



NESTS/H-1/124/NESTS-Guidelines/2025-26

Dated: 28/08/2025

The Principals,
All EMRSs

Subject: Prohibition of Corporal Punishment in EMRSs -reg.

Madam/Sir,

It is to inform that the Right of Children to Free and Compulsory Education (RTE) Act, 2009, explicitly prohibits physical punishment and mental harassment of children. Further, NCFSE 2023 emphasizes that children must not be subjected to physical punishment, humiliation, or any form of excessive discipline. NCFSE also recognizes that punishment, particularly corporal punishment, can have a long-lasting negative psychological impact on children. Such practices can lead to feelings of fear, resentment, and trauma, which hinder the learning process.

2. Corporal punishment includes, but is not limited to, practices such as forcing children to assume uncomfortable positions, making them ingest harmful substances, confining them in closed spaces, spanking, pinching, slapping, punching, ear-pulling, hair-pulling, and beating with blunt objects. As part of our commitment to maintaining a safe, nurturing, and respectful environment for all students in EMRSs, it is pertinent to remind everyone associated with EMRSs about the prohibition of corporal punishment in schools.

3. However, it has come to the notice of this office that a few isolated incidents involving the use of corporal punishment by some teachers in EMRSs have been reported. Such instances not only affect the well-being of students but also lead to legal implications and create an undesirable image of EMRSs. It is reiterated that corporal punishment is strictly prohibited as per Conduct Guidelines for EMRS Employees, circulated vide letter dated 13/06/2025 (Ref. Para 39). All EMRS staff are expected to create a safe, supportive, and respectful environment for every child. Under no circumstances should any student be subjected to fear, trauma, anxiety, physical punishment, sexual abuse, or mental and emotional harassment. Corporal punishment is strictly prohibited, and any violation will be viewed with utmost seriousness.

4. Any violation of this rule, including physical punishment, verbal abuse, or any other demeaning behaviour towards students, will attract serious consequences, which may include disciplinary action or even termination of employment. NESTS has expressed concern over instances of corporal punishment being used by some teachers in EMRSs from time to time. NESTS believes that there is no scope for such punishments in the learning environment and that teachers should adopt strategies by which the learner realizes his/her mistake, if any, rather than face corporal punishment by the institution.

5. To eliminate corporal punishment from EMRSs, the following directives are to be implemented by the Principals of EMRSs:

- i. To ensure that no physical punishment, including hitting, spanking, slapping, or any form of force, is used, as it negatively impacts students' emotional, social, and academic development.

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- ii. To allow students time to reflect on their behaviour through time-outs or calming periods, helping them regain emotional control and consider alternative ways to handle situations.
- iii. Corporal punishment leads to scars on the mindset of students. If behavioural challenges persist, consult with school counsellors and doctors, if needed, for tailored strategies to address students' needs.
- iv. To foster an environment where students feel safe to express their feelings and thoughts, encouraging them to share their perspectives on conflicts and problem-solving.
- v. To use praise, rewards, and positive reinforcement to encourage good behaviour and motivate students to continue making positive choices. Model respectful communication and self-regulation, as students often imitate adult behaviour in handling frustration, disappointment, or conflict.
- vi. To encourage teachers to participate in workshops and training on positive discipline techniques, classroom management, and student mental health, to continuously improve their skills in managing challenging behaviours without resorting to physical punishment.
- vii. To adhere to the guidelines for eliminating corporal punishment in schools, as outlined by 'NCPCR Guidelines for Elimination of Corporal Punishment'.
- viii. To ensure that school staff, parents, children, and the community are educated about children's rights and the importance of maintaining a safe, supportive school environment.
- ix. To conduct School-Level Workshops for all teachers, highlighting rules, directions, advisories, and consequences after using corporal punishment.
- x. Despite repeated oral and written instructions, if any teacher continues to resort to corporal punishment, immediate action must be taken in accordance with the existing rules.
- xi. An undertaking must be obtained from all teachers (including contractual teachers) in EMRSs, affirming that they will not use corporal punishment or engage in mental harassment of students. The undertaking is to be kept in the office records. The format of the undertaking is enclosed as **Annexure-I**.

6. Furthermore, it is requested to ensure that these directions are strictly complied with in all EMRSs. Any failure to adhere to these instructions will make the concerned Supervisory Officers liable for necessary action as deemed appropriate.

This issues with the approval of the Competent Authority.

Yours faithfully,

-sd-

(Kumud Kushwaha)
Deputy Commissioner

Copy to:

- i. The Nodal Officers, State EMRS Societies.
- ii. NESTS Website.

UNDERTAKING

I, _____ (Name), _____ (Designation),
posted at EMRS _____ (Name & Location of School), hereby
solemnly affirm and undertake the following:

1. That I have read and understood the guidelines issued by NESTS/State EMRS Society regarding the prohibition of corporal punishment and mental or emotional harassment of students.
2. That I shall ensure a safe, supportive, and respectful learning environment for all students and treat every child with dignity and care.
3. That I shall not resort to any form of corporal punishment or engage in any act that may cause fear, trauma, anxiety, humiliation, or emotional distress to students.
4. That I understand any violation of these instructions will be viewed seriously and may invite disciplinary and/or legal action as per applicable rules and regulations.

I hereby declare that I shall strictly abide by the above undertaking at all times during my service in the EMRS.

Name of Teacher: _____

Designation: _____

Name of EMRS: _____

Employee ID (if any): _____

Signature of Teacher: _____

Date: _____

Place: _____

Countersigned by:
Principal
(Signature & Seal)