

**ALL MEDIA AND MANAGEMENT IN THE STATE  
COMPREHENSIVE INSTRUCTIONS REGARDING  
MEASURES TO BE TAKEN REGARDING THE  
SAFETY & SECURITY OF STUDENTS IN SCHOOLS.**

**MAHARASHTRA GOVERNMENT  
SCHOOL EDUCATION AND SPORTS DEPARTMENT GOVERNMENT DECISION NO.:  
MISCELLANEOUS-2025/PRO.NO.119/SD4**

Madam Cama Marg, Hutatma Rajguru Chowk,  
Mantralaya, Mumbai- 400032

Date :- 13th May. 2025

**Reference :-**

- 1) Department of School Education and Sports, Government Decision No. Prashidho 2013/Q.No.24/Prashi-1, dated 22nd February,2013.
- 2) School Education and Sports Department, Government Circular No. Miscellaneous 2016 / Pr.No. (144/16)/SD-6, dated 04 October, 2016.
- 3) School Education and Sports Department, Government Circular No. Miscellaneous 1117/Pr.No.80/S.M.1, dated 05 May, 2017.
- 4) School Education and Sports Department, Government Circular No. Miscellaneous 2017/ Pro.No. (171/17) SD-6, dated 02 June, 2018.
- 5) School Education and Sports Department, Government Circular No. Miscellaneous- 2022/Pr. No. 39/SD-4. Dated March 10, 2022.
- 6) School Education and Sports Department, Government Decision No. Suraksha-2024/P.Kr. 243/S.D. -4, dated 27th September, 2024.
- 7) Department of School Education and Sports, Government Decision No. GYO-2021/Q.No. 40/SM-4, dated May 13,2022.
- 8) School Education and Sports Department, Government Decision No. Meeting 2024/Pr.No.246/S.D.-4. Dated 23rd August, 2024.
- 9) School Education and Sports Department, Government Decision No. Suraksha- 2024/Pr.No.284/S.D. -4. Dated 26th September, 2024.
- 10) Department of School Education and Sports, Government Decision No. Miscellaneous- 1125/Pr.No.251/25SM-1, dated April 16, 2025.

**Preface :-**

Guidelines have been issued from time to time through the School Education and Sports Department regarding the measures to be taken regarding the safety and security of school students in the state. In connection with the unfortunate incident at Badlapur, Tal. Ambernath, Dist. Thane, Su-Moto Public Interest Litigation No. 1/2024 was filed by the Hon'ble High Court, Mumbai.

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In pursuance of the said suo moto public interest litigation dated 03rd September, 2024, in the hearing held before the Hon'ble High Court, information was submitted to the Hon'ble Court regarding the government decisions/circulars issued from time to time by the School Education and Sports Department regarding the measures to be taken regarding the safety of school students. Also, after the incident that took place in Badlapur, the department issued instructions vide government decision dated August 21, 2024 regarding the strict implementation of the safety measures for students in all schools in the state and other information was also submitted to the Hon'ble Court. It was brought to the notice of the Hon'ble Court that a committee was constituted by the department vide government decision dated August 23, 2024 to formulate a policy regarding the prevention of inappropriate acts against Anganwadi, pre-primary and school students in the state. On this, the Hon'ble Court, by its order dated September 03, 2024, indicated that Smt. Sadhana S. Jadhav and Dr. Shalini Phansalkar-Joshi,

Retired Judge, Hon. High Court, Bombay should be appointed, and the Hon. Court had also ordered the appointment of other members to the committee. As per the order of the Hon. Court, a committee was constituted under the chairmanship of Hon. Retired Judge, Smt. Sadhana S. Jadhav and co-chairmanship of Dr. Shalini Phansalkar-Joshi under the Government decision dated September 26, 2024. The terms of reference of the committee were fixed as mentioned in the order passed by the Hon. Court dated September 03, 2024. The report of the said committee has been submitted to the Government vide letter dated February 25, 2025 from the Member Secretary of the Committee and Director of Education (Primary), Pune. The recommendations made by the committee through its report are related to the departments of School Education and Sports along with Women and Child Development Department, Social Justice and Special Assistance Department, Finance Department, Home Department, Transport Department etc. Most of the recommendations made by the committee are related to the School Education and Sports Department.

The Department of School Education and Sports has issued Government Decisions/Circulars under reference No. 1 to 6 regarding the safety of school students. Considering the instructions contained in the said Government Decisions/Circulars and the recommendations made by the Committee headed by Hon. Retired Judge,

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The Government was considering issuing a comprehensive notification regarding the measures to be taken for the safety and security of students in all schools in the State, incorporating the instructions given thereunder and the recommendations made by the Committee, by superseding the Government decisions/circulars in Reference Nos. 1 to 6. Accordingly, the Government is taking the following decision.

