



MRG SCHOOL, ROHINI

CHILD PROTECTION & POCSO POLICY FRAMEWORK

1. PREAMBLE

MRG School, Rohini is committed to providing a **safe, secure, and nurturing environment** for all students. The school recognizes its responsibility to **protect children from all forms of abuse, neglect, and exploitation** in accordance with the **Prevention of Children from Sexual Offences (POCSO) Act, 2012** and other relevant child protection laws.

This policy establishes a **zero-tolerance approach** towards child abuse and outlines mechanisms for **prevention, reporting, response, and rehabilitation**.

2. OBJECTIVES

- To ensure **physical, emotional, and psychological safety** of all students •
- To create **awareness about child rights, personal safety, and protection** •
- To establish **clear reporting and redressal mechanisms**
- To ensure **timely and appropriate action** in case of any complaint •
- To promote a **culture of dignity, respect, and accountability**

3. SCOPE OF THE POLICY

This policy applies to:

- All students of MRG School
- Teaching and non-teaching staff

4. POCSO COMMITTEE

The school has constituted a **POCSO Committee** responsible for implementation and

monitoring of this policy.

Composition:

S. No.	Name of Staff	Designation	Mobile No.	Email Id
1.	Ms. Anshu Mital	Principal	9810114913	principal@mrgschool.edu.in
2.	Ms. Garima Dahiya	School Counsellor	9599158494	counsellor@mrgschool.edu.in
3.	Ms. Jyoti Sehgal	PRT & Academic Coordinator of Elementary Wing	9313704317	jyoti@mrgschool.edu.in
4.	Ms. Kanika Sharma	PGT Comp. Sc.	9873951309	kanika@mrgschool.edu.in
5.	Ms. Juhi Dabra	TGT English	8377878426	juhi@mrgschool.edu.in
6.	Mr. Akhil	PET	9999408302	akhil@mrgschool.edu.in
7.	Ms. Richa Aggarwal	External Social Worker	9910153474	richacan77@gmail.com

5. ROLES AND RESPONSIBILITIES

5.1 Committee Responsibilities

- Ensure **implementation of child protection measures**
- Conduct **awareness programs and training sessions**
- Address complaints in a **confidential and time-bound manner**
- Maintain **records of incidents and actions taken**
- Liaise with **legal authorities when required**

5.2 Principal

- Overall supervision of policy implementation
- Ensuring compliance with legal mandates

5.3 School Counsellor

- Provide **psychological support and counselling**

- Act as a **safe reporting point for students**
- Assist in **case handling and documentation**

6. PREVENTIVE MEASURES

6.1 Awareness & Education

- Regular **school assemblies and classroom sessions**
- Age-appropriate modules on:
 - Good touch–bad touch
 - Personal boundaries
 - Safe/unsafe situations
- Use of **videos, role-plays, and discussions**

6.2 Training of Staff

- Mandatory **bi-annual training sessions** covering:
 - Identification of abuse indicators
 - Reporting procedures
 - Legal responsibilities under POCSO

6.3 Safety Infrastructure

- Installation of **CCTV cameras in key areas**
- **Restricted access** to school premises
- **Background verification (BGV)** of all staff and third-party workers

6.4 Complaint Mechanisms

- Placement of **Complaint Boxes**
- Open access to **Counsellor and trusted staff**
- Clear display of **reporting procedures**

7. INDICATORS OF ABUSE

7.1 Physical/Sexual Abuse

- Unexplained injuries (burns, bruises, bite marks)
- Sudden behavioural changes
- Fear of specific individuals
- Self-harm tendencies and others

7.2 Emotional Abuse

- Withdrawal or excessive aggression

- Nightmares or sleep disturbances
- Low self-esteem or depression
- Eating disorder and others

8. REPORTING AND RESPONSE MECHANISM

8.1 Reporting

Any staff member who suspects or receives a complaint must:

- Report immediately to the **POCSO Committee / Principal** •
- Ensure **confidentiality**
- Avoid questioning the child excessively

8.2 Response Protocol

- Immediate **safety of the child ensured**
- Case reviewed by the Committee
- Mandatory reporting to **police/authorities** as per POCSO Act •
- Informing parents/guardians (where appropriate)

8.3 Documentation

- Maintain **written records of complaints and actions** •
- Ensure secure storage of sensitive data

9. CODE OF CONDUCT FOR STAFF

All staff must:

- Maintain **professional boundaries**
- Avoid **being alone with a child in isolated spaces** •
- Interact with students in **visible/public settings**
- Respect **child dignity and personal space**
- Immediately report any **suspicious or inappropriate behaviour**

10. CHILD SAFETY

GUIDELINES Students will be guided to:

- Recognize **safe and unsafe touch**
- Say **NO and report uncomfortable situations**

- Identify **trusted adults**
- Understand their **rights and personal boundaries**

11. DISCIPLINARY ACTION

Actions will depend on severity and may include:

- Warning or written apology
- Suspension
- Termination of staff services
- Legal action under POCSO Act
- Expulsion (for student offenders, if applicable)

12. LEGAL FRAMEWORK

This policy is aligned with:

- Protection of Children from Sexual Offences Act, 2012
- Juvenile Justice Act
- Right to Education Act, 2009
- Constitutional provisions for child protection

13. MONITORING AND REVIEW

- Quarterly **review meetings of the Committee**
- Annual **policy evaluation and updates**
- Feedback from **students, staff, and parents**

14. CONFIDENTIALITY & ETHICAL PRACTICES

- Identity of the child will be **strictly protected**
- Information will be shared only on a **need-to-know basis**
- No victim-blaming or stigmatization will be tolerated

15. CONCLUSION

MRG School, Rohini is dedicated to ensuring that every child grows in an environment of **safety, respect, and dignity**. Through this policy, the school reinforces its commitment to **proactive protection, awareness, and accountability**.