



## **CHILD PROTECTION POLICY**

### **2025-26**

#### **1. Purpose**

Nachiar – The World School is committed to ensuring the safety, well-being, and dignity of every child entrusted to its care. This policy establishes a clear framework to protect students from all forms of harm, abuse, neglect, or exploitation within the school environment.

#### **2. Guiding Principles**

- Every child has the right to learn and grow in a safe, supportive, and nurturing environment.
- The responsibility of safeguarding children rests with every adult in the school community.
- Preventive care, early identification, timely response, and responsible action are central to our approach.

#### **3. Scope of the Policy**

This policy applies to all school staff, including teachers, administrative personnel, support staff, volunteers, interns, and external service providers associated with Nachiar – The World School.

#### **4. Definitions of Child Abuse**

Child abuse includes, but is not limited to:

- **Physical abuse:** Any form of hitting, slapping, pushing, or inappropriate restraint.
- **Emotional abuse:** Constant criticism, threats, humiliation, or intimidation.
- **Neglect:** Failure to provide adequate care, supervision, or attention to the child's needs.
- **Sexual misconduct:** Any behavior or contact of a sexual nature towards a child, including inappropriate comments, gestures, or actions.

#### **5. Prevention Measures**

- Staff are required to maintain professional boundaries at all times.
- All employees must undergo background verification before joining.
- Age-appropriate personal safety education is provided to students.
- CCTV surveillance is maintained in common areas without compromising privacy.
- Regular sensitization workshops are conducted for staff.

## 6. Staff Conduct Expectations

- Always treat students with respect and dignity.
- Never be alone with a child in a secluded space with a closed door.
- Avoid physical contact unless necessary for safety or comfort, and always in a non-threatening manner.
- Communicate in a manner appropriate to the child's age and developmental level.
- Report any suspicion or disclosure of harm immediately to the designated authority.

## 7. Reporting and Response Protocol

- Any concerns related to child safety must be reported immediately to the **Child Safety Officer (CSO)** or School Principal.
- Anonymous reporting channels will also be made available for students.
- All reports will be taken seriously and addressed confidentially and sensitively.
- Action may include parental involvement, counseling, suspension of the staff member involved during investigation, and if required, referral to external child protection authorities.

## 8. Designated Child Safety Officer

The school shall appoint a trained **Child Safety Officer** to handle all matters related to child protection. This officer will:

- Maintain records of incidents and actions taken
- Be the point of contact for all students and staff
- Conduct regular audits and policy reviews

## 9. Training and Awareness

- All staff will undergo mandatory orientation on child protection policy during induction.
- Students will participate in age-appropriate workshops on self-awareness, boundary setting, and seeking help.
- Parents will be oriented periodically to understand their role in supporting the school's safety culture.

## 10. Review and Monitoring

The policy will be reviewed annually by the school management, and feedback from stakeholders will be considered to strengthen implementation.

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