### **Government decision :-**

The Government Decisions/Circulars issued in reference No. 1 to 6 regarding the safety of school students are being superseded. However, taking into consideration the suggestions contained in the said Government Decisions/Circulars and the recommendations made by the Committee constituted under the Chairmanship of Hon'ble Retired Judge under the Government Decision dated 26th September, 2024, the following are collectively taken regarding the measures to be taken in accordance with the safety and security of students in schools of all mediums and managements in the state. Comprehensive instructions are hereby issued.

### **1. Implementation of the provisions of the 'Protection of Children from Sexual Offences Act 2012'**

#### **To do :-**

The 'Protection of Children from Sexual Offences Act, 2012' is a Central Government Act and the rules under the said Act have been implemented by the Central Government from 14th November, 2012. For the purpose of this Act, a person up to the age of 18 years has been considered as a child. After coming to know about the sexual offence committed against them, the concerned educational institution management/teachers and schools will be required to inform the local police station or the (Special Juvenile Police Unit) as per the provisions of the Act, otherwise the concerned units will be liable to take action as per the provisions of the Act.

All Education Officers/Administrative Officers of the Education Board should inform all school managements within their jurisdiction about the above Act and its provisions within one month.

### **2. Complaints of violence against students in schools through POCSO e-Box and CHIRAG**

#### **Other measures to be taken on this app:-**

Information about the facility created by the National Commission for Protection of Child Rights, POCSO e-Box, to file a complaint about child abuse against students in schools, as well as the Maharashtra State Child Protection

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Notice boards should be put up in the school to bring the information about the "CHIRAG" app created by the Rights Protection Commission to the attention of all the students. Also, students should be provided with necessary help to register complaints on the POCSO e-Box and CHIRAG app. All the principals and teachers should bring this facility to the attention of all the students and provide the necessary information in this regard to everyone.

2.1) The toll-free child helpline number 1098 (or the new number as amended) should be displayed in a prominent place where children can register it. Children should be informed about when and under what circumstances they can contact this number.

2.2) Information boards, pictures or digital display boards should be displayed in visible areas of the school, on the internal protective wall of the school and on the school building to inform students about safety.

2.3) All schools should have walls all around and a main entrance. There should be a security guard at the main entrance. Care should be taken to ensure that no unauthorized person enters the school premises.

2.4) The school will remain fully responsible for the safety of the student while he/she is present on the school premises.

2.5) The school management should organize a meeting with the teaching and non-teaching staff and necessary security measures should be taken.

2.6) Regarding the attendance of children in school, attendance should be recorded in the morning, afternoon and evening after school and parents of absent students should be informed through SMS.

2.7) The management should arrange for counselling in the school so that the students do not fall prey to mental pressure. Private (self-aided) schools should appoint a trained, prescribed qualified and experienced counsellor in their school. Government, local government schools and aided schools should appoint a teacher from their school as a counsellor. This teacher/counsellor should be trained by Maharashtra State Council of Educational Research and Training, Maharashtra, Pune. A panel of trained counsellors should be available for complex problems.

2.8) At the stage of pre-primary and primary education, children should be taught to distinguish between "good touch and bad touch" by giving demonstrations.

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2.9) Appropriate measures should be taken at the school level to protect students from any act of bullying that causes physical injury to a student or causes mental stress and inferiority complex or reduces self-confidence. This issue should be discussed between the student-parent-teacher during parent-teacher meetings as needed. A student who is a victim of physical harassment should be encouraged to immediately inform his/her parents/teachers/classmates about the harassment and to use the complaint box for this purpose. The Student Safety Committee formed in the school should take immediate cognizance of this matter and take necessary measures in a timely manner.

Students who have a tendency to repeatedly harass other students in school and behave in a similar manner should be given appropriate counselling.

2.10) The school management should ensure that there are no paan stalls (cigarettes and similar tobacco products) within 1 km of the school and inform the police system about this as necessary.

### **3. Regarding installing complaint boxes in schools of all mediums and all managements in the state:-**

The procedure for disposing of complaints in the complaint box kept in the school and the action to be taken by the school management accordingly as well as the responsibility of the field agencies is mentioned in Appendix-2 to the Government Decision dated 16th April, 2025, reference No. 10. Considering this instruction and the instructions in the report of the committee constituted as per the order of the Hon'ble Court, the following action should be taken in relation to the complaint boxes in schools of all mediums and all managements in the state.

