



المدرسة الآسيوية الدولية الخاصة ASIAN INTERNATIONAL PRIVATE SCHOOL

Approved by the Ministry of Education-UAE-Affiliated to the Central Board of Secondary Education, New Delhi
Member: Council of the C.B.S.E Affiliated Schools in the Gulf

POLICY 3: STUDENTS PROTECTION

Protecting students by all measures and avoid subjecting students while at school or outside it during any school activities and during their transportation by school provided facility to any danger or harm be it exploitation, violence, physical harm, sexual abuse, any verbal insult, moral threat or harm of any kind. Anyone suspecting that any student is being subject to any form of these abuses shall inform the Principal/ the child Protection Team immediately. The Principal shall suspend any school employee immediately if accused of abusing any student.

Our students have a right to be safe and be protected from significant physical and emotional harm both inside and outside the school. This policy is crucial part of promoting the welfare of our students and it is designed to inform our staff regarding the signs of child abuse and to equip them with the knowledge on what to do in the event of suspected abuse. This policy defines abuse, outlines signs of abuse and explains the procedure for investigating and reporting the suspected act.

POLICY:

Asian International Private School is committed to safeguarding students and promote the welfare of them and expects all staff to help and work towards it. This student protection policy is for all staff, parents and to the wider school community. The school shall take all possible measures in protecting children from maltreatment, Preventing impairment of children health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective care, demonstrate the school's commitment with regard to safeguarding children. and taking action to enable all children to have high esteem, confidence, supportive friends and clear lines of communication with a trusted adult helps to prevent abuse.

Definition- CHILD ABUSE:

“Somebody may abuse or neglect a child by inflicting harm and failing to act to prevent harm. Children may be abused in a family or in an institution or community setting by those known to them or, more rarely, by others. Abuse can take place wholly online, or technology may be used to facilitate offline abuse. Children may be abused by adult or adults or another child or children.

The four main types of abuse referred to in keeping children safe in school are:-

Physical abuse: Physical abuse is the inflicting of physical injury upon a child. This may harming a child.



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Emotional abuse: It is also known as verbal abuse, mental abuse and psychological maltreatment. It includes acts or the failures to act by any other child or teachers, which have caused serious behavioral, cognitive, emotional or mental trauma. Using derogatory terms to describe the child, habitual tendency to blame the child or make him/her a scapegoat.

Sexual abuse: Sexual abuse is actual or likely exploitation of a child by involvement in sexual activities without informed consent or understanding, or that violate social taboos or family roles.

Neglect: It is the failure to provide for the child's basic needs. Neglect can be physical, educational, or emotional. The persistent or severe neglect of child which results in impairment of health or development.

Indicators of troubled children:

- Crying a great deal over the most minor of things
- Being anxious, feeling scared or insecure
- Difficulty in concentrating on their work
- Difficult to interact with peers
- Sleep problems, nightmare or bed wetting
- Somatic complaints such as stomach pain, headache
- Hyperactivity or emotional dysregulation
- Behavioral problems truancy, delinquency and stealing

Dealing with disclosure:

If the child discloses regarding experiencing any forms of abuse in some way the teacher or staff should:

- Listen and help the child to ventilate
- Be nonjudgmental, accept whatever the child says
- Comfort the child with positive words and explain whatever has happened it is not their fault.
- Reassure the child, do not make any promises
- Confidentially should be maintained and the case must be immediately referred to the child protection officer.

Child protection officer and members of child protection team:

- The team members include
- The Principal



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Vice Principals
Supervisors
Social Worker/ Student Counselor
PE. Teachers
Class teachers

The members of the child protection teamwork with students and remain supportive.
Reassure the child what has happened is not of his/her fault.
Stress that, it was good decision of the child to disclose the concern
Ask open questions rather than leading questions
Body mapping may be used if, the child is unable to express
Explain what has to be done and who has to be told

1. Procedures:

Any member of staff who suspects a case of child abuse must inform the OSH officer/ supervisor and child protection officer immediately. This includes the suspected cases of abuse committed on or off campus and by members of staff or by members of the public.

The reporting staff member will collate a detailed, accurate and confidential report. Elaborate the specific signs of abuse and submit this document to the child protection officer and OSH officer/ supervisor.

If there is any evidence of physical abuse, must attach the maps to the report.
Under no circumstance child's photographic evidence to be used.

After receiving a report of suspected child abuse, the child protection officer, OSH officer and supervisor will then initiate discussion to consult on next steps. Step could include contacting members of the student's family, Abu Dhabi Educational Council, Ministry of Interior.

At this meeting other key school personnel such as nurse will be present as requested by the principal.

Professional confidentiality:-



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Confidentiality is vital while dealing with children experienced abuse, this needs to be discussed and fully understood by all the staff in the school, particularly in the context of child protection.

Whenever there is a threat to the child or any protected related concern persist, must be immediately reported to the designated safeguarding lead and may require further referral to and subsequent investigation by appropriate committee.

Information on individual child protection cases may be shared by the designated lead or deputy with relevant committee members. This will be on need to know basis only and where it is in the child's best interests to do

Records and information sharing:-

Documentation is essential to good child protection practice.

