



केन्द्रीय माध्यमिक शिक्षा बोर्ड CENTRAL BOARD OF SECONDARY EDUCATION

(शिक्षा मंत्रालय, भारत सरकार के अधीन एक स्वायत्त संगठन)
(An Autonomous Organization under the Ministry of Education, Govt. of India)

No.CBSE/Affln./532088/E-196402/2025/05814

Dated: 04.12.2025

ORDER

WHEREAS, G D Goenka High School, Sohna, Gurugram, Haryana - 122103, is affiliated with Board upto Senior Secondary Level. The affiliation is renewed from time to time and the school is affiliated upto 31.03.2028 with affiliation number 532088. As per conditions of affiliation, the school shall abide by the provisions of the Examination and Affiliation Bye-Laws of the Board.

AND WHEREAS, all affiliated schools have already been informed through Board's notification dated 18.10.2018 to ensure compliance with the terms and condition mentioned in the Affiliation Bye-Laws, 2018. Clause 12 of Affiliation Bye-Laws clearly lays down that any non-compliance of Examination and Affiliation Bye-Laws shall be considered as violation and action shall be taken as per the Rules in Chapter 12 of the Affiliation Bye-Laws, 2018.

AND WHEREAS, Clause 14.1 of Chapter 14 – "General Rules" states that, "Every school is bound to follow the Affiliation Bye Laws of the Board mutatis mutandis."

AND WHEREAS, Clause 3.1.5 stipulates that, "The land mentioned in 3.1.1 above should be surrounded on all sides by a pucca boundary wall of sufficient and adequate height."

AND WHEREAS, Clause No. 2.4.13 of the Affiliation Bye-Laws, 2018 stipulates that, "A school affiliated with the Board is not allowed to have dual affiliation i.e. simultaneous affiliation with two boards with the same set of infrastructure and land."

AND WHEREAS, Clause No. 4.7.6 of the Affiliation Bye-Laws, 2018 stipulates that, "The school shall follow the guidelines related to the safety of the children in schools contained in the **Manual on Safety and Security of Children in Schools** Developed by National Commission for Protection of Child Rights "

AND WHEREAS, Clause No. 9.1.3 of the Affiliation Bye-Laws, 2018 stipulates that, "It shall ensure that the school is run as a community service and not as a business and that commercialization does not take place in the school in any manner whatsoever."

AND WHEREAS, on the basis of complaints dated 05.06.2025 of some parents regarding security and safety of junior students of the school, clarification was sought from the school vide this office letter dated 20.06.2025. In response, the school vide letter dated 26.06.2025 had accepted that "G D Goenka High School and G D Goenka University operate from adjacent plots within a shared educational complex..."

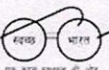
AND THEREFORE, on the basis of the enabling provisions contained in clause 11.4 of the Affiliation Bye-Laws, 2018, the Board conducted Surprise Inspection of the school on 19.08.2025 through a two members Inspection Committee.

A. On the basis of the report submitted by the Inspection Committee, following *inter alia* violations were noticed and conveyed to the school by serving Show Cause Notice dated 04.09.2025:

1. IC has reported that three institutions are running in the one campus and one building:
 - a. GD Goenka High School: Some part of ground & first floor (on left side of common side of common reception)
 - b. GD Goenka World School (an IB school): Some part of ground & first floor (on right side of common reception)
 - c. GD Goenka University (A private university). There is admission office at left side of common reception. 1-2 departments of the University are running on 2nd floor of building.

This is the violation of clause: 14.10 & 9.1.3 of the Affiliation Bye Laws of the Board.