#### **3.1) Action to be taken by the school management / school administration:-**

(i) The complaint box should be placed in the school in a manner that is visible to the students and makes it convenient and safe for them to drop their complaints in the box. The complaint box should be of sufficient size and secure.

(ii) The complaint box in the school is addressed to the Chairman of the Parent-Teacher Committee and the Chairman of the Sakhi Savitri Committee as well as the Headmaster/Principal of the school, Member of the Student Safety and Physical Facilities Development Committee, Parent Representative/

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It should be opened at least twice a week in the presence of the student representative. A written record of the complaints received in the complaint box and the action taken accordingly should be maintained for at least six months.

(iii) In case of serious/sensitive complaints, assistance from the police should be sought immediately, if necessary.

(iv) All complaints received in the complaint box should be recorded and necessary action/measures should be taken immediately to redress the complaint. Complaints which can be resolved at the school management/administration level should be taken immediately at the school administration level. Complaints in respect of which action/guidance is expected at the regional office level or the government level should be referred to the appropriate level with a copy of the complaint.

(v) The complainants will remain anonymous and will not face any harassment in connection with the complaint. Proper precautions should be taken.

(vi) Complaints regarding sexual harassment of female teachers/students in the concerned school should be placed before the Women's Grievance Redressal Committee. Similarly, complaints regarding atrocities against female students in the school should be placed before the Student Safety and Physical Facilities Development Committee. The Women's Grievance Redressal Committee/Student Safety and Physical Facilities Development Committee should first consider the complaint and give appropriate directions in this regard. The directions/decision of the committee should be placed before the school administration for appropriate action.

### **3.2) Supervisory responsibility of regional mechanisms:-**

(i) Supervisory control over the necessary action will remain with the Commissioner (Education).

(ii) The Director of Education (Primary/Secondary and Higher Secondary) should review the action taken regarding the complaint box in all mediums and managements of schools in the state, obtain aggregate information from all Divisional Deputy Directors of Education and send its report to the government regularly.

(iii) The Divisional Deputy Director of Education should review the action taken regarding the complaint box in schools, obtain information from the Education Officer and submit the information at the divisional level to the Director of Education (Primary/Secondary and Higher Secondary).

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(iv) The Education Officer, Zilla Parishad (Primary/Secondary) should continuously follow up with the schools regarding the action taken regarding the complaint box in the schools of the concerned district and submit the aggregate information of that district to the concerned Divisional Deputy Director of Education.

(v) (1) Director of Education (Primary/Secondary and Higher Secondary) (2) Divisional Deputy Director of Education

And (3) It will be necessary for the Education Officer, Zilla Parishad (Primary/Secondary) to take appropriate action regarding the complaints received by them and to redress the complaints promptly,

### **4. Action taken regarding formation of Sakhi-Savitri in schools:-**

The Maharashtra State Commission for Protection of Child Rights was established in July 2007 under the Protection of Child Rights Act, 2005.

On the occasion of the 125th death anniversary of **Gyanjyoti Savitribai Phule**, instructions have been given to form Sakhi Savitri Committees at various levels in the year 2022 to ensure a safe and child-friendly environment for boys and girls at home, school and in society, as well as to ensure their social, emotional and academic well-being.

The composition of Sakhi Savitri Committee at various levels is as per **Appendix 1** attached to this government decision.

The functions of Sakhi Savitri Committee at school level, centre level and taluka/city resource centre level will remain as follows:-

#### **(a) Functions of the school level "Sakhi Savitri" committee:-**

4.1) To achieve 100 percent enrolment of boys and girls (disabled students) in our area of work and 100 percent attendance, teachers and child care workers should visit every house in the village and register the names of the students.

4.2) Through a survey of migrant parents and all out-of-school children to be included in the mainstream of education.

4.3) Counselling boys and girls and their parents for the emotional, physical and intellectual development of students as well as for stress relief. Organizing workshops for conscious parenting,

4.4) To take action for effective implementation by providing information about government schemes for the education of boys and girls.

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4.5) To provide career guidance to boys and girls, implement various activities for skill development, organize separate training programs for girls' self-defence,

4.6) To interact with boys and girls for healthy habits and to organize various activities like health camps, counseling in collaboration with local doctors for a healthy life,

4.7) To prevent child marriage in our area of work, to create awareness among the parents of students about the ill effects of child marriage and child marriage, and to make efforts to ensure that the girl child continues her education.

4.8) To support the education of boys and girls from socially, geographically and economically weaker and disadvantaged groups through Corporate Social Responsibility (CSR),

4.9) Taking measures to reduce the dropout rate of boys and girls due to various reasons.