Our school is clear about the importance of documentation about any concern pertaining to child or children within our school and when these records should be shared with child protection committee.

Sharing of information to the concerned personnel immediately and in effective manner would reduce the risk of harm.

Any staff member receiving a disclosure of abuse or noticing signs or indicators of abuse, will record it as soon as possible, noting what was seen or (if appropriate, use a body map to record), giving the date and time and location. All record will be dated and signed and will include the action taken. This will be informed to the safeguarding lead or deputy, who will decide on appropriate action and record this accordingly.

Any records related to child protection are kept in an individual child protection file. All records will be stored securely and confidentially.

If the child transfers to another school retained records will be transferred. The file will be marked confidential and for the attention of the receiving school's designated safeguarding lead.

The school safeguarding lead may contact with the new educational setting in advance to enable planning, so appropriate support is in place when the child arrives.

Harm/Neglect by Parents:



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They need to be aware that if any member of staff suspects that a child might have been deliberately harmed or neglected by their parent, the school has a duty to inform the child protection team for advice. School child protection team has the right to speak with the child without the parental consent when it is in the best interests of the child.

ROLES AND RESPONSIBILITIES:

All adults working with or on behalf of children have a responsibility to protect them and to provide a safe environment in which they can learn and achieve their full potential. However, there are key people within schools and the local authority who have specific responsibilities under child protection procedures.

The Owner or Board of Trustees:-

Ensure that buildings provide secure and supportive environments that comply with ADEK's requirements

Ensures that the policies, procedures and training in our school are effective and comply with the law at all times.

Make sure that all staff members undergo safeguarding and child protection training at induction.

Ensures that children are educated about safeguarding, including personal safety, online, ensuring that appropriate filters and monitoring systems for online usage are in place.

The principal will:

- Develop a school protection policy and publish it in school, implement effectively, and review and update it as necessary.
- Ensure that child Protection and welfare procedure is in place to prevent situations that could lead to the abuse of students
- Ensure that all students- and others- can safely report their concerns without fear of retribution or punishment.



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- All staff members receive regular safeguarding and child protection updates annually, to provide them with the relevant skills and knowledge to keep our children safe.
- Maintain clear student records and update them periodically.

The student counselor:

The school takes lead responsibility for managing child protection referrals, safeguarding training and raising awareness of all child protection policies and procedures.

Counselor would ensure that everyone in school is aware of these procedures and that they are followed at all times. Also act as a source of advice and support for other staff on child protection matters.

Periodic training sessions will be conducted by the counsellor for teachers pertaining to identification, indicators of child abuse, intervention and referrals. Children are given psycho education on personal safety training in group counseling sessions.

Referred abuse cases will be dealt diligently and confidentiality will be maintained. Depending on the type of abuse child will be counselled. If there is a need for individual psycho therapy sessions, that will be initiated.

Depending on the condition, with the consent of a child family or other stake holders will be involved.

If the child requires intense counseling sessions, child will be referred to concerned agency to seek further help. Counsellor will also liaison with external agency working on child protection and care.

Occupational health and safety officer:

- Providing advice on the implementation of Child Protection and welfare policy and Procedure.
- Conducting risk assessment for school activities in co-ordination with the supervisors.
- Communication and raising awareness of Child protection and welfare facilities.
- Leading the investigation of OSH issues or incidents and involving ADEK OSH Section in the investigation of reportable incidents; (Physical Abuse/ Accidents/ Near Miss)



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- Ensuring the implementation of OSH Requirements for all contractors having access to school. (Preventing the access of third parties from the school/ Access with authorization.)

The school nurse:-

The nurse role is to ensure that relevant information obtained in the course of their duties is communicated to the principal child protection officer. Types of injuries, attendance and frequency are documented.

In most cases, class teacher will be the first person that a concern is raised b. They will collate detailed, secure, accurate written records of concerns and liaise with the designated child protection officer.

All school staff:-

Everyone in our school has a responsibility to provide a safe learning environment in which our children can learn. All staff members are aware of the policy and their role in safeguarding.

They are aware of signs of abuse and neglect, so they are able to identify children who may be in need of help or protection. All staff members are aware of and follow school procedures, and aware of how to make a referral to a concerned personnel and child protection committee.

If staff has any concerns about a child's welfare, they must act on them immediately and speak with the designated safeguarding lead or deputy. Must not assume that others have taken action on this.

Maintain confidentiality and refrain from sharing the details of the case with others. Access to information on a case should be restricted and based on a need to know basis.

Staff members should be aware of breaches of the law and other professional guidelines that could result in criminal or disciplinary action taken against them.

Staff training:-

It is important that all staff have training to enable them to recognize the possible signs of abuse and neglect and to know what to do if they have a concern. New staff will receive training during their induction. The induction training must include familiarization with the safeguarding and child protection policy and identification of



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their own safeguarding and child protection training needs. All staff signs to confirm they have received a copy of the child protection policy.

Associated documents:

- Behavior policy
- Cyber policy
- Ant bullying policy
- Counseling policy

Arrangements for monitoring and evaluation:

The Principal, Senior leadership Team and child protection team will have responsibility for monitoring and reviewing this policy as per need.