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2. IC has reported that there is no concrete boundary wall of the school on all four sides. On front side, there is 3 feet height boundary wall with fencing on the same. On left side, there is no wall and no fencing, just a common passage for university on which students was walking to University campus. On back side, there was only a manned barricading between school and university with no demarcation between school and university campus. On right side, there was again common area with GD Goenka World School. Further, this point of boundary wall is worthless even in same building, there 3 institutions running of same floors, having a common reception for all 3 institutions.
This is the violation of clause: 3.1.5 of the Affiliation Bye Laws of the Board.
3. IC has reported that there is one common reception for all 3 institutions. GD Goenka High School, GD Goenka World School and GD Goenka University.
This is the violation of clause: 2.4.13 of the Affiliation Bye Laws of the Board.
4. IC has reported that some students of University were roaming freely on ground and first floor. These students were not in school uniform. They came for admission purpose enquiry or for attending classes. This is highly objectionable and is not safe for students of school as claimed in the complaint. This proves that the complaint is genuine, and there is issue of safety and security of school students.
This is the violation of clause: 4.7.6 & 9.1.2 of the Affiliation Bye Laws of the Board.
5. IC has reported that the school is not maintaining student attendance registers and staff attendance registers. No attendance registers were proper as per norms. There is no staff attendance register. The school was just showing digital record which may not be authentic.
This is the violation of clause: 14.19 of the Affiliation Bye Laws of the Board.
6. IC has reported that the school is not maintaining admission withdrawal register properly. There were many blank pages in the register which shows some doubt about the genuineness of admissions.
This is the violation of clause: 14.19 of the Affiliation Bye Laws of the Board.
7. IC has reported that there were some admissions cases, which were done without TC from the previous school.
This is the violation of clause: 6.1 of the Examination Bye Laws of the Board.
8. IC has reported that the school has reported only 4 students for Chemistry in class XI/XII. But the Chemistry lab shows apparatus which is for college/ university level courses. This confirms the doubts that the campus/ labs are being used for university students also.
This is the violation of clause: 14.13 & 2.4.13 of the Affiliation Bye Laws of the Board and Board's Circular No.11/2022 dated 04.10.2022.
9. IC has reported that the school has claimed 42 staff on roll, but the salary is being given to 49 teachers, and EPF is deducted for 51 staff members. The school has claimed to have outsourced its support staff.
This is the violation of clause 5.3 of the Affiliation Bye Laws of the Board.
10. The Committee has reported that there is no Composite Science Lab & Mathematics Lab available in the school, which is a violation of clause 4.2 & 4.5 of the Affiliation Bye Laws of the Board.
11. The Committee has reported that classroom size is lesser than the minimum size prescribed by the Affiliation Bye Laws of the Board, which is a violation of clause 4.1 of the Affiliation Bye Laws of the Board.
12. The Committee has reported that size of Library is lesser than the minimum size prescribed by the Affiliation Bye Laws of the Board, which is a violation of clause 4.3.1 of the Affiliation Bye Laws of the Board.



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13. The Committee has reported that the school is indulged in commercial activities such as running of different institutes in the same campus, which is a violation of clause 9.13 & 14.10 of the Affiliation Bye Laws of the Board.
14. The Committee has reported that the school is not maintaining essential records i.e. Service records of teaching and non-teaching staffs which includes appointment, probation, confirmation, termination of services, service books etc., which is a violation of clause 14.19 of the Affiliation Bye Laws of the Board.
15. The Committee has reported that the school has not framed its service rules/conditions and service contracts for its employees as per norms of the State Govt./UT, which is a violation of clause 5.3 of the Affiliation Bye Laws of the Board.

B. SUBMISSION OF THE SCHOOL:

The school vide its reply dated 29.09.2025 has made inter-alia, the following submissions in response to the points raised in the Show Cause Notice dated 04.09.2025:

1. It is submitted that GD Goenka High School is functioning as an independent institution on 7.68 acres of land with a separate entry and exit. It is placed on record that GD Goenka Education City has been established on a land parcel of 60 acres, comprising three educational institutions, namely GD Goenka High School, GD Goenka World School, and GD Goenka University. All three institutions operate in independent buildings with separate entry and exit points, duly approved by the National Highways Authority of India (NHAI).

S. No.	Institution name	Campus earmarked	Independent Entry/Exit
1	G D Goenka High School	7.68 acres	Gate No. 2
2	G D Goenka World School	35.32 acres	Gate No. 1
3	G D Goenka University	17 acres	Gate No. 3

Enclosed as Annexure I is the copy of Site Plan of the integrated campus highlighting the clear-cut demarcation of each institution. Also enclosed is the Land document of GD Goenka High School along with the Building Plan and the copy of NHAI approval for three different gates.

