lexEducate
Educate Regulate Elevate.

lexeduone.com
+91-9013924578
sandigdha.mishra@lexeduone.com

TRAINING PROGRAMMES FOR K-12 SCHOOLS AND EDUCATIONAL INSTITUTIONS

Empowering Schools Through Safety & Awareness Training

Practical, age-appropriate training for staff, students and parents, mapped to the laws your school must follow.

Every school in India carries legal duties to protect children and staff. lexEducate delivers **12 focused training programmes** on your campus, in your timetable. Each session leaves you with the records you need: attendance, certificates, feedback and a compliance mapping sheet linking the training to the law.

Led by Adv. Sandigdha Mishra, advocate, school-safety trainer and consultant. Delivered in English, Hindi or both.

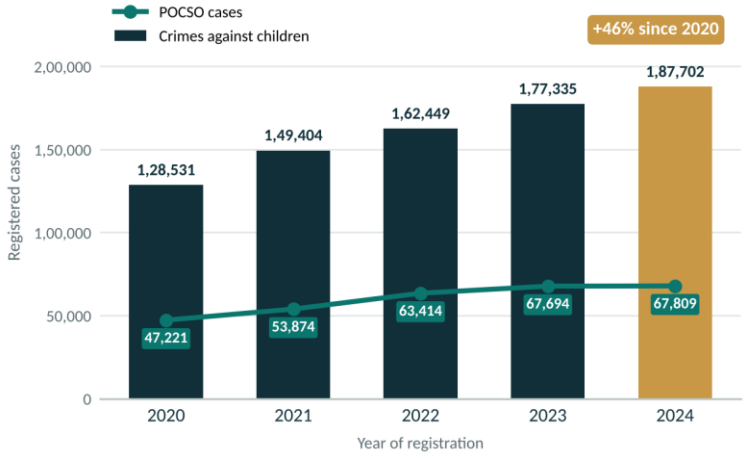
Per session or annual package · quote on request



Adv. Sandigdha Mishra (in blue) with the school leadership team after a child safety awareness session

WHY NOW

Registered crimes against children keep rising



Source: NCRB, Crime in India 2021–2024 editions. Registered cases, all India. Rises partly reflect better reporting.

96.6%
of POCSO offenders were known to the child
Risk sits with trusted adults, so screening and staff training matter most
NCRB Crime in India 2024

~9 in 10
POCSO victims were aged 12–18 (nearly 89%)
Secondary schools need focused safeguarding
NCRB Crime in India 2024

67,809
POCSO cases registered in 2024
More than 1 in 3 registered crimes against children (36%)
NCRB Crime in India 2024 (share calculated)

22.68 lakh
cybercrime incidents reported in 2024 (all ages), five times the 2021 level
Every staff member needs to know how to preserve evidence and report
MHA, Lok Sabha reply, 2 Dec 2025

YOUR SCHOOL'S LEGAL DUTIES

What the law already asks of your school

POCSO Rules 2020
Periodic child-safety training for all staff

POSH Act s.19
Regular awareness workshops for employees

NDMA 2016
Disaster plans and drills (mandatory for CBSE schools)

MoE Guidelines 2021
Induction and refresher training on school safety



MEET YOUR TRAINER

Adv. Sandigdha Mishra

Founder, lexEducate
Advocate · Researcher, M. Com, LLB
K-12 governance, safeguarding and compliance
Founder figures as of Oct 2026

13+ yrs in education governance	**11** campuses	**5** education brands	**15,000+** students
50+ policies & SOPs	**12** core programmes + custom	**4,000+** leaders, educators & staff trained	**Excellent** on all 5 feedback criteria, Pragyanam School

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WHAT WE DELIVER

12 programmes. Four audiences. One safer school.

2 Support staff	4 Educators	4 Students	2 Parents

BADGE KEY LEGAL REQUIREMENT · MANDATORY FOR CBSE SCHOOLS · ALIGNED WITH OFFICIAL GUIDELINES · RECOMMENDED GOOD PRACTICE



POCSO awareness session for educators

Support staff Programmes 1–2

01 POCSO for Support Staff

Every Adult a Protector: POCSO Awareness for School Support Teams

WHO Drivers, conductors, attendants, ayahs, housekeeping, security
FORMAT 90 min, in person, Hindi or bilingual; batches of 25–40 at shift change
OUTCOME Spot grooming and unsafe behaviour on buses, in washrooms and in corridors.