4.10) To ensure an equitable environment in the school, implement gender-neutral and inclusive activities, create a healthy environment where male and female students do not become victims of any atrocities, ensure that information about the facility created by the National Commission for Protection of Child Rights under the Protection of Children from Sexual Offences (POCSO) called "e-box" for filing complaints in exceptional circumstances, as well as information about the "CHIRAG" app created by the Maharashtra State Commission for Protection of Child Rights, and notice boards regarding the Child Helpline Number (1098) are put up in the school.

4.11) The committee shall meet at least once a month (more often if necessary). These meetings should be held in schools so that representatives of the children and parents can attend the meetings.

4.12) The report of the school level committee meeting should be submitted to the central level committee by the 10th of every month. Any problems arising regarding girls' education and other issues at any level in the centre can be understood in the central level committee and immediate decisions can be taken on them.

4.13) The boards of the said committees should be displayed on the facade of the school/office.

**(b) Functions of the Central Level "Sakhi Savitri" Committee:-**

4.1) At least one meeting of the Central Level Committee should be held every two months (more if necessary) at the Central School.

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4.2) To guide the school level committee and follow up for action for 100 percent enrollment of boys and girls in its area of work, 100 percent attendance, as well as 100 percent adjustment of boys and girls of out-of-school and migrant parents.

4.3) To guide the school level committee to organize programs for career guidance for boys and girls, skill development, self-defense training for girls and to end child marriage in the area of work and to submit the report in this regard to the taluka level committee and try to take appropriate action, as well as to use the "e-box" under the Protection of Children from Sexual Offences Act (POCSO) and to create awareness about the app "CHIRAG".

4.4) To control the school level committee for the effective implementation of all measures implemented at the school level, and to publicize and encourage the efforts of any school in the center if they implement these measures correctly.

4.5) The Central Level Committee should submit a report of its work to the Taluka Level Committee every 3 months, so that the Taluka Level Committee can take immediate decisions to resolve any problems that arise at the Central Level.

4.6) To coordinate between the school level committee and the taluka level committee.

4.7) The board of the said committee should be displayed on the facade of the office.

**(a) Functions of Taluka/City Resource Center "Sakhi Savitri" Committee:-**

4.1) To organize at least one meeting of the Taluka Level Committee every three months (more often if necessary) in the office of the Group Education Officer,

4.2) To control the Central Level Committee and School Level Committee for effective implementation of various measures implemented at the school and central level.

4.3) Through Corporate Social Responsibility (CSR), to provide assistance by contacting companies in the area of operation to help with the education of boys and girls from socially, geographically and economically weaker and disadvantaged groups, and to arrange for the available assistance to reach the eligible beneficiaries.

4.4) To provide the facility of submitting complaints directly to the Taluka Level Committee to resolve the problems arising at the school level and the central level and to redress the grievances.

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4.5) To promote and publicize the efforts being made at the school and central levels through the committee for the protection of the rights of boys and girls,

4.6) The report of the work of the Taluka Level Committee should be presented in the District Quality Cell meeting organized by the District Education and Training Institute, so that the difficulties arising regarding the education of boys and girls and other problems at any level in the district can be understood and immediate decisions can be taken on them.

4.7) The board of the said committee should be displayed on the facade of the office.

#### **5. Installation of CCTV cameras in schools and surroundings:-**

5.1) It will be mandatory for all private schools to install CCTV cameras in sufficient number at strategic locations in the school and its surroundings. CCTV cameras with at least one month's footage backup should be installed at the entrances of classrooms, corridors, main entrances and exit gates, playgrounds, outside toilets, etc. The responsibility of installing CCTV cameras in private schools and ensuring that the said cameras are regularly operational will be the responsibility of the concerned school management. Appropriate action will be taken against schools that do not comply with this provision. This will also include withholding the school grant or cancelling the school's recognition, as the case may be. 5.2) Schools of government and local self-government bodies in which CCTV cameras have not been installed, must take action on priority to install cameras. Reference No. 7, as per the government decision dated May 13, 2022, it has been approved to reserve at least 5 percent of the funds for schemes related to the School Education Department under the District Annual (General) Plan (DPC). The priority of the schemes for which this fund is allowed to be used as per the said government decision has been fixed. This also includes the construction of infrastructure facilities. Therefore, the 5 percent of the funds kept in reserve can be used for installing CCTV cameras. The responsibility of taking such action as soon as possible and ensuring that the cameras are working regularly will be with the school management committee.

Funds available at the district level such as mineral funds, legislature and parliamentary funds, various funds for development work in the Zilla Parishad, etc. Funds are used for installing CCTV in schools.

