आजीवनम् ज्ञानवर्धनम्™

The International School Bangalore

SAFEGUARDING & CHILD PROTECTION

A quick-reference guide for every adult at TISB.
Recognising the signs, understanding our duty of care, and knowing exactly what to do.

RECOGNISE → RESPOND → REPORT

1. THE FOUR TYPES OF ABUSE

Recognising the signs is the first step in every adult's duty of care.

PHYSICAL

Non-accidental physical force, restraint or injury causing ill health.

- Unexplained or patterned bruises, burns
- Explanations that don't fit or keep changing
- Unseasonal clothing; fear of going home

EMOTIONAL

Persistent ill-treatment that damages a child's self-worth and development.

- Extreme mood swings or withdrawal
- Intense anxiety about mistakes or pleasing adults
- Delayed emotional or social development

SEXUAL

Forcing or enticing a child into sexual activity — physical, verbal or online.

- Age-inappropriate sexual knowledge/language
- Sudden secretiveness or boundary issues
- Avoidance of a specific adult, peer or place

NEGLECT

Persistent failure to meet a child's basic physical, medical or emotional needs.

- Unwashed clothing, poor hygiene
- Chronic hunger, fatigue, frequent absences
- Untreated medical, dental or vision problems

2. HANDLING A DISCLOSURE

Children typically won't disclose safeguarding concerns to visitors. However, if a child does disclose information suggesting they may be unsafe or at risk of harm:

Dos

- Stay calm
- Listen actively
- Ask clarifying questions
- Remain neutral
- Take notes using the child's own words
- Report immediately

Don'ts

- Promise secrecy
- Investigate it yourself
- Offer personal opinions
- Delay in reporting
- Ask the child to remove clothing/show injuries
- End the conversation abruptly

3. ACT IMMEDIATELY

1 Contact Child Protection Officer (CPO)
Best practice is in person, straight away.

2 Never assume
Don't assume someone else will report it.

3 Stay confidential
Maintain confidentiality; avoid gossip.

4. KEY DEFINITIONS

The shared vocabulary every adult at TISB should know.

Safeguarding

The broad, preventive work we do to promote children's wellbeing and keep them safe from harm.

Child Protection

The specific action taken when a child is suffering, or may be at risk of, abuse, neglect, exploitation or significant harm.

Adult Conduct Concern

A concern regarding an adult's behaviour, professional conduct, judgement or boundaries that may place a child at risk of harm or breach safeguarding expectations.

POCSO (2012)

Applies to everyone under 18. Any concern must go straight to a Child Protection Officer — staff never investigate it themselves.

In loco parentis

While students are in our care, the school has a duty to act in the place of a responsible parent.

Disclosure

When a child tells, writes, hints, or otherwise communicates that something has happened, or that they feel unsafe.

5. LEGAL FRAMEWORK IN INDIA

POCSO Act (2012)

Mandatory reporting of sexual offences to authorities or local police. Applies to everyone under 18.

JJ Act (2015)

Duty to report children needing care or protection to the Child Welfare Committee or local police.

Non-reporting can carry fines or imprisonment for staff.

6. SAFE PRACTICES

All visitors must complete the Visitors' Child Protection Form, wear the visitor tag, and remain with their host while on campus.

Space

- Always stay visible; never one-to-one behind closed doors
- Avoid physical contact unless necessary (first aid)

Contact

- Official channels only — never share personal numbers, email or social media with students

Boundaries

- No lifts in personal vehicles or home invitations
- Never enter a student washroom

95-96%

of child sexual abuse cases, the perpetrator was known to the child. (NCRB)

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reports made at TISB in the 2025–2026 school year - a reminder to stay alert, not complacent.

7. WHO TO TELL

Child Protection Officers (CPO)

Report any concern to any one of them directly - in person is best practice.



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VISITORS' CHILD PROTECTION FORM

RECOGNISE → RESPOND → REPORT