LEGAL REQUIREMENT POCSO Rules 2020, Rule 3(4); CBSE Circular 19/2017; POCSO Act s.19

02 POSH for Support Staff

Respect at Work: POSH Essentials for School Support Staff

WHO All non-teaching and contract staff
FORMAT 60–75 min, in person, Hindi or bilingual, with role-plays; batches of 30–50
OUTCOME Recognise sexual harassment at work, with campus examples.

LEGAL REQUIREMENT POSH Act 2013, s.19(c); POSH Rules 2013, Rule 13

Educators Programmes 3, 4, 8, 12

03 POCSO for Educators

Safeguarding Childhood: POCSO Awareness for Educators

WHO Teachers, coordinators, counsellors
FORMAT 2-hour in-person workshop with case studies; batches of 30–50
OUTCOME Recognise signs of abuse, including peer-on-peer abuse, and respond to a disclosure in a child-friendly way.

LEGAL REQUIREMENT POCSO Rules 2020, Rule 3(4)– (5); POCSO Act ss.19 and 21; MoE Guidelines 2021 para 4.10

04 POSH for Educators

Creating Safe Workspaces: POSH Awareness for Educators

WHO All teaching staff; separate Internal Committee orientation
FORMAT 90 min for all staff (30–60) + half-day IC orientation (5–10 members)
OUTCOME Tell POSH (adult workplace) and POCSO (children) apart, and know which route applies.

LEGAL REQUIREMENT POSH Act 2013, s.19(c); POSH Rules 2013, Rule 13; CBSE Circular 19/2017

08 Cyber Safety for Teachers

Digital Guardians: Cyber Safety for Educators

WHO Teachers and admin staff who handle student data
FORMAT 2 hours, hybrid demo with hands-on settings walkthrough; 30–50 staff
OUTCOME Identify cyberbullying, sextortion and morphing, then preserve evidence and report at cybercrime.gov.in.

ALIGNED WITH OFFICIAL GUIDELINES MoE Guidelines 2021 para 5.11; POCSO Rules 2020, Rule 11; prepares for DPDP Rules 2025 (from May 2027)

12 Disaster Management for Staff

Prepared to Protect: Disaster Management & Emergency Response for Schools

WHO All staff, by floor or wing
FORMAT Half day: 90-min workshop, live mock drill and debrief; up to 60 staff
OUTCOME Run your School Disaster Management Plan: roles, assembly points, head counts and evacuating children with disabilities.

MANDATORY FOR CBSE SCHOOLS NDMA School Safety Policy 2016; CBSE Circular of 25.09.2017; MoE Guidelines 2021 para 5.6

Students Programmes 6, 7, 10, 11

06 Safety First – Student Awareness (Grades 6–8)

Smart, Safe & Aware: Personal Safety for Young Learners

WHO Grades 6–8, one section at a time
FORMAT 2 × 40–45 min periods (35–45 students); gender-sensitive breakouts
OUTCOME Use the No–Go–Tell rules and name trusted adults.

ALIGNED WITH OFFICIAL GUIDELINES MoE Guidelines 2021 paras 4.10(g) and 5.19; NDMA School Safety Policy 2016

07 Safety First – Student Awareness (Grades 9–12)

Stay Alert, Stay Safe: Personal Safety & Legal Awareness for Teens

WHO Grades 9–12, by grade
FORMAT 2 × 45–60 min workshops (40–80); gender-separate segments
OUTCOME Understand consent, healthy relationships and how the law protects under-18s.

ALIGNED WITH OFFICIAL GUIDELINES MoE Guidelines 2021 paras 4.10(g), 4.10(n), 5.11 and 5.19

10 Cyber Safety for Students

Think Before You Click: Smart & Safe Digital Citizenship

WHO One grade band at a time
FORMAT 60-min interactive session, scenarios and quiz (40–120 students)
OUTCOME Protect your accounts, privacy and digital footprint.

ALIGNED WITH OFFICIAL GUIDELINES MoE Guidelines 2021 para 5.11; POCSO Act and IT Act provisions on child sexual material

11 Legal Lounge (Grades 10–12)

Know Your Rights: Contracts, Consumer Rights, Road Safety and Citizen Conduct

WHO Grades 10–12
FORMAT 2-hour workshop with mock trial, or 3 × 60-min series (40–80)
OUTCOME Explain basic contract and consumer rights for apps, subscriptions and online purchases.