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Such funds should be made available at the district level by the District Collector, Chief Executive Officer, Zilla Parishad and other concerned officers. In this regard, the Education Officer should follow up with the District Collector and Chief Executive Officer, Zilla Parishad and other concerned officers. 5.3) It is not enough to just install CCTV cameras in the school and its premises, but it is also necessary to check its footage at regular intervals. The responsibility of checking such footage and taking action if any objectionable matter is found will be the responsibility of the Principal in particular and the School Management Committee in general. The Principal will be required to conduct such checks at least three times a week. The footage should be checked under the supervision of the Principal. If any objectionable matter is found in the footage, it is the responsibility of the Principal to contact the local police administration and take appropriate action.

#### **6. Action to be taken in connection with character verification of employees:-**

6.1) While appointing every teacher and non-teaching employee (regular/outsourced or on contract basis), it will be necessary to verify their background, previous service, family background and obtain a character verification report from the police system before appointment. After appointment, all the detailed information along with the photograph of the concerned person should be provided to the local police system. Technology-based measures like Crime and Criminal Tracking Network Systems should be used for character verification of the employees. If after appointment, it is found that the background of an employee is related to a criminal offence, he should be immediately removed from service.

6.2) The staff assigned for school traffic security, housekeeping and canteen should be appointed from a recognized organization. The character of the said staff should be verified by the police and a certificate should be obtained.

6.3) If any noticeable suspicious or noteworthy change in the behavior of an employee is observed, it should be immediately investigated by the school administration so that the potential risk can be addressed.

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6.4) Heads of government and non-government organizations related to children should act as monitors to take timely action on any incident involving violence or abuse against children.

6.5) While appointing non-teaching staff in schools through external sources or on a contractual basis, female staff should be appointed as much as possible for pre-primary and grades 1 to 6.

6.6) If the character verification of the employees working in schools through outsourced or contractual means has not been done through the police system, such verification should be done immediately. The entire responsibility for this will remain with the school management.

**7. Action to be taken regarding safety of students in transportation:-**

7.1) Schools will be responsible for ensuring the safety of children during transportation.

7.2) Driver verification, implementation of GPS system in buses and school transport. The school management should take necessary action to provide safety training for employees.

7.3) There should be one woman attendant in every school bus. Efforts should be made to appoint women drivers for school buses as far as possible. Before appointing a person as a driver, his/her driving license should be verified. Before appointment, the driver should not have committed any accident or a case has been registered against the driver for negligent driving. The driver's background should be checked by the principal/school management to verify whether or not he/she is a licensed driver.

7.4) It should be verified whether the driver is consuming alcohol or drugs.

7.5) School bus drivers, cleaners and female attendants accompanying the children should be tested for drug and alcohol consumption once a week before boarding the bus and at the beginning of the return journey of the students/children.

7.6) It will be mandatory for school managers to install CCTV cameras in school buses. School supervisors/school management will monitor the classrooms, toilets and other areas of the school after school.

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Ensure that no student is left behind at the location/school premises. Parents should be informed immediately by the school management about the late departure of the school bus.

7.7) In view of the safety of the students, it will be necessary to inspect the vehicles used for transportation regularly, the technical fitness of the vehicles should be verified and after proper inspection, a verification report should be obtained from the Regional Transport Officer. Such verification should be done after every six months and the school management should preserve the certificates of the Regional Transport Officer and produce them for inspection on demand.

7.8) The number of students admitted in the school bus should be limited to the seating capacity, the vehicle should not be stopped at unplanned places, bus drivers should drop the school students off the bus at their desired place (near their residence). In case of delay due to any unavoidable reason, parents and teachers should be informed as soon as possible. GPS system should be installed to monitor the route of the bus.

7.9) The school management should inform the parents of students coming by private vehicles other than the school bus to verify the behavior of the respective driver. Also, for safety reasons, the parents should keep the necessary personal information of the driver with them.

7.10) The principals/relevant managements should instruct all bus drivers that no unauthorized person should be allowed to board the school student bus.

7.11) The last child travelling by bus will be dropped off at the desired location (nearest to residence).

There should be a female attendant/teacher on the bus until it leaves.

7.12) When sending school students out of school for school activities/competitions, preferably a female teacher/

Should be sent with the maid.

7.13) Parents/relatives should accompany students to and from school, if possible.

7.14) In case of emergency, the principal should hand over the custody of the children in the school to a female teacher of the school, if possible, until the parents or relatives of the children arrive at the school.

7.15) School management/teachers should not hand over any student to any other person without the consent of the parents and without checking the official identity card (any identity card approved by the government e.g. PAN card/Aadhar card, etc.).