2. At GD Goenka High School, the boundary wall, as per the required specifications, is already in place for most of the area. The portion that was previously fenced is being replaced with a 6 ft. high concrete wall, as stipulated. (Enclosed as Annexure II are photographs of the existing wall, as well as images of the ongoing work where the fence is being replaced by the concrete boundary wall.) This work will be completed shortly, hereby ensuring full and exhaustive compliance. Enclosed as Annexure II is also an affidavit duly signed by the Manager, continuing the completion of the said task, along with the photographs of the work being undertaken.
3. The reception area for each institution is now independent, with separate entries. The common reception area visited by the IC committee was independent of the school, with a locked door providing entry to the school premises, which was manned by a guard at all times. However, following the committee's observations, this has since been segregated, and the independent reception of the school has been shifted to another space, as already highlighted in the site map. Enclosed as Annexure III are photographs of the reception areas of the three institutions, showing separate entries and passages, along with the highlighted reception area on the site map.
4. During the Inspection Committee's visit, the University students observed were only in the designated admission area for the purpose of admission. The same has been shifted to the University area separated from the school. They do not enter or have access to the High School premises. The High School has a dedicated reception. Access is permitted only to High School students, staff, and authorized guardians under strict supervision.



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Enclosed as Annexure IV is the undertaking the school at all times will ensure the safety and security of students.

5. GD Goenka High School submits the following clarification:
- (a) Student Attendance Registers The school maintains comprehensive attendance records for all students in both physical and digital formats for all classes. The copies of the attendance register for all classes for the month of August, 2025 is enclosed herewith.
- (b) Staff Attendance Registers The staff attendance is logged through a face recognition biometric system with retina scanning. The monthly attendance report is generated through the HRMS portal "People Strong".

Both records are countersigned/ attested by the principal or a designated staff member to ensure authenticity and accuracy.

Enclosed as Annexure V, A & B is the copy of the attendance register of both students and staff duly attested by the principal and manager of the school.

6. The school is maintaining the AWR in both online and physical modes. It has been observed that a few partial blank pages were there due to a clerical lapse. However, the continuity of serial numbers without any break rules out any doubts regarding the genuineness of admissions. This observation has been duly noted, and the school has addressed the discrepancy.
- Enclosed as Annexure VI is the admission withdrawal register for all students, in strict compliance with CBSE norms.

7. The school ensures that only bona fide students who meet all eligibility requirements are admitted in accordance with the prescribed guidelines. The school has duly noted the committee's observation and has completed the entry of the missing Transfer Certificate in the records. The concern has been carefully addressed, and the school has complied with the committee's observation.
- Annexure VII: A copy of the Admission and Withdrawal Registers, along with all required information, including the School Leaving Certificate (SLC)/Transfer Certificate (TC) from the previous institution for all students, is enclosed herewith.

8. The school submits that the Chemistry Laboratory, along with the other laboratories, is used exclusively by high school students. The laboratories are equipped with all requisite apparatus and chemicals as prescribed by the CBSE. At the time of commencing the first batch of Class XI, the Chemistry Laboratory was fully equipped to meet the practical requirements of senior secondary students. All apparatus, reagents, and resources are exclusively utilized by high school students, in strict adherence to the CBSE curriculum, and also to provide for and support investigatory projects, research undertaken by the students.

Enclosed as Annexure VIII is the copy of Stock Register along with a geo-tagged photograph of the laboratory.

9. The school respectfully submits that the payrolls of all teaching and non-teaching staff are maintained in full compliance with statutory requirements.

As on date, the total staff strength of GD Goenka High School is 58, comprising:

- Principal - 1
 - Teaching Staff-47
 - Non-Teaching Staff-7
 - Auxiliary Staff: -3
- Total: 58



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The earlier discrepancy in the reported number was due to the following reasons:

- Total teaching staff in July was 43 as per the biometric attendance register presented during the inspection, copy of biometric attendance report is attached for verification.
- Salary for the month of July was paid to 43 teaching Staff + 1 Principal + 7 Admin Staff + 4 auxiliary staff, that is total staff was 55.
- Salary to 49 staff was paid in the IDFC Bank and salary to 6 staff members was paid in the other Bank. (enclosed are the copy of both salary statements)
- EPF for the month of July was paid to 51 staff members instead of 55 since 4 auxiliary staff were not paid EPF.

