

General Duty of Care Policy

Anodiam

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N-1/25 Patuli, Kolkata 700094



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Approval & Review:

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Purpose:

Duty of care addresses the attentiveness and prudence of teachers, service providers and managers in performing their decision-making and supervisory functions. It is presumed that teachers carry out their functions in good faith, with sufficient care, and for acceptable reasons. It is an obligation that is imposed on an individual, requiring adherence to a standard of reasonable care to avoid careless acts that could foreseeably harm others, and lead to negligence. Breaching a duty of care may subject an individual to liability.




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Scope:

This document outlines basic and primarily foreseeable duty of care expected from all Anodiam staffs and teachers towards the students. This document is no way exhaustive about all possible duties of care by any individual at all given times. Judgement must be used to understand responsible behavior at all times and followed up to the complete capacity of all given individuals.



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Policy Document:

At Anodiam we believe in noble and teacher-appropriate values like **empathy, support** and **appreciation**. As part of our duty of care, we are absolute believers in professional and ethical practices like:

- **No cane policy:** Under Section 17 of Right to Education Act (RTE), corporal punishment is banned in all schools and educational institutes across India. Corporal punishment is the punishment of people by hitting them, especially the punishment of children by parents or teachers. All violations to this rule will be have to be mandatorily reported to police by law. All evidences against any incidence including the CCTV footage will be handed over to police.
- **No punishment, rudeness or scolding:** Anger, aggression and all threatful behaviors are against the core ethics of Anodiam teachers and educational service providers. You should never engage in any intimidating act against any of the students at any time.
- **No red ink policy:** The colour red not only evokes negative emotions among students, it hurts their mental wellbeing and development permanently. It leaves negative psychological scars on students about what they could not, instead of inspiring them about attaining their full potential. We request you to correct copies with a green or some other contrasting pen and never use any daunting and rejecting symbols or languages in class or while correcting answers. Always inspire and enlighten!
Red ink may only be used to where it is absolutely academically necessary or to indicate any potential risk, danger or hazard!
- **No religious, caste or provincial prejudice:** As an educational service provider at Anodiam you are expected to take an absolutely neutral and non-judgmental position against all religious, caste or provincial prejudice. You are expected to avoid all unnecessary discussions or provocations inside the organization and all related controversies in personal life.
- **No sexism or sexual preference related discrimination:** As an educational service provider at Anodiam you are expected to take an absolutely neutral and non-judgmental position against all gender or sexual preferences of your students. You are expected to avoid all unnecessary discussions or provocations inside the organization and all related controversies in personal life.
- **No political discussion or expressions:** Though it is normal for all of us adult individuals to have our own views on political affairs it is absolutely undesired of us to discuss the same with the students inside or outside the classrooms.




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Roles & Responsibilities:

At Anodiam we are bound by our duty of care to protect our students at all times and create an inspiring and focused learning environment for all of them. Therefore, any violation of our duty of care policies and practices will be handled strictly, including reporting to law enforcement agencies or immediate termination of contract or both.



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Terms & Definitions:



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