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7.16) A system/notification system should be developed to provide immediate information in case of a child who is missing from school or who is coming by school bus but does not board the bus.

### **8. Regarding toilets/washrooms in the school:-**

8.1) Every school should have separate toilets for girls and boys. A female attendant should be posted near the toilets for girls. Similarly, an attendant should be posted near the toilets for boys, and the toilets should be kept clean. There should be availability of water and light in all toilets. It should be easy for students to open and close the doors of the toilets. It is necessary to keep the area of the toilets as dry as possible. The attendants posted for the toilets will be responsible for seeing that the area outside the toilets and near the wash basin is dry. It will be necessary for the toilets to have nets to protect them from insects. A buzzer or bell should be installed in all toilets for the use of children in case of emergency.

8.2) The government should make sanitary napkin machines and incinerators available in schools under the jurisdiction of local self-government bodies. Girls should be trained in their use as required. The school management of private schools will be responsible for providing sanitary napkin machines and incinerators in the toilets for girls in privately managed schools. The responsibility of maintaining the sanitary napkin machines and incinerators will be the responsibility of the female nurse appointed for the toilets.

8.3) Toilets for boys and girls in schools should be separate and at a sufficient distance. There should be separate toilets for teachers and staff in the school.

### **9. Enforcing a code of conduct for visitors to the school:-**

A code of conduct should be made mandatory for every adult who comes in contact with children in the school. A visitor entry and exit register should be kept at the entrance. This should be checked daily by a senior person appointed by the school. The supervisor, coordinator, vice principal, etc. should countersign the register after checking it. This register should contain all the details of the visitors, which are necessary for identifying the person in future and contacting them if necessary. The time of entry and exit of the school and the purpose of the visit should be clearly written in the register.

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### **10. Actions to be taken by schools/parents to prevent cyber-attacks and threats:-**

10.1) Children and their parents should be educated about the dangers of responding to unsolicited messages, emails or pop-ups requesting personal or financial information.

10.2) Awareness programs should be conducted to educate children about not displaying personal details, such as address, phone number or photographs, on social media or other online platforms.

10.3) Schools and parents must ensure that devices used by children have security software, including antivirus programs, regularly updated to help protect against cyber attacks.

10.4) Schools should be aware of online messages received for fraud, in view of online safety. Age-appropriate awareness sessions should be organized for students about the risks of phishing and inappropriate online usage.

10.5) Students should be encouraged to report any suspicious online activity, such as messages or requests to keep a secret, from unknown individuals.

10.6) Students should be informed about the National Cyber Crime Reporting Portal and when needed Students should be taught to use it immediately when available. Students should be warned against false reporting of inappropriate incidents. Awareness of penalties and punishment should be made clear.

10.7) Parents should be encouraged to monitor their children's use of online media at every parent-teacher meeting. Parents should be guided on how to control the storage and use of their devices and how to communicate with students about their digital use.

10.8) Schools should educate/guide children not to allow unknown persons to take photos. Similarly, children should be guided not to look at digital devices including cellphones, laptops, tabs or iPads of unknown persons.

10.9) Children should be taught to avoid inappropriate use of webcams. They should be taught to prevent strangers from participating during video calls and to inform the school management/parents about situations that make them feel unsafe. Offensive

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Schools should also implement robust internet filtering systems to restrict access to websites and online platforms.

10.10) Action-oriented activities like drama/group discussions should be organized to engage students in learning about cyber security.

10.11) A proper awareness program on cyber security should be prepared in every parent-teacher meeting and a special program should be organized for the children at the end of each session. Speakers who are well versed in topics like cyber security should be invited to the school once in six months to inform the students about how to protect themselves from cyber attacks.

### **11. Action to be taken regarding capacity building and training:-**

11.1) Capacity building of all stakeholders related to student safety should be prioritized in relation to child abuse. Training should be comprehensive with the aim of not only early identification of child victims of abuse but also prevention of potential abuse.

11.2) Every school should have a Parent Teacher Association and hold regular meetings. Minutes of the meeting should be prepared, complaints of parents should be recorded and appropriate action should be taken as required.

11.3) Special physical safety precautions should be provided in every school. First aid provision should be available to children in case of emergency.

11.4) Teachers should be trained in friendly interaction with students and handling students. This training should be for all levels of staff, especially teachers and senior staff. Teachers should be trained to understand children and parents and to spot red flags in children's behavior and refer the child to a counsellor when necessary.

11.5) Teachers should be given special training to understand the failures of children and their mood in complex situations. Teachers should be given training to encourage children to use their energy to work positively for the future, without succumbing to the lures that lead to drug abuse and bad habits.

