



Policy Document

Child Protection Policy

Date finalized:

1 March 2016

To Be Reviewed:

1 December 2016



Child Protection Policy

Vision

Every student in GCS has the right to grow up and develop to their full potential in a secure, safe, family and school environment, free from any kind of exploitation.

Mission

Empower students, families and communities to provide the best environment for children to thrive and develop.

GCS fully recognises its responsibilities for child protection.

This document should be read in conjunction with the Emergency Procedures Policy.

Our policy applies to all staff working in the school. There five main elements to our policy which are to:

- ensure we practice safe recruitment in checking the suitability of staff to work with children
- raise awareness of child protection issues and equip children with the skills needed to keep them safe
- implement procedures for identifying and reporting cases, or suspected cases, of abuse
- support students who have been abused in accordance with his/her agreed child protection plan
- establish a safe environment in which children can learn and develop.

We recognise that because of the day-to-day contact with children, school staff are well placed to observe the outward signs of abuse. The school will therefore:

- establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to
- ensure children know that there are adults in the school whom they can approach if they are worried
- include opportunities for children to develop the skills they need to recognise and stay safe from abuse, in keeping with the acceptable local culture and sensitivities.

We take account of guidance issued by the KHDA to:

- Have two designated Child Protection Leads for child protection - Gary Mallon (Primary School) & Ingrid Pretorius (Secondary School)
- ensure we communicate concerns with Taaleem head office and, when appropriate, the KHDA & the Child Protection Centre, Al Barsha
- ensure every member of staff knows the name of the designated Child Protection Leads responsible for child protection and their role
- ensure all staff members understand their responsibilities in being alert to the signs of abuse and responsibility and follow the correct chain of communication in terms of a referral
- ensure that parents have an understanding of the responsibility placed on the school and staff for child protection
- develop effective links with Child Protection Centre, MOI and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences or court hearings
- keep written records of concerns about children, even where there is no need to refer the matter immediately
- ensure all records are kept securely, separate from the main student file, and in locked locations
- develop and then follow procedures where an allegation is made against a member of staff or volunteer
- ensure safe recruitment practices are always followed, which includes police clearance checks for all teaching and support staff at GCS

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the student through:

- the school ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued;
- the school behaviour policy which is aimed at supporting students in the school. The school will ensure that the student knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred;
- liaison with other agencies that support the student such KHDA, Child Protection Centre, MOI, KidsFirst, the visiting school doctor and the police;
- ensuring that, where a student on our child protection register leaves, their information is transferred to the new school immediately. This is also relevant for students who move from Primary to Secondary School.

Significant members of staff for child protection 2014-15

Child Protection Lead MYP: Ingrid Pretorius

Child Protection Lead PYP: Gary Mallon

School Nurse: Tricel Aspuria

Counsellor: Ingrid Pretorius

Useful Contacts (Only to be used by designated Child Protection Leads):

New Hotline Number from MOI. 116111

- 999 Police hotline
- 800 - 988 Child Protection Centre hotline
- 800 - 700 Sharjah Social Services Dept

Websites: www.safechild.ae
www.moi-cpc.ae/en/information

Incident Report Form

Referrer's name & email address:
Referrer's position:
Child's name:
Child's address:
Parents' names, address and phone number:
CONTACTED YES NO
Child's date of birth:
Date and time of specific incident/s:
Your observations (Physical/Behavioural/Indirect signs) KEEP it FACTUAL:

**Exactly what the child said (using the child's language) and what you said:
(Remember; do not lead the child – record actual details. Continue on separate sheet if necessary)**

Details of alleged / suspected abuser:

Name:

Their position:

Address:

Any other details that you feel will be important:

External agencies contacted in an emergency or other person if any of the designated Child Protection Leads are not contactable:

Police:

Name and number of contact:

Action Agreed:

KHDA:

Name and number of contact:

Action Agreed:

Child Protection Centre (Al Barsha):

Name and number of contact:

Action Agreed:

Ministry of Interior (MOI):

Name and number of contact:

Action Agreed:

I can confirm that to the best of my knowledge the information provided above is correct, and that I will be available to answer any further questions on this matter.

Referrer's Signature:

Print name:

