

ISPS Care program



1) Care officer

ISPS has one full-time care officer on board who is responsible for the implementation of the care program. The care officer is supported by a Care Team, comprising of the care officer, the principal, a parent, a local lawyer, and a couple of members of the ISPS society.

We are aiming to expand the care team to two full time care officers-counselors for next academic year, who will combine child protection, with behavioural projects and sahaj culture and meditation as an important policy point.

2) Care Program



a) Implementation of ISPS CHILD PROTECTION POLICY (POCSO):

ISPS established a child protection policy to ensure the safety and well-being of all children under its care. This policy aims to:

1. **Promote a Safe Environment:** Establish a secure and nurturing environment where children can learn and grow without fear of harm.
2. **Prevent Abuse:** Implement measures to prevent all forms of abuse, including physical, emotional, and sexual abuse.
3. **Raise Awareness:** Educate staff and students about child protection issues and the importance of safeguarding children's rights.
4. **Establish Reporting Procedures:** Provide clear guidelines for reporting and responding to concerns or incidents of child abuse or neglect.

All staff and all students (by age category) receive two trainings per year by the care officer, regarding child protection from sexual abuse. Students learn what is a 'good touch' and what is a 'bad touch' (based on Indian POCSO training) and learn the strategy 'NO-GO-TELL' (based on Australian training procedures).



There is a **POCSO team established in the school** that is on permanent stand-by should any complaint arise. The procedures to be followed are stipulated in the POCSO policy which is an entire part of the Employee Handbook.

There is also a **'concern box'** in which children can put any concern they have - which is regularly opened and addressed by the care officer.

The policy is formulated on the basis of the existing laws of India and the United Nations Convention of the Rights of the Child that seek to protect children. The following legal frameworks have been the key points of reference: The United Nations Convention of the Rights of the Child (UNCRC, 1991) & POCSO (Protection of Child from Sexual Offences) Act, 2012. The implementation of the Policy is supported by local lawyer **Mr. Rahul Gupta** (Advocate) who is a member of the ISPS Child Protection team.

b) Anti-bullying policy

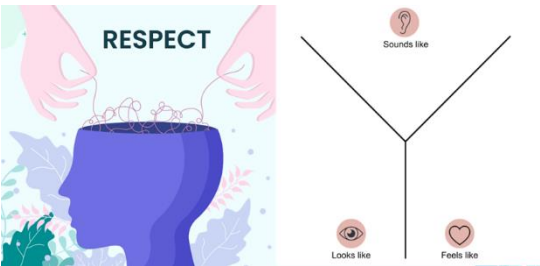
The care officer also undertakes training sessions and counselling on bullying - on a continuous basis - to **eradicate bullying from the school**. A clear **Bullying and Aggression Standard Operating Procedure (SOP)** has been developed and communicated with the students and staff, which is put in motion in the event of bullying.

Students also learn about the negativity of **gossip and keeping bad secrets**. Students are trained to talk positively to and about each other.



There is a zero-tolerance for bullying and continuous efforts are made to address bullying incidents. Thanks to these continuous efforts by the care officer and the principal, bullying incidents are strongly reduced. If one occurs, it is addressed instantly and seriously.

c) Implementation of ISPS Anti-Sexual Harassment Policy (POSH)



ISPS also developed a POSH policy to address any possible form of sexual harassment of staff. An onsite POSH team has been formed to immediately respond to any concerns raised by the staff.

d) Counselling of staff and students

The Care Officer works closely with dorm staff and teachers to identify students who need extra attention and guidance from a care perspective. Identified students are counselled and given extra vibrational support as appropriate.

e) Ongoing workshops

Regular workshops are run for both staff and students depending on need. For example, Significance of Raksha Bandhan and Brother-sister Relationships, Classroom Management, Health and Hygiene, Respectful Relationships and Leadership Qualities. Ongoing training workshops are also being run for dorm staff with the focus of developing a Sahaj atmosphere of love, respect, and security for the children.

f) Future workshops

The next project for the Care Team will be a focus on Sahaj culture and spiritual growth. A Sahaj committee is being formed to look at ways to deepen our meditative experience and our understanding of Sahaj knowledge at a collective level.

