations.

In all cases, it will be explained to the child, about whom there is concern, that it may be necessary to pass information on to the CPC and perhaps other agencies. No promise of confidentiality can be given. Detailed records will be kept of all concerns and actions relating to suspicions of abuse. All notes will be written objectively, without speculation and immediately following any incident that they record.

HOW A PARENT CAN RAISE A CHILD PROTECTION CONCERN

If a parent has a child protection concern, they can follow the steps below:

1. Talk to the class teacher.
2. If parent is still concerned, they can talk to the principal or can talk to the designated member of CPC.
3. En-encapsule the complaint and discussion with CPC member/ principal in a mail.

THE CHILD PROTECTION COMMITTEE

A child may suffer or be at risk of suffering from one or more types of abuse and abuse may take place on a single occasion or may occur repeatedly over time. They may give rise to concern but are not in themselves proof that abuse has occurred.

ROLE OF THE DESIGNATED CPC MEMBER

The designated CPC member will:

- Promote a child protection ethos in the school.
 - Develop and update the school's child protection policy regularly
 - Ensure parents receive a copy of the child protection policy every 2 years.
 - Provide training to all school staff including support staff regarding child protection- An awareness of "stranger danger"; an understanding of how to respond to perceived threats; care in regard to e-safety; and the development of standards of behaviour that are appropriate.
- Be available to discuss the child protection concerns of any member of staff
- Be responsible for record keeping of all child protection concerns & maintain all records in a secure location
 - Make referrals to the school's designated counsellor
 - Research information regarding current policies regarding child protection

DEFINITION: WHAT IS CHILD ABUSE?

1. Neglect

Actual or likely persistent or significant neglect of a child, including poor hygiene, constant hunger, inadequate/inappropriate clothing, constant tiredness, lack of adequate supervision, untreated illness, lack of peer relationships or compulsive stealing

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2. PHYSICAL ABUSE

Actual or likely deliberate physical injury to a child, or willful or neglectful failure to prevent physical injury or suffering to a child.

Possible signs or symptoms of physical abuse include:

- Unexplained bruises (in places difficult to mark)
- Untreated injuries
- Self-destructive tendencies and Fear of going home

3. Sexual Abuse

4. Emotional Abuse

Possible signs or symptoms of emotional abuse include:

- Bullying of others
- Change in personality from outgoing to withdrawn
- Difficulty in forming/ maintaining relationships with others



OBJECTIVES OF THE COMMITTEE ARE:

- Prevent discrimination and sexual harassment against women, by promoting gender amity among students and employees.
- Deal with cases of discrimination and sexual harassment against women, aiming at ensuring support services to the victimized and termination of the harassment; Recommend appropriate punitive action against the guilty party to the Procedure for Approaching Committee. It is applicable to all students, staff and faculty members.
- A complaint of discrimination or sexual harassment may be lodged by the victim or a third party. A written complaint may be addressed to the head of the Committee.
- The committee member on receiving a complaint will intimate the committee head.
- The committee head would arrange for a meeting within a week of receipt of the complaint for discussing the complaint raised. Complaints must be brought within 30 working days of the incident of sexual harassment. Complaints brought after that time period will not be pursued absent extraordinary circumstances.
- If it is determined that harassment has occurred; prompt, remedial action will be taken by the committee.

This may include some or all of the following

- (i) Restore any lost terms, conditions or benefits of employment to the complainant.
- (ii) Committee will take appropriate disciplinary action, up to, including termination against the accused.
- (iii) This discipline can include demotion, suspension and termination.
- (iv) The disciplinary action will be carried out by the concerned department. Such disciplinary action may include transfer, demotion or termination. All related documents will be maintained ensuring confidentiality. Policy Implementation and Review The policy will be implemented and reviewed by the committee. The school reserves the right to modify, rescind /reinstate the entire policy or any part of it at any time.



MEETING & TIMELY DISCUSSION WITH COMMITTEE

The committee will also hold timely meeting to discuss the plan of actions, potential cases, queries and updates which will be supervised by the school principal time to time. This will ensure the functioning and progress of the implemented ideas of the school.

Disciplinary action (The disciplinary action will be taken as per recommendation of committee with the nature of violation Employees)

1. Warning
2. Written apology
3. Bond of good behaviour
4. Debarring from supervisory duties
5. Stopping of increment / Promotion
6. Denial of re-employment
7. Reverting, demotion
8. Dismissal
9. Any other relevant mechanism
10. Suspension

Behavior Protocols for volunteers & Staff members:

- i. Should not give cash or any kind of gifts directly to the children, but always channelize the same through officials.
- ii. Should not collect photos, videos, or stories of children and/or upload the same on blogs or any social networking sites without prior permission from the authority.
- iii. Should not ask personal details of the child without a certain reason and if known, then not to divulge it to others.
- iv. should not ask any child to meet alone outside campus.