The details of staff members over July to Sep 2025 are as follows:

Month	Academic Staff	Admin Staff	Principal	Auxiliary Staff Total	Total
July	43	7	1	4	55
August	45	7	1	4	57
September	47	7	1	3	58

The school confirms that all staff members on roll are covered under the Employees' Provident Fund (EPF) scheme, in strict adherence to statutory norms.

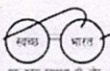
Annexure IX: Details of staff, including their designation, nature of appointment, pay scale, and EPF account number, along with copies of appointment letters, proof of salary payment through bank transfer, and records of regular EPF contributions, are enclosed herewith.

10. GD Goenka High School is fully committed to adhering to Clauses 4.2 and 4.5 of the Affiliation Bye-Laws regarding the provision of Composite Science and Mathematics Laboratories. We respectfully submit the following clarification:

- (a) Composite Science Laboratory - The school maintains a fully functional Composite Science Laboratory, in addition to Physics, Chemistry, and Biology laboratories at the senior secondary level.
- (b) Mathematics Laboratory - A dedicated Mathematics Laboratory is established in the school as per the prescribed norms. It is equipped with models, teaching aids, and resources that facilitate activity-based and experiential learning for students.

Enclosed as Annexure X is the Geo-tagged photographs of Composite Science Lab and Mathematics Lab along with the stock register.

11. It is respectfully submitted that all classrooms in the school comply with CBSE norms and guidelines. Enclosed as Annexure XI are the details of classroom sizes along with geo-tagged photographs, as per the prescribed norms.
12. It is respectfully submitted that the library at GD Goenka High School is as per the CBSE norms in terms of size, infrastructure, and resources. Enclosed as Annexure XII is the details of the library with sizes and geo-tagged photographs with size as per norms.
13. The school respectfully submits that it functions solely as an educational institution, with its entire land, building, and resources dedicated exclusively to the educational needs of its students.
14. It is further clarified that the school fully complies with all provisions of Clauses 9.1.3 and 14.10 of the Affiliation Bye-Laws regarding non-commercialization and the use of school infrastructure. Enclosed as Annexure XIII is the affidavit regarding no commercial activity being conducted within the premises.
15. It is clarified that the school maintains all statutory and essential records of both teaching and non-teaching staff. These include appointment letters, probation and confirmation orders, service books, and other relevant documents. The school respectfully submits that complete service records are duly maintained in accordance with the statutory CBSE norms. Enclosed as Annexure XIV-Copies of the service books of all staff members for your perusal.





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16. The school has a comprehensive policy on service rules and contracts, which is being followed in letter and spirit. These are aligned with statutory requirements, and duly executed contracts for both teaching and non-teaching staff are already in place. The rules and contracts have been framed in line with statutory provisions, approved by the School Management Committee, and are being implemented in practice.
Enclosed as Annexure XV is a copy of the service rules of GD Goenka High School.

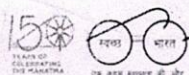
C. FINDINGS & ANALYSIS:

The analysis of the submissions made by the school in its reply dated 29.09.2025, along with the observations regarding the violations committed by the school, are as follows:

- With regard to the issue of operating three different institutions within the same campus, the school has stated that it is functioning on a land area measuring 7.68 acres (31,080 sq. mtrs.) with separate entry and exit, out of the total land area of 60 acres. However, the School has reported a land area of 18,211 sq. mtrs. on the OASIS Portal as on 18.09.2025, thereby establishing a clear mismatch in the land area furnished. The clarification of the school cannot be accepted as it contradicts with the report of the inspection committee, which physically inspected the school on 19.08.2025 and informed that three institutions are running in the one campus and one building:
 - GD Goenka High School: Some part of ground & first floor (on left side of common side of common reception)
 - GD Goenka World School (an IB school): Some part of ground & first floor (on right side of common reception)
 - GD Goenka University (A private university). There is admission office at left side of common reception. 1-2 departments of the University are running on 2nd floor of building.

