

Child Protection Policy

Physical safety and emotional safety, as one promise

"What's your question for the day?"

1. OUR COMMITMENT

The Leap School treats child protection as foundational to learning, not as a compliance exercise sitting apart from it. A child cannot ask real questions, take intellectual risks, or be wrong in front of others, the whole method this school is built on, unless they first feel safe. Physical safety and emotional safety are two halves of the same promise, and this policy covers both.

This policy applies to every adult who interacts with a child at The Leap School: teachers, support staff, transport staff, kitchen staff, security, contractors and visitors.

2. LEGAL AND REGULATORY FRAMEWORK

- The Protection of Children from Sexual Offences (POCSO) Act, 2012, including the duty to report under Section 19 and the duty not to disclose a child's identity under Section 23.
- The Juvenile Justice (Care and Protection of Children) Act, 2015.
- The Right of Children to Free and Compulsory Education (RTE) Act, 2009, which prohibits corporal punishment and mental harassment.
- NCPCR's Manual on Safety and Security of Children in Schools (September 2021).
- The Digital Personal Data Protection Act, 2023, for how records created under this policy are handled (see section 9).

3. KEEPING THE WRONG PEOPLE OUT: STAFF VERIFICATION

CBSE Circular 19/2017 and the NCPCR manual set a clear floor for us:

1. A signed affidavit from every new employee confirming they have not been accused of an offence under the POCSO Act, 2012.

4. KEEPING CHILDREN PHYSICALLY SAFE

- CCTV at all vulnerable points on campus, monitored and kept functional at all times.
- Visitor access is controlled through a process starting at the entry of the gate till they leave the campus.
- Vehicles in a uniform colour and yellow.
- A speed-limiting device capping the vehicle at 40 km/h.
- A fire extinguisher and a first-aid box on every vehicle.
- A qualified attendant on every route.
- Drivers hold a valid licence with a minimum of five years' heavy-vehicle experience, and are not engaged if they have a criminal record or a pattern of traffic violations.
- First aid trained staff in the campus
- A sick room with bed and trained nurse
- An on-call nearby hospital named Srikara Hospital, Chandanagar

5. KEEPING CHILDREN EMOTIONALLY SAFE

Shaming, sarcasm and public humiliation are not permitted as discipline, from any adult, in any circumstance. A child who is afraid of being wrong stops asking, and this school is built on children asking.

- Classes are capped at 25 children, so a teacher can notice when something is wrong.
- Teachers model uncertainty out loud, saying "I don't know yet" rather than pretending otherwise, so mistakes are treated as normal, not punished.
- Counselling support from a professional clinical psychologist

6. IF SOMETHING IS WRONG: REPORTING AND RESPONSE

Every member of staff has a legal duty to report a concern about a child's safety; POCSO Section 19 requires this to be done without delay. Nobody is expected, or permitted, to investigate a concern themselves before reporting it. POCSO Section 23 makes it a criminal offence to reveal a child's identity in connection with a report.

A staff member who reports a concern in good faith is protected against retaliation, and their identity is kept confidential wherever the law allows it.

7. IF YOU NEED TO REPORT SOMETHING, OR NEED HELP

School contact: 83408 86111 / 83408 86222, or contact@theleapschool.org.

Childline India (24 hours, toll-free): 1098.

Police emergency: 112 or 100.

Address: Plot No. 202 and 203, HIG Phase-II, Chandanagar, Behind Vijetha Super market, Hyderabad, Telangana 500049.

8. RECORDS: KEPT SAFELY, KEPT ONLY AS LONG AS NEEDED

Reports and case records created under this policy contain sensitive personal data about a child, and sometimes about others too. They are kept confidential, accessible only to those who strictly need to know, and stored separately from a child's ordinary academic file.

This processing is for the child's own safety and protection, which is exactly the kind of legitimate, protective purpose our Privacy Policy describes, not tracking, profiling or marketing of any kind.

9. REVIEWING THIS POLICY

This policy should be reviewed at least once a year, and after any incident that reveals a gap in it. The policy will be reviewed by the Group's COO, Mr Ram as per the frequency mentioned. His email id is ram@theleapschool.org

10. Contact details

The Leap School

Plot No. 202 and 203, HIG Phase-II, Ushodaya Enclave South, Majeera Pipeline Road, Chandanagar, Madeenaguda, Hyderabad, Telangana 500049

Phone: 83408 86111 | 83408 86222

Email: contact@theleapschool.org (admissions: admissions@theleapschool.org)

Office hours: Monday to Friday, 8:30 AM to 4:30 PM.