

CHILD PROTECTION POLICY

April 2019

Purpose

Buds Public School (BPS) is a safe and secure place where children have a fundamental right to feel safe and protected from any form of abuse. Therefore we aim to provide secure, caring environments, highly skilled and aware staff, and a curriculum which promotes self-esteem, nurtures well-being and empowers children to protect themselves.

All staff and volunteers who work alongside children are thoroughly checked to ensure they present no threat to young people. Where allegations are made against adults or other young people, these are always treated seriously and investigated by the appropriate authority. Where necessary, such investigations may be handed over to agencies outside the school to take action.

In BPS a senior and experienced member of staff is designated to take lead responsibility for dealing with child protection issues, providing advice and support to other staff, liaising with the Principal and working with other agencies where appropriate.

The Principal/Supervisors and all other staff who work with children undertake appropriate training to equip them to carry out their responsibilities for child protection effectively that is kept up to date by refresher training at three yearly intervals. Supervisors and all other staff who work with children undertake appropriate training to equip them to carry out their responsibilities for child protection effectively that is kept up to date by refresher training at three yearly intervals. Temporary staff and volunteers who work with children are made aware of the school's arrangements for child protection and their responsibilities.

All students have been informed about the first line of information/complaints and they are aware of to whom they should approach.

BPS recognizes that it helps children keep safe through the teaching of self-protection skills and encouragement of responsible attitudes to adult life through a life skills or a similar personal, social and health education/citizenship program.

Who was consulted?

In drafting this policy BPS has followed practice and this policy has been discussed with the BPS Principal/Supervisors/Teachers and Students.

Roles and responsibilities

This policy applies to all staff, volunteers working in BPS and visitors.

- The Principal/Supervisors is responsible for ensuring the Child Protection Policy and procedures are implemented and monitored in school and is ultimately responsible for all child protection matters, working with all staff.
- The Principal/Supervisors will ensure that appropriate checks are carried out on all applicants for positions in the school in line with the relevant policy applicable for recruitment. This will include checking identity, qualifications, professional and character references, health and physical capacity, previous employment history to ensure gaps are accounted for, and criminal records.

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- All staff have a responsibility to protect children from abuse. Staffs are responsible for following the procedures and guidelines of the Child Protection Policy, and for reporting any allegations made or concerns they may have for child safety, to their direct line manager or another senior member of staff. All school personnel are ethically obligated to report any reasonably suspected incident of child abuse to the Principal/Supervisors. (Reports made by telephone or in person shall be followed by a written report within 24 hours). An action plan will be established to ensure immediate safety/protection of the child in need.
- Staff should respond to the child by treating him/her with the utmost sensitivity, listening and recording as accurately as possible what the child says with dates and times, not probing or asking leading question and not promising to keep secrets. The information should be passed directly to the Principal or in their absence the Supervisors.
- All students are made aware by the school that they should immediately inform senior student council members, teachers or supervisors in case of any type of abuse what so ever.
- School staff will include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life.
- To ensure all staff are familiar with school guidelines for identifying and reporting abuse.
- To ensure that school operates an effective child protection policy.
- To ensure that all staff receive foundation training in child protection issues.
- To support and advise staff on child protection issues
- To monitor the attendance and development of children who have the cause for concern.

Sexual Abuse

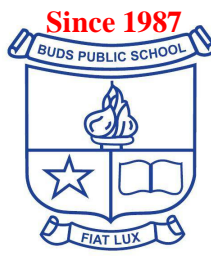
- Being overly affectionate or knowledgeable in a sexual way inappropriate to the child's age.
- Personality changes such as becoming insecure or clings.
- Being isolated or withdrawn.
- Inability to concentrate.
- Lack of trust or fear of someone they know well, such as not wanting to be alone with babysitter or child minder.
- Trying to be 'ultra good' or perfect; over reacting to criticism.

Emotional Abuse

- Sudden speech disorders.
- Continual self-depreciation (I am stupid, ugly, worthless, etc.).
- Overreaction to mistakes.
- Extreme fear of any new situation.
- Inappropriate response to pain ("I deserve this").

Physical Neglect

- Constant hunger.
- Poor state of clothing.
- No social relationships.
- Destructive tendencies.



If a child tells you about abuse

- Stay calm and be reassuring.
- Find a quiet place to talk.
- Believe in what you are being told.
- Listen, but do not press for information.
- Say that you are glad that the child told you.
- If it will help the child to cope, say that the abuser has a problem.
- Say that you will do your best to protect and support the child.
- If necessary, seek medical help and contact the police or social services.
- To maintain accurate and secure child protection record in chronological order.
- All visitors must sign in the visitor's book.
- No child is left unattended in school.
- Students are guided to their respective buses, by staff, to and fro school and no child is ever allowed to leave with an adult, who is not the normal collector of the school, without prior permission.
- An exit slip is sent to the class teacher, if a child is leaving the school early.
- Students who are picked up by their parents wait in their respective classrooms along with the teacher assigned.
- Advice, help or support is sought if child's behavior is found persistently challenging or difficult to manage.
- The school prides itself on good communications with the parents and staff and is always available to talk about issues that are causing concerns.
- Confidentiality is maintained and information relating to individual pupils are shared with staff on a strictly need to know basis.

CHILD ABUSE can take a variety of forms, which can become apparent to us in the school situation. Physical, sexual and emotional abuse of children is said to be increasingly common. If you are concerned that one of your pupils has any signs of abuse it is vital that you report your concerns to the supervisor or Principal.

PHYSICAL INJURY :

Children, Where the nature of physical injury is not consistent with the account of how it occurred; Or where there is definite knowledge or reasonable suspicion, that a person having custody, charge or care of the child inflicted or knowingly did not prevent the injury. This includes children to whom it is suspected that poisonous substances had been administered.

VIOLATION

- Inappropriate comments about a student's appearance.
- Use of inappropriate pet names.
- Jokes of sexual nature.
- Obscene gestures and languages.
- Facilitating access to pornographic material.



PERSONAL DISCLOSURE

- Discussing personal details of lifestyle or self or others.
- Sharing of personal information about other staff or students.

PROCEDURE OF REPORTING THE COMPLAINTS

- If a parent or teacher wishes to register a complaint related to abuse or neglect they have various options including:
 - Approach or ring the school head.
 - Call 042888143/ School Counselor/ School Doctor/ School Nurse.
 - The school head must immediately inform to the Counseling department of the school. The head may need to verify dates, places and personnel involved.
 - The person against whom the complaint is made must not be directly involve.
 - Must not take longer than 24 hours.
 - The presumption of innocence and the need of confidentiality will both be respected.

Arrangements for monitoring and evaluation

The Principal may report matters as they arise to the Management.

Date for review

August 2020