

Behaviour Management System in Schools

Aligned with CBSE, POCSO Act, and NEP 2020 Guidelines

Incorporating Tiered Behaviour Management, Restorative Discipline, and Child Protection Protocols

Purpose

To establish a structured, child-centric, and legally compliant behaviour management framework that emphasizes **positive discipline**, **restorative practices**, and **student safety**, while prohibiting all forms of corporal punishment or abuse.

Scope

Applicable to all students, teachers, administrative staff, support staff, counselors, and school leadership.

Guiding Principles

- **Zero tolerance for corporal punishment or abuse**
- **Respect for child dignity, rights, and voice**
- **Behaviour as a skill to be taught, not punished**
- **Restorative and developmental discipline over punitive measures**

Tiered Behaviour Expectations & Interventions

Tier	Behaviour Type	Examples	School Response
Tier 1	Minor misbehaviours	Talking out of turn, forgetting homework	Gentle reminders, positive reinforcement, classroom norms
Tier 2	Repeated misbehaviours	Disrespect, defiance, class disruption	Behaviour contract, parent call, referral to counselor
Tier 3	Serious misbehaviours	Aggression, bullying, theft, sexual misconduct	Restorative dialogue, involvement of counselor, written report to Principal and legal authority (as required)

Prohibition of Corporal Punishment

As per **Section 17 of the RTE Act, 2009** and **CBSE Circulars**:

- No student shall be subjected to **physical punishment, mental harassment, or degrading treatment** under any circumstances.
- Examples of **prohibited practices**: hitting, slapping, ridiculing, name-calling, isolation, public shaming, or excessive punishments.

Action on Violation:

- Immediate reporting to the Principal.
- Inquiry by Child Protection Committee.
- Disciplinary action against staff as per school and legal procedures.
- Report to CBSE, Police or CWC if warranted.

POCSO Compliance (Protection of Children from Sexual Offences Act, 2012)

Key Guidelines:

- All staff are **mandated reporters** of any suspicion or disclosure of sexual misconduct.
- Any such case must be reported to the **School POCSO Committee**, Principal, and police within **24 hours**.
- Confidentiality must be maintained to protect the child’s identity.
- Ensure **counseling and support** for the affected child.

Preventive Measures:

- Annual orientation on POCSO for all staff.
- Age-appropriate awareness sessions for students.
- Display Child Safety posters with contact details of counselors, Principal, and child helpline (1098).

General Protocols for Child Protection and Behaviour

Area	Protocol
Staff-Student Interaction	Maintain professional boundaries. No one-on-one closed-door meetings.
Reporting Misconduct	Use the school’s child protection complaint form; escalate if needed.
Parental Involvement	Inform parents of behaviour plans and incidents beyond Tier 1.
Monitoring	Use CCTV (common areas only), student feedback, and behaviour logs.
Training	Mandatory annual training on child rights, POCSO, and behaviour management.

Behaviour Tracking System

Maintain a **secure Behaviour Log** with the following:

- Student name & class
- Date and nature of incident

- Tier classification
- Staff response/intervention
- Parental communication
- Follow-up actions

Use tracking for **data analysis** and to identify students needing sustained support.

Roles and Responsibilities

Role	Responsibilities
Principal	Oversight, compliance with POCSO & CBSE norms, Tier 3 interventions
Child Protection Committee	Receive and act on all safety-related complaints
Teachers	Manage Tier 1/2 behaviours, refer serious cases, maintain logs
Counselor	Lead behaviour interventions, offer support to affected students
Admin & Support Staff	Attend orientation and follow safety codes of conduct

Review & Compliance

- **Biannual review** of behaviour data and incidents.
- Submit compliance report to CBSE if required.
- Annual update of SOP and training based on new guidelines.

Reference Documents

- RTE Act, 2009 – Sec 17 (Ban on Corporal Punishment)
- POCSO Act, 2012
- CBSE Guidelines on Child Safety (Circulars No. 07/2013, 12/2017)
- National Education Policy (NEP) 2020
- NCPCR and NCERT Behaviour Handbooks