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11.6) Teachers and parents should be aware of the rights of children, as well as laws related to children such as the Juvenile Justice (Care and Protection of Children) Act, POCSO Act.

11.7) Sex education and responsible behaviour should be part of the educational curriculum for students who have reached puberty.

11.8) Maharashtra State's "Ananddayee Shaniwar" initiative aims to make education enjoyable. It should include self-defense training sessions. The training sessions should also cover topics like recognizing potential harm, warning signs and asking for help in unsafe situations. Self-defense should be a mandatory part of the physical education curriculum for girls, so as to help in building confidence and readiness in them.

11.9) A disaster management plan for all possible emergencies should be developed and provided to teachers in line with the safety of students. Assistance from experienced resources should be sought as required.

11.10) The State Council of Educational Research and Training, Pune will be responsible for preparing and implementing training programs, taking into account the above-mentioned issues in terms of capacity building.

11.11) For this, the Commissioner (Education), Education Commissionerate, Maharashtra State, Pune and the Director, State Council of Educational Research and Training, Maharashtra, Pune should prepare a Standard Operating Procedure (SOP). After preparing the Standard Operating Procedure (SOP), it should be adopted in some schools on a pilot basis and then distributed to all the schools in the state at the same time. All the training materials should be standardized for easy monitoring and feedback, so that appropriate amendments can be made in them as required. For this, guidance from the Maharashtra State Commission for Protection of Child Rights should be taken as required.

**12. Formation of Student Safety Committee:-**

A Student Safety Committee should be formed in schools under the chairmanship of the School Management Committee. The committee will consist of two representatives of parents, two representatives of teachers (one female teacher representative) and two members of the Sakhi Savitri Committee. The member secretary of the committee will be the principal of the school. The committee should review every month the implementation of the government decisions/circulars prescribed by the government from time to time regarding student safety at the school level and submit a report to the concerned education officer/education inspector in this regard. The committee should also certify the implementation of measures regarding student safety in the prescribed format and put up a certificate on the school facade. The Commissioner (Education), Education Commissionerate, Maharashtra State, Pune should fix the format of this certificate at his level and issue necessary instructions in this regard.

**13. Formation of District Level Student Safety Review Committee and supervision at Divisional Level:-**

In order to review the measures mentioned in this government decision regarding the safety of students, the Education Officer (Primary) and Education Officer (Secondary) should constitute separate Student Safety Review Committees for primary and secondary schools at the district level under their chairmanship. Two representatives from government schools, two representatives from private schools and two representatives from the Parents' Association should be included as members in this committee. This committee should review the measures once a month, record the responses of students and parents as required, and submit a report to the Divisional Deputy Director of Education.

**14. State Level Student Safety Monitoring Committee:-**

14.1) The composition of the State Level Student Safety Monitoring Committees will be as per Appendix-2 attached to this Government Decision.

14.2) The State Level Student Safety Monitoring Committee should conduct a review of the implementation of safety measures by educational department once in two months and submit recommendations to the government as required.

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14.3) The State Level Student Safety Monitoring Committee should invite the Hon. Chairman, Maharashtra State Women's Commission and Hon. Chairman, Maharashtra State Child Rights Protection Commission to the committee meeting as per the requirement and seek their guidance.

15. After it comes to light that any inappropriate/unwelcome incident has taken place with the students in the school, the concerned school management/institution/principal/teacher/non-teaching staff should report the matter to the concerned education officer within twenty-four hours. If it is found that any attempt has been made to conceal such inappropriate/unwelcome incident in any way, the concerned person/institution will be liable to serious punishment/action.

16. The said government decision has been made available on the website of the Government of Maharashtra [www.maharashtra.gov.in](http://www.maharashtra.gov.in) and its code number is 20250513121059041921. This government decision is being issued after being authenticated with a digital signature.

