



Patron: H.H. The XIV Dalai Lama

JAMYANG SCHOOL LEH

Murtse Colony, Leh Ladakh - 194101, UT Ladakh, INDIA.

Founded and Managed by Shri Nalanda Dharma Centre

Registered Under the Societies Registration Act-IV of 1998 (1941 AD) No. 5615-S of 2008

Registered Under the Societies Registration Act XXI of 1860, Regn. No. 18-UTL of 2020

Affiliated to CBSE, Affiliation No: 3730102, School No: 23738

No.: JS/PR/26/34

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Child Protection Policy And Sexual Exploitation Abuse Policy

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1. Introduction:

- This document outlines the comprehensive policy on the Protection of Children from Sexual Offences (POCSO) and sexual exploitation abuse for Jamyang School Leh. Passed in the Annual General Meeting (AGM) of the School and Development Committee (SNDC) in 2022, this policy aims to ensure the safety, protection, and well-being of all children within the school community. It has received official approval from the relevant authorities.

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Leh



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2. Policy Statement:

- Jamyang School Leh is committed to providing a safe and nurturing environment where all children are protected from sexual exploitation and abuse. We adhere to a zero-tolerance approach towards any form of misconduct or harm against children. Every member of the school community, including staff, volunteers, parents, and students, has a responsibility to safeguard children and report any concerns promptly.

3. Scope:

- This policy applies to all members of the Jamyang School Leh community, including but not limited to students, staff, volunteers, contractors, and visitors.

4. Definitions:

- **Sexual Exploitation:** Any form of sexual activity or behavior involving a child in exchange for anything of value, including money, goods, or services.
- **Sexual Abuse:** Any form of sexual activity or behavior imposed on a child without their consent, including molestation, rape, or inappropriate touching.
- **Child:** A person below the age of 18 years, as defined by the United Nations Convention on the Rights of the Child.
- **Staff:** All employees, including teaching and non-teaching staff, employed by Jamyang School Leh.

5. General Principles:

- The welfare and best interests of the child are paramount.
- Every child has the right to be protected from all forms of abuse, neglect, and exploitation.
- All allegations and suspicions of sexual exploitation and abuse will be taken seriously and investigated promptly and impartially.
- Confidentiality will be maintained throughout the reporting, investigation, and resolution process, in line with legal requirements and the best interests of the child.

6. Prevention Strategies:

- Recruitment procedures will include rigorous background checks and screening of all staff and volunteers.


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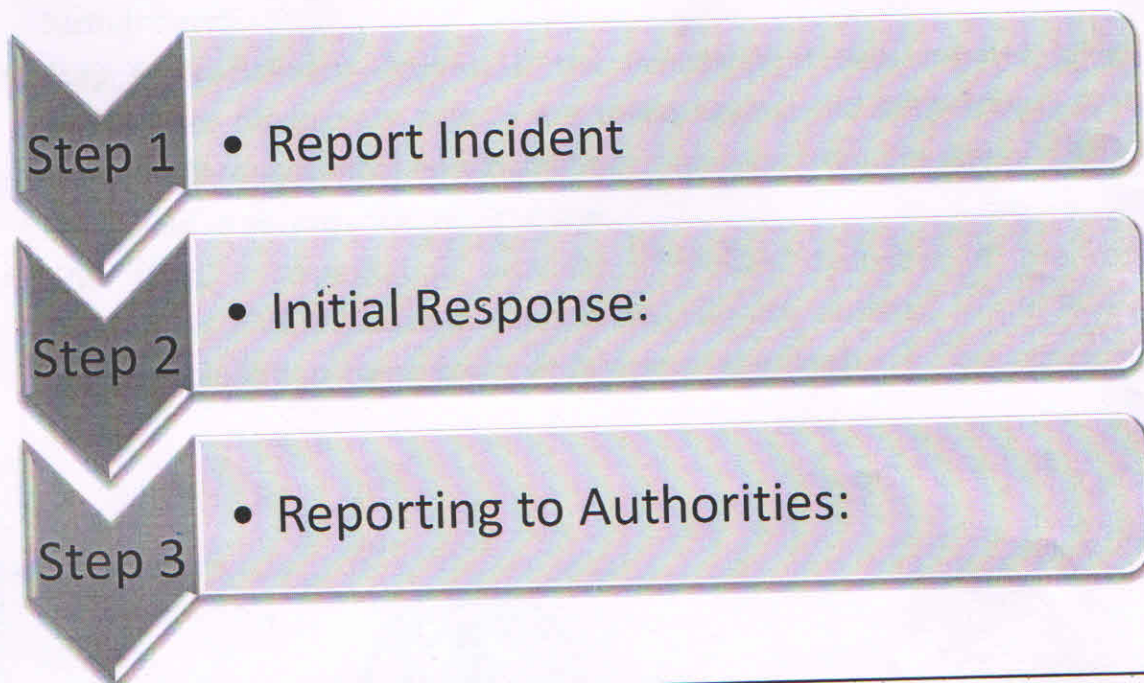