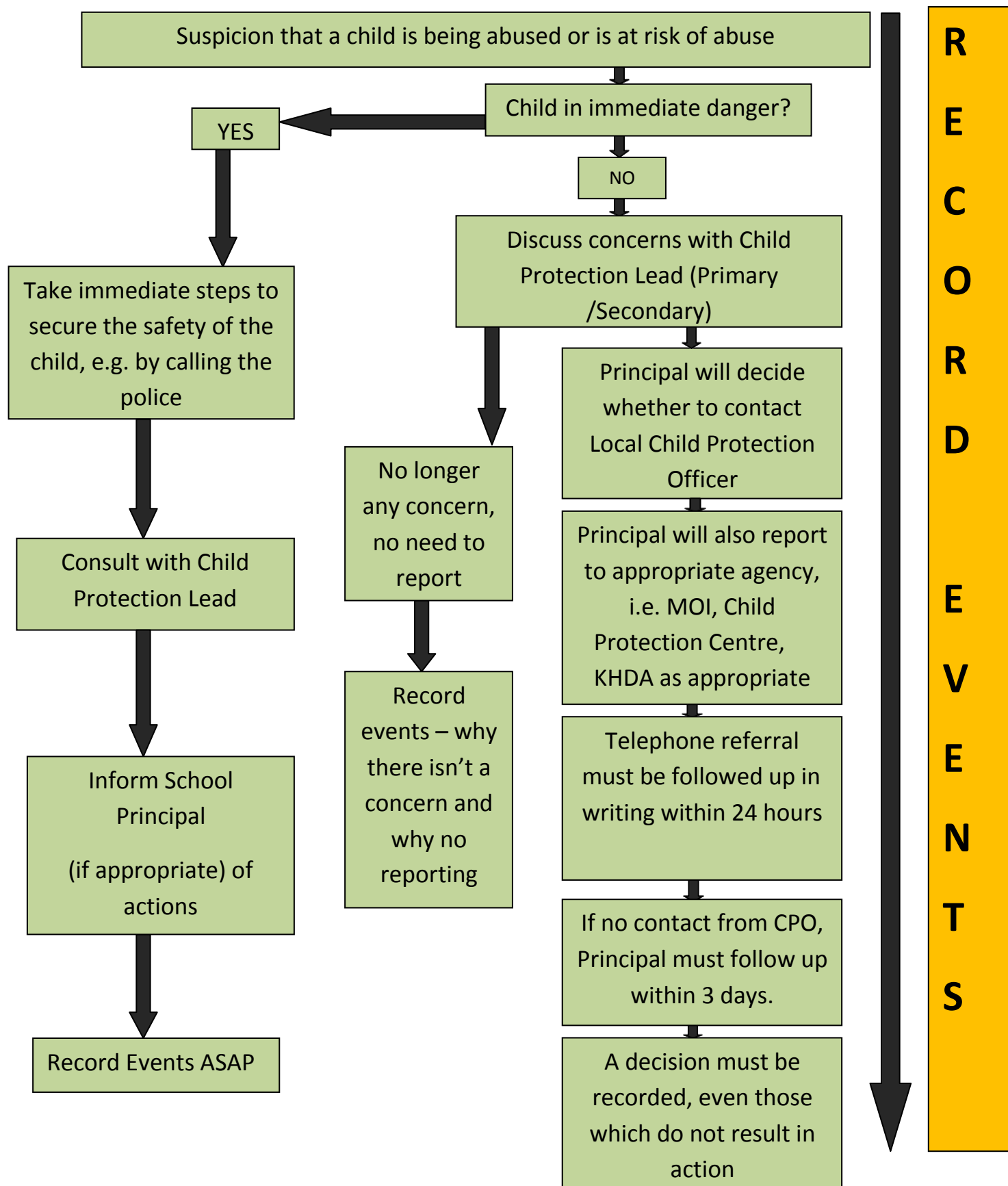
Designated Senior Person's Name and Signature:

Date:

ANY INCIDENT MUST BE REPORTED IMMEDIATELY TO THE DESIGNATED CHILD PROTECTION LEAD.

NOTE: All information relating to any concerns about abuse will be sent and/or copied to the concerned organisation so that all incidents, minor or major are recorded. This information will be kept securely and confidentiality will be respected. Confidentiality will only be breached if and when it is in the best interests of a child.

FLOW CHART OF CHILD PROTECTION CONCERNS



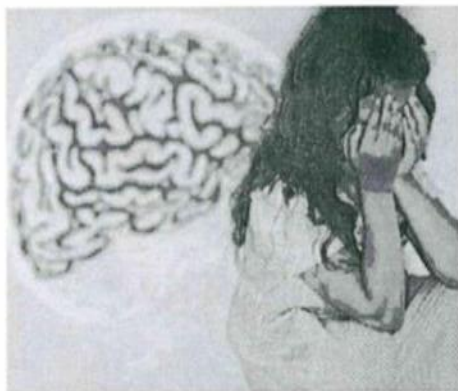
ABUSE



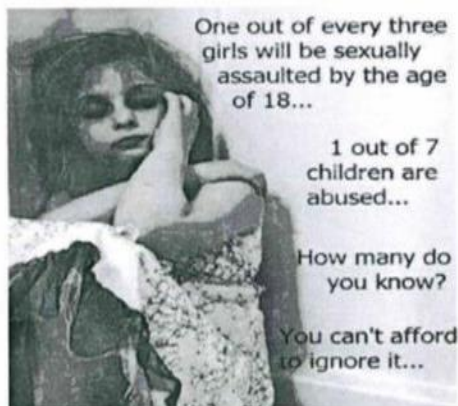
Physical injury: may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child including fabricating the symptoms of, or deliberately causing, ill health to a child.



Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development, such as failing to provide adequate food, shelter and clothing, or neglect of, or unresponsiveness to, a child's basic emotional needs.



Emotional abuse: persistent or emotional ill treatment of a child that adversely affects their development. May involve conveying to a child that they are worthless, unloved, and inadequate, there only to meet the needs of another; or where inappropriate expectations are imposed upon them. In addition it includes children who are regularly frightened, exploited or corrupted.



Sexual abuse: involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, or may also include involving children in looking at, or in the production of, pornographic material, or encouraging children to behave in sexually inappropriate ways.