



Centre for Life Skills and Skill Development

POSH Training Report

New Horizon Public School

Indiranagar, Bengaluru

Executive Summary

- This report has been prepared to provide the management with insights and updates from the one – day POSH training program conducted on 16th December, 2023 at the New Horizon Public School in Indiranagar, Bengaluru.
- The training was facilitated in association with One Future Collective, a feminist social purpose organization with a vision of a world built on social justice, led by communities of care.
- The association was facilitated through an earlier contract by Dr. Sowmya Narayanan (Director – Centre for Life Skills and Skill Development)
- The incumbents of the training were the teaching community at NHPS.

Objectives

- To ensure prevention, prohibition, and protection against sexual harassment in the school premises.
- To promote On-time awareness training to protect the school from legal inaccuracies in legal complexities.
- To help reduce incidents and improve work place productivity.
- To boost the morale of the staff, usher and nurture quality work culture in the school.
- To inform the policies related to filing a complaint and subsequently addressing a grievance.

Methodology

Ms. Uttanshi Agarwal from One Future Collective ensured that the training was impactful (as stated by Ms. Anupama Sethi, Principal, NHPS) by the usage of real – life scenarios that had made the discussions relatable, fostering a deeper understanding among the attendees (teachers). Open dialogue and group presentations were encouraged to foster active participation and kinesthetic learning. Ms. Agarwal emphasized on the legal aspects and reporting procedures, which empowered the staff with knowledge for prompt and appropriate action. The training content was well structured with case studies, activities, presentations, personal reflection that further enriched the session. Ultimately, the teachers were encouraged to promote and uphold a culture of respect and support within the school premises.

Glimpses

