

**ROOTS INTERNATIONAL SCHOOLS
CHILD PROTECTION POLICY**

Child Protection Policy Compliance:

Roots International Schools recognize and accept their social responsibility to provide a safe and secure environment for students, employees and visitors. The school's security procedures will operate within the framework described in this Child Protection policy manual-003-2010.

- Where appropriate the School Management will seek any necessary expert advice to determine the security risks and precautions required to deal with them.
- The RIS Management is providing staff with enough resources, information and training to implement the security procedures.
- The RIS Management will, where appropriate, be informed of breaches and failures of the policy to enable them to take any corrective action as is necessary to ensure the safety and security members of the school community.

Roots International Schools have deployed Security measures in all RIS branches to ensure safe and sound opening of schools. Roots international Schools have invested millions of rupees for the compliance of security measures as per government orders.

RIS-Vision:

To promote and create a protective environment for all children which ensures their protection against all forms of violence, abuse, discrimination, neglect and exploitation.

Introduction and Justification

Child protection is defined as protecting the rights of all children against violence (physical, psychological, emotional, socio-cultural and gender-based), abuse, neglect, discrimination and exploitation (the constitution of Islamic republic of Pakistan addresses child protection in a number of articles.)

Goal and Objectives:

1. RIS goal is to ensure the protection of all children from harm, violence, abuse, exploitation, neglect and discrimination.
2. RIS has developed its administrative and institutional structures to implement Child Protection Systems in its schools.
3. RIS has developed a monitoring system for Child protection, manage an information database and undertake relevant research.
4. RIS has strengthened the infrastructure for preventing all forms of child abuse, neglect, discrimination and exploitation at the community level.
5. RIS has incorporated in its AFP-001 clauses to ensure the right to an identity for each child beginning with his/her her birth. In this AFP-001 document page # 7 parents/ guardians have to provide CNIC copy with child B-Form/ Birth certificate at the time of admission.
6. RIS has developed counsel ling department to make students aware of child protection. This department shall guide girls and boys independently for their physical safety.

7. RIS has developed Disaster drill Management to train students on evacuation drill and lock down drills in case of any emergency.
8. RIS has developed Rapid Assessment Team for the provision of Child Protection policy-003. It will undertake studies and researches for the detailed analysis of problem and will come up with corrective and protective actions.
According to RIS-SOP's:
9. No teacher is allowed to use any abusive word, insulting comments or humiliating remarks on any student irrespective of his academic level. The institution believes in fair-play, justice, encouragement and motivation techniques by respecting the dignity and self-esteem of every student irrespective of his ability level. All teachers have to adhere to the school code of conduct for the teachers in which the teacher has to act as a role model and be the greatest source of inspiration for the students thus she / he has to be an ideal personality at all times.
10. In case any violation of the rule is reported, strict disciplinary action will be taken against the teacher and displeasure will be issued to her / him.
11. In case, an act of physical punishment is reported against a teacher she / he will be relinquish the charge with immediate effect Without Issuing any show cause notice.
12. No teacher is allowed to punish a student by making him/her stand inside or outside the class or give any other form of punishment which could cause physical and mental stress and humiliation.
13. No teacher is allowed to use verbal harshness which could damage a developing personality.
14. RIS has integrated Children rights into formal education system for the welfare, protection and provision of life skill-based education.
15. RIS promote community uplift through prevention and elimination of child labour by making students aware of it and organize activities for provision.
16. RIS has developed Day cares centers for employees children as well.

Due to prevailing security situation, Roots International Schools being a private organization fulfilling social responsibility and running its institution without any support of government or any other agencies. Roots international Schools meeting all the academic standards required for child development physically, socially, mentally and globally by incurring revenues through institution solely.

As per government orders, we have to deploy all the security measures and maintain them for the safety and security of School community. All the nationwide branches should abide by the Child Protection Policy-003-Manual-2014 to ensure safe and sound functioning of schools and deployment of child protection.