



Dear Parent,

The spate of recent incidents involving harm done to school going children is indeed a matter of concern for us and undeniably a matter of shame for the society at large. We at Johnson Grammar School, ICSE, firmly believe that the full potential of a child cannot bloom in an environment that does not guarantee a safety and we are committed to provide it.

As you may be aware, Health Safety & Safeguarding (HSS) is one of the three cornerstones at our school. We constantly measure ourselves against the minimum standards of HSS that we have evolved for our school based on Global Guidelines and regulatory norms governing school safety in India. In our scheme of things, safety is an outcome of well-orchestrated plan which is implemented with unflinching commitment to "Child's Safety". It gives us a sense of relief that our efforts to painstakingly implement HSS norms, have paid off well, in avoiding any such unfortunate incidents.

Notwithstanding, previous communications on this all important aspect of HSS, I wish to once again assure you that we have audited our HSS policy implementation and found them to be meeting global standards. I would take a few minutes of your precious time to walk you through some of the significant measures implemented at our school.

Perimeter Security & Access Control

As you would have noticed, we maintain strict monitoring of movement of personnel in the campus from the time they enter the school gate. This includes:

- Issue of ID card only on prior authorization by school staff / administrator.
- Tracking the movement of the visitor using CCTV installed at all common and vulnerable places.
- Regular electronic and physical monitoring the school perimeter for any break-ins.
- Not allowing access to any outside vehicle within the campus.

Child Movement in the School Premises

- The movement of the child within the campus for various activities is always under strict supervision, including during the recess when teachers / staff are deputed to maintain general safety in corridors.
- Entry to washrooms is guarded by suitably briefed Aayahs who are present during the entire school duration.
- In addition, all common areas and approaches to washrooms are under CCTV surveillance, monitored from atleast two locations to detect any suspicious activity within the building / campus.
- The teachers and staff have been instructed to keep head count in primary classes and account for any absentees / prolonged absence from the class.

School Bus Safety & Discipline

- Our school buses follow highest standards of bus safety in terms of facilities including CCTV, GPS route tracking, Speed governor, Fire extinguishers, First Aid kit, etc.
- The bus drivers are checked for drunkenness (alcohol consumption) through Breath Analyser test every time they assume driving duties.
- The buses mandatorily have a female security person who monitors the safety of the child during the entire journey.
- The entire bus journey is tracked by our school officials as well as the service provider from the time, first child boards the bus to dropping of the last child. The parents are adequately warned of the movement of the child.

External Oversight and Audit

- All our safety and safeguarding activities are continuously monitored by external audit teams and reviewed weekly by the HSS Committee which comprises of Teachers, Students and Staff.
- We also invite parents to be a part of the HSS committee so that the safety efforts are genuinely collaborative and outcomes are transparent. HSS committee submits the reports of the action taken and incidents' charts on a weekly basis which is discussed in detail during monthly reviews and issues are resolved on priority.
- To improve and evolve into a more safe school, we subject ourselves to stringent Global Audits, where we have always come out with flying colours in the past.

Safety Training

- We believe in improvements based on regular training and self-evaluation of our actions. We undertake research and borrow best practices from across the globe to ensure we remain updated.
- Regular training of drivers, house-keeping staff, admin staff and teachers on various aspects of HSS through external agencies such as Enfold, District Firefighting agency, Traffic Police, Psychologists have kept us on the right track in increasing awareness for our zero tolerance policy on Corporal Punishment / Child Abuse and other safety skills.

Safety – A collaborative Culture

- For us safety is the backbone of our school and we want you to strengthen it by volunteering to undertake safety rounds of school and highlight deficiencies that we may have missed. We want to be transparent and progressive. After all, it is your most precious asset that we are safeguarding at school.
- Having given you a glimpse of our commitment and actions to ensure your child remains safe when he / she is with us, we solicit your voluntary engagement in the working of HSS committee.

In the end, I reassure you that our commitment to your child's safety is unconditional - every time & everywhere in the school premises. Kindly reach out to us with any suggestions to make improvements to the existing HSS arrangements at the school.

D. Banerjee Rao
DEAN