The Joy of being

JOHNSON GRAMMAR SCHOOL

★ ICSE & ISC ★

HABSIGUDA

Health Safety & Child Protection

HSCP

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Zero Tolerance Policy on Corporal Punishment

At Johnson Grammar School, maintaining discipline within a safe, dignified, and inclusive learning environment is a top priority. Any form of corporal punishment, intimidation, emotional harassment, or discrimination is strictly prohibited. The school enforces a Zero Tolerance Policy towards such actions, in line with the law and child protection frameworks.

Corporal punishment includes any action intended to cause physical pain, emotional discomfort, or trauma, no matter how mild. It comprises physical punishment, mental harassment, and discriminatory behaviour.

Acts Considered as Corporal Punishment
Below is an indicative (not exhaustive) list of actions that qualify as corporal punishment, which can invite strict disciplinary action, including termination:

Physical Punishment

- **Direct assaults (hitting, slapping, kicking, etc.)**
- **Indirect assaults (pinching, pulling, forced tasks/exercises)**
- **Use of external objects (chalk, duster, water, ink, etc.)**
- **Hazardous punishments (standing on a bench, lifting schoolbags over head, painful postures)**
- **Confinement (locking in classroom, library, bathroom)**
- **Threats of expulsion, suspension, or physical harm**
- **Making students face the wall or stand for extended periods, especially under the sun**
- **Humiliating punishments (e.g., schoolbag on head)**

Emotional Harassment

- **Verbal abuse or public scolding**
- **Shaming students for performance**
- **Gender-insensitive punishment (e.g., slapping by opposite gender)**
- **Labelling or announcing student misbehavior publicly**
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Discrimination & Negative Reinforcement

- **Detention during break/lunch**
- **Forcing students to sit on the floor**
- **Excessive imposition**
- **Making children stand outside class**
- **Comments based on caste, religion, or financial background**
- **Seat allocation based on socio-economic background**

Note: This is a representative list. Any action that causes harm or distress may be treated as corporal punishment.

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Reporting & Investigation

- **Complaints can be made verbally, in writing, by email, or through a letter.**
- **They can be submitted directly by the affected individual or by a witness.**
- **Complaints must be directed to any member of the Internal Complaints Committee (ICC).**

Each complaint shall be:

- **Investigated thoroughly by the ICC.**
- **Discussed with the Central HSCP Team for a uniform approach.**
- **Addressed promptly and confidentially.**

Disciplinary Action

If any staff member is found guilty of corporal punishment, the management reserves the right to take appropriate disciplinary action, which may include:

- **Formal warning**
- **Suspension**
- **Termination of employment**
- **Legal action, if applicable**

Expectation from Staff

All staff must:

- **Maintain discipline using non-violent, respectful, and constructive methods.**
- **Comply with the Code of Business Conduct & Ethics.**
- **Uphold the dignity and well-being of all students.**
- **Attend trainings on positive reinforcement and classroom management techniques.**