From the submission made by the school and from video provided by the inspection committee, it is established that GD Goenka High School has not been demarcated from GD Goenka World School and GD Goenka University. Further, non-separation of the school campus from other institutions continues to pose a serious safety hazard for students. This establishes violation of Clause 9.1.3, 4.7.6 and 2.4.13 of the Affiliation Bye Laws-2018 of the Board.

- The School's own submissions establish that, at the time of inspection, it did not have a concrete boundary wall of six feet height enclosing the entire school campus. As per the School's statement, construction of the boundary wall in the area that was previously only fenced is presently underway and is expected to be completed shortly which establishes the violation of Clause 3.1.5 of the Affiliation Bye Laws of the Board.
- With respect to the non-existence of a Composite Science Laboratory and a Mathematics Laboratory, the School's submissions are in stark contradiction to the findings of the Inspection Committee. While the School has claimed that both laboratories are fully functional and has attempted to substantiate this assertion by furnishing photographs, it is observed that only photographs of the Mathematics Laboratory have been provided. No photograph of a separate Composite Science Laboratory has been submitted. On the contrary, one of the photographs furnished by the School indicates that a signage reading "Composite Lab" has merely been affixed outside the existing Biology Laboratory. Accordingly, it is evident that the School does not have a separate Composite Science Laboratory as required.





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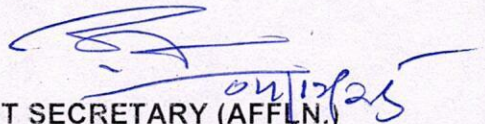
CONCLUSION:

In view of above, it is evident that G D Goenka High School, Sohna, Gurugram, Haryana shares its infrastructure and premises with two other institutions without demarcating the land with pucca boundary wall. These institutes are functioning in the same building on all floors besides the classes of one program of University on top floor of the same building. A school campus that is shared with other entities or institutions, without a proper boundary wall or adequate physical segregation, exposes students to potential risks, including the possibility of bullying, harassment or unwarranted interaction with students from nearby higher-education institutions whereas it is imperative that the school maintains a campus that is fully secured and not accessible to outsiders. Every school is duty-bound to take all necessary corrective measures to ensure the safety and security of its students. Further, the school is also not in position to segregate these institutions in different campuses in short interval of time.

NOW THEREFORE, in view of the established violations of Affiliation Bye Laws of the Board and keeping in view that the school tried to make efforts to ameliorate the violations established during the inspection, the Competent Authority of the Board, after taking a sympathetic view in the interest of the students' future, has passed the following orders:

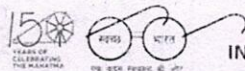
1. The affiliation of the school is suspended for a period of 01 year for the session 2026-27, so that the school is able to separate the infrastructure of the school from other institutions in order to provide a safe learning environment to the students.
2. The school shall not admit students in class IX and Class XI during the period of suspension i.e. in the session 2026-2027.
3. The Students currently registered in class IX to XII are permitted to continue in the same school with the direction that the school should ensure complete safety of the children.
4. The School is strongly warned to abide by norms and the Bye-laws of the Board. The school is also directed to disengage other institutions from the premises of G D Goenka High School and cure the defects so that the building and ground are exclusively for the use of students of G D Goenka High School with separate entry and exit from the main road. The school is also required to demarcate land of the school from other institutions by constructing concrete boundary wall of six feet height around the entire school campus, no infrastructure or human resource of the school shall be shared with other institutions. The Composite Science Lab is also required to be established as per norms of the Board. Further, all the records are required to be maintained as per Affiliation Bye Laws-2018, SoP, circulars and notifications, issued by the Board time to time.

This issues with the approval of the Competent Authority of the Board.


JOINT SECRETARY (AFFILN.)

THE MANAGER
G D GOENKA HIGH SCHOOL,
SOHNA, GURUGRAM,
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(Affiliation No. : 532088)

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