By order and in the name of the Governor of Maharashtra,

**TUSHAR VASANT MAHAJAN**  
**(Tushar Mahajan)**  
**Deputy Secretary, Government of Maharashtra**

**copy,**

1. Secretary to the Hon'ble Governor, Raj Bhavan, Mumbai.
2. Additional Chief Secretary to Hon'ble Chief Minister, Mantralaya, Mumbai.
3. Secretary to the Hon'ble Deputy Chief Minister (Urban Development), Mantralaya, Mumbai.
4. Secretary to Hon'ble Deputy Chief Minister (Finance), Mantralaya, Mumbai.
5. Hon. Speaker, Legislative Council, Maharashtra, Mumbai.
6. Hon. Speaker, Legislative Assembly, Maharashtra, Mumbai.
7. Hon. Leader of the Opposition, Legislative Council/Assembly, Legislative Assembly, Mumbai.
8. Hon'ble Minister, Private Secretary to School Education, Mantralaya, Mumbai,
9. Private Secretary to all Hon'ble Ministers, Mantralaya, Mumbai.
10. Hon. Private Secretary to the Minister of State, School Education, Mantralaya, Mumbai.
11. Private Secretary to all Hon'ble Ministers of State, Mantralaya, Mumbai.
12. All Hon. Members of Legislative Council/Assembly, Legislative Assembly, Mumbai.
13. Hon. Chairperson, Maharashtra State Women's Commission, Mumbai
14. Hon. Chairman, Maharashtra State Commission for Protection of Child Rights, Mumbai
15. Hon'ble Chief Secretary, Mantralaya, Mumbai.

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16. All a. Mu. S.S. / Q. / Secretary, Mantralay, Mumbai.
17. Commissioner (Teaching), Teaching Commissionerate, Maharashtra State, Pune.
18. Divisional Commissioner (All).
19. Collector (All).
20. Commissioner, Municipal Corporation (All).
21. Chief Executive Officer, Zilla Parishad (All).
22. Director General, Directorate of General Information and Public Relations, Ministry, Mumbai.
23. State Project Director, Maharashtra Primary Education Council, Mumbai.
24. Director, State Council of Educational Revision and Training, Maharashtra, Pune.
25. Director, Maharashtra State Board of Textbook Production and Study Research, Balbharti, Pune
26. Director of Education (Primary) Directorate of Education, Maharashtra State, Pune.
27. Director of Education (Primary) and Member Secretary of the Committee, Pune (to make available a copy of the said Government Decision to Hon'ble Chairman and Hon'ble Co-Chairman of the Committee and all other members.)
28. Director of Education (Secondary & Higher Secondary) Directorate of Education, Maharashtra State, Pune.
29. All Divisional Deputy Directors of Education.
30. Principal, District Education and Training Institute (All).
31. All Education Officers (Primary/Secondary).
32. Selection (SD-4).

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Sr. No.	Designation	Post
1.	Chairman of the School Management Committee	Chairman
2.	Female teacher representative at the school	Member
3.	Counsellor	Member
4.	Medical expert (female representative)	Member
5.	Anganwadi worker	Member
6.	Police	Member
7.	Gram Panchayat Member (Women Representative)	Member
8.	Guardian (Female Representative)	Member
9.	Student representatives from the school (2 female and 2 male students)	Member
10.	School Principal	Member Secretary

**Central Level "Sakhi Savitri" Committee:-**

Sr. No.	Designation	Post
1.	Head of Center	Chairman
2.	Women Teacher Representative at the Centre	Member
3.	Counsellor	Member
4.	Medical expert (female representative)	Member
5.	Anganwadi worker	Member
6.	Legal expert	Member
7.	Child protection officer (female representative) and female student representative from any one school in the center.	Member
8.	Female police representative at the nearest police station.	Member
9.	Principal of the Central School	Member Secretary

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**Taluka/City Resource Center Level "Sakhi Savitri" Committee:-**

Sr. No.	Designation	Post
1.	Group Education Officer/Administration Officer	Chairman
2.	Taluka/City Resource Center Liaison Officer (Diet)	Member
3.	Lawyer (female representative)	Member
4.	Panchayat Samiti Member (Women Representative)	Member
5.	Medical expert (female representative)	Member
6.	Taluka Child Development Project Officer	Member
7.	Police Inspector / Police Sub-Inspector	Member
8.	Child protection officer (female representative) and any one of the schools in the taluka Student representative	Member
9.	Voluntary Organization Representative	Member
10.	Advisory Member	Member
11.	Extension Officer (Preferred if female)	Member Secretary

**APPENDIX - 2**

**Composition of State Level Student Safety Coordination Committee**

Sr. No.	Officer	Designation in Committee
1.	Commissioner (Teaching), Teaching Commissionerate, Maharashtra State, Pune	Chairman
2.	State Project Director, Maharashtra Primary Education Council, Mumbai	Member
3.	Director, State Council of Educational Revision and Training, Maharashtra, Pune	Member
4.	Director of Education (Primary), Maharashtra State, Pune	Member
5.	Director of Education (Secondary & Higher Secondary), Maharashtra State, Pune	Member
6.	Two women officers in Group-A working under School Education Department nominated by Commissioner (Education).	Member
7.	Joint Director (Administration), Office of the Commissioner (Education), Pune	member secretary