RECOMMENDED GOOD PRACTICE Builds legal literacy and life skills (MoE Guidelines 2021 para 5.19)

Parents Programmes 5, 9

05 Child Protection Is a Shared Responsibility: POCSO for Parents

Protecting Our Children Together: A Parent's Role in Child Safety

WHO Parents and guardians
FORMAT 60–75 min seminar with Q&A, at a PTM or online (50–200 parents)
OUTCOME Teach your child body safety and the difference between safe and unsafe secrets.

RECOMMENDED GOOD PRACTICE Aligned with POCSO Rules 2020, Rule 3 and MoE Guidelines 2021

09 Cyber Safety for Parents

Parenting in the Digital Age: Protecting Children Online

WHO Parents and guardians
FORMAT 60–90 min webinar or in person, live device demo (50–200 parents)
OUTCOME Set up parental controls and screen-time agreements.

RECOMMENDED GOOD PRACTICE Aligned with MoE Guidelines 2021 para 5.11; POCSO Rules 2020, Rule 11; DPDP Act 2023 (from May 2027)

SUGGESTED TRAINING YEAR	APR–MAY	JUL	AUG–SEP	OCT–NOV	DEC–JAN
	Induction: POCSO and POSH for all staff (1–4)	Disaster drill and SDMP refresher (12)	Student safety, Grades 6–12 (6, 7)	Cyber safety: teachers, students, parents (8, 10, 9)	Parent session, Legal Lounge, refreshers (5, 11)

Badges describe the legal basis as of October 2026. 'Legal requirement' means a statute or rule requires the school to train. The law requires POCSO training to be 'periodic'; we recommend yearly refreshers. Guideline-based programmes become binding where your state has notified the MoE 2021 Guidelines. Full outcomes for each programme are set out in your proposal.

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PROOF, DELIVERABLES, NEXT STEP

What your school receives

- Pre-session needs check
- On-campus delivery in low-disruption slots
- Signed attendance register
- Participant certificates (records you can log towards teachers' school-level CPD hours)
- Feedback summary
- Compliance mapping sheet linking the session to POCSO, POSH, NDMA or MoE requirements (a training record, not legal advice)
- POSH workshop count for your annual report
- Refresher reminder



POSH Internal Committee: inquiry process

Evidence pack Every session produces records you can show an inspector, your management or the District Officer.

HOW IT WORKS

Four steps from first call to evidence pack

1 Discovery call
A 20-minute call to understand your school, board and staff mix.

2 Choose programmes or an annual package
We map the right sessions to your legal duties and calendar.

3 We train on your campus
Sessions in low-disruption slots, in English, Hindi or both.

4 You receive your evidence pack and follow-up
Attendance, certificates, feedback, compliance mapping sheet and refresher reminder.



Tools for compliance: a staff session

COMPLIANCE MAP

Which law each programme supports

Programme / Audience	01 Support	02 Support	03 Educators	04 Educators	05 Parents	06 Students	07 Students	08 Educators	09 Parents	10 Students	11 Students	12 Educators
POCSO Act / Rules	✓		✓		✓	✓	✓	✓	✓	✓		
POSH Act 2013		✓		✓								
MoE Guidelines 2021	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓
CBSE circulars	✓	✓	✓	✓	✓							✓
NDMA 2016						✓						✓
IT Act / DPDP								✓	✓	✓		

Sources: POCSO Rules 2020; POSH Act 2013 and Rules; MoE Guidelines on School Safety and Security 2021; CBSE Circular 19/2017 and Circular of 25.09.2017; NDMA School Safety Policy 2016; IT Act 2000; DPDP Rules 2025.

WHAT SCHOOLS SAY

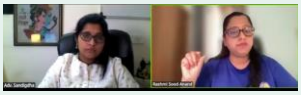
Trusted by school leaders and child-safety advocates

> *"The session by lexEducate with Advocate Sandigdha Mishra was the best session we have attended since the beginning of the school."*

> *"She has been instrumental in strengthening our work around POCSO and POSH awareness… She brings together knowledge, empathy, and action in a way that makes her work truly impactful."*

> *"Her ability to translate complex requirements into practical systems is truly commendable… I would confidently recommend her to any organisation seeking to strengthen its governance and compliance framework."*

AS FEATURED ON



TTTE #159 with Rashmi Sood Anand

Spectrum – The Awareness Project, TTTE #159 ("Creating Safe Social Spaces for Our Children – POCSO")

READY WHEN YOU ARE

Book a 20-minute call

A free training-needs call: we map your school's duties to the right programmes and give you a plan for the year.

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Per session or annual package · quote on request

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