- Staff and students will receive regular training on child protection, recognizing signs of abuse, and reporting procedures.
- Clear codes of conduct and behavior guidelines will be established for all members of the school community.
- Awareness-raising campaigns and educational programs will be conducted to promote a culture of safeguarding.

7. Reporting Procedures:

- **Step 1:** Report Incident: Any member of the school community who suspects or witnesses sexual exploitation or abuse involving a child reports it immediately to the designated Child Protection Officer (CPO) or another designated authority.
- **Step 2:** Initial Response: Immediate support is provided to the child victim, including access to counseling and medical services if necessary. The incident is documented promptly and accurately.
- **Step 3:** Reporting to Authorities: The CPO or designated authority determines whether to report the incident to relevant child protection authorities and law enforcement agencies, ensuring compliance with legal requirements.

Flow Chart for Reporting

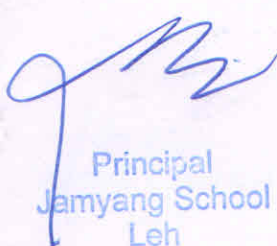


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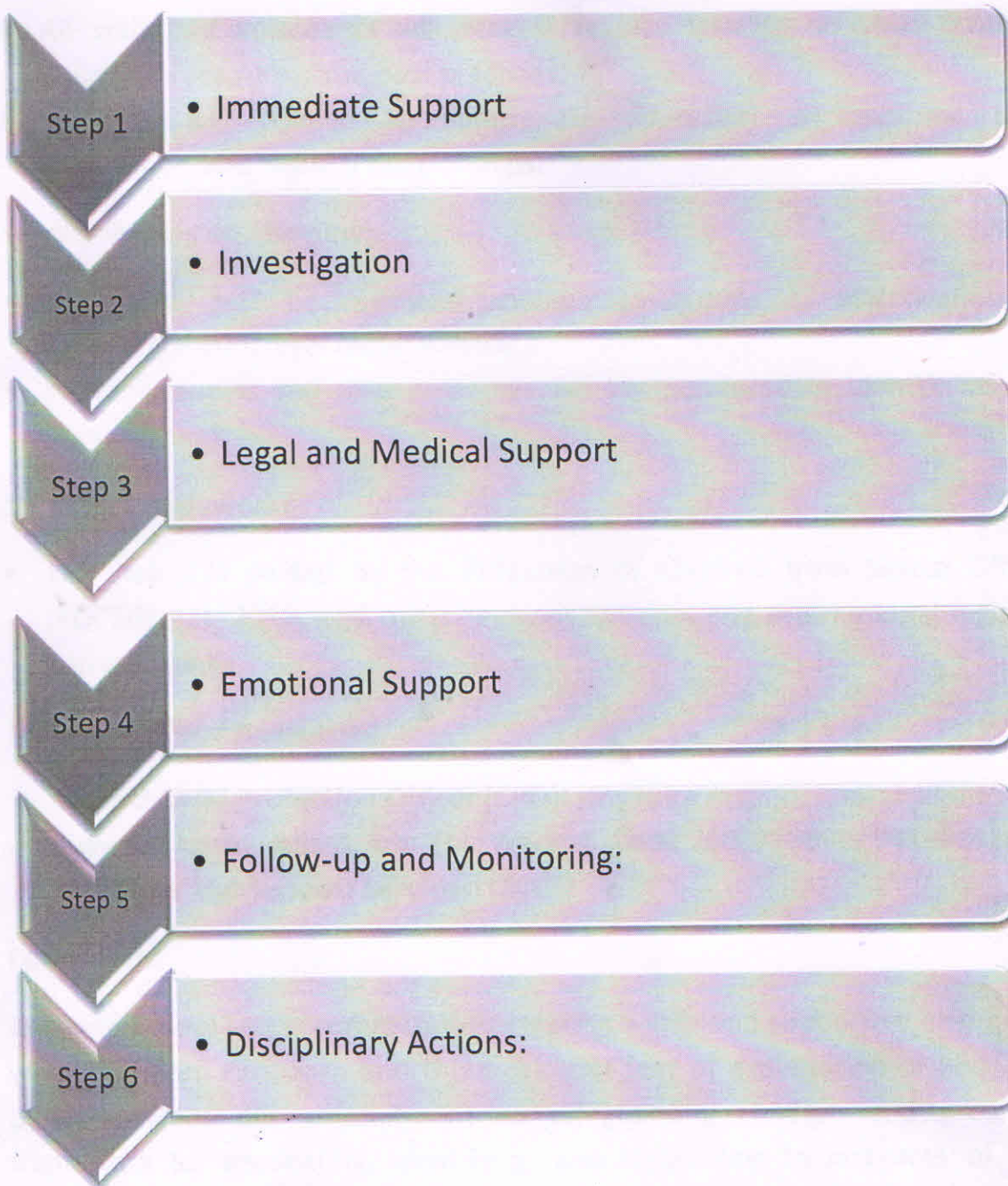
8. Response & Support:

- **Step 1:** Immediate Support: Immediate support is provided to the child victim, focusing on their safety and well-being. This includes access to counseling and medical assistance.
- **Step 2:** Investigation: An impartial investigation is conducted promptly and thoroughly to determine the facts of the case. Trained personnel handle the investigation with sensitivity and confidentiality.
- **Step 3:** Legal and Medical Support: The school cooperates fully with law enforcement agencies and child protection authorities in investigations and legal proceedings. Medical examinations and forensic assessments are arranged as required.
- **Step 4:** Emotional Support: Ongoing emotional support is provided to the child victim and their family throughout the investigation and resolution process. Counseling services are made available to help the child cope with the trauma of abuse and facilitate their recovery.
- **Step 5:** Follow-up and Monitoring: The progress of the investigation is monitored, and regular updates are provided to the child victim and their family. Measures are taken to ensure the safety of the child and prevent further harm.
- **Step 6:** Disciplinary Actions: If the investigation substantiates allegations, appropriate disciplinary actions are taken against the perpetrator, up to and including termination of employment or expulsion from the school. Legal action is pursued in accordance with the law.
- This short documentation provides a concise overview of the reporting procedures and response & support mechanisms outlined in the POCSO and sexual exploitation abuse policy at Jamyang School Leh.


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Flow Chart for Response & Support




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9. Training and Awareness:

- All staff and volunteers will receive regular training on child protection policies, procedures, and best practices.
- Students will receive age-appropriate education on personal safety, boundaries, and healthy relationships.

10. Monitoring and Review:

- This policy will be reviewed annually to ensure its effectiveness and compliance with legal requirements.
- Incident reports and case outcomes will be monitored to identify areas for improvement.

11. Legal Framework:

- This policy is guided by the Protection of Children from Sexual Offences (POCSO) Act, 2012, and other relevant national and international legislation and guidelines.

12. Contacts and Resources:

- **District Child Protection Officer (CPO):** [Ms Nilza Angmo, Cont: 8493865644]
- **Juvenile Justice Board, leh:** [Mr Wangail, Cont: 7006778898/ 9419984136]
- **Helplines and Support Services:** [1098]

Conclusion:

Jamyang School Leh is committed to creating a safe and supportive environment where children can learn and thrive without fear of exploitation or abuse. This policy outlines our commitment to safeguarding children and provides a framework for preventing, identifying, and responding to instances of sexual exploitation and abuse within our community. We will continue to work diligently to uphold the rights and dignity of every child entrusted to our care.


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