

Al-Resala Bilingual School Child Protection Policy



RBS Child Protection Policy (C.P.P)

Students Protection Policy (SPP) outlines standards, guidelines and procedures to protect RBS students from both intentional and unintentional harm. It helps to provide safe school environment that motivates students to become life-long learners. It gives clear direction to staff and others about expected behavior when dealing with child protection issues.

1. Elements of Child Protection Policy (CPP):

1.1: Prevention:

Establish and maintain a positive school environment by:

- 1.1.1. Designate Child Protection Coordinator and to be updated every year.
- 1.1.2. Access to advice and guidance on the boundaries of appropriate behavior and conduct. These matters form part of staff induction and are referred to in the staff handbook.
- 1.1.3. Clear discipline policy and code of conduct for students .
- 1.1.4. Clear lines of communication with a trusted adult help to prevent abuse.
- 1.1.5. Ensure that students know that there are adults within the school who they can approach if they are worried or are in difficulty.
- 1.1.6. Include in the curriculum activities and opportunities to equip students with skills they need to stay safe from abuse, and help them develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills.
- 1.1.7. Where services or activities are provided separately by another body, using the school premises, the Governing Body will seek assurance that the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection.
- 1.1.8. All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues.
- 1.1.9. Address verifying staff references and criminal records before hiring new staff.

1.2: Protection:

by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns.

- 1.2.1 HOD's to ensure all teachers are aware of the school's policy.
- 1.2.2 Teachers report any suspected safety issues such as broken furniture to RBS safety committee.
- 1.2.3 A statement in the school brochure will inform parents and employee about our school's duties and responsibilities under child protection procedures. Parents can obtain a copy of the school child protection policy on request.
- 1.2.4 To psychologically protect children an ANTI-BULLYING Program has been determined to provide a caring, friendly and safe environment for our students so they can enjoy their involvement in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. This includes bullying of students by adults and bullying in between students. If bullying does occur, all students should know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening should report it directly to SEAS unit. Procedures can be :
 - a. Students to report bullying incidents to a member of staff.
 - b. The bullying behavior or threats of bullying will be investigated and the bullying stopped quickly.
 - c. Parents should be informed.
 - d. Appropriate referral to the counselor will be offered to the victim (s) of bullying.
 - e. Support should also be offered to the bully/bullies. Behavior modification plan will be made to help the bully/bullies change their behavior.
- 1.2.5. Training to all staff member should be designed to equip them to carry out their responsibilities for child protection effectively, that is kept up to date.
- 1.2.6. Confidentiality is an issue which needs to be discussed and fully understood by all those working with children, particularly in the context of child protection. Staff will be informed of relevant information in respect of individual cases regarding child protection on a "need to know basis" only.

1.3. Treatment and Intervention.

We believe that children who are abused or who witness violence may find it difficult to develop a sense of self-worth or view the world as a positive place.

Child abuse is a complex issue, requiring an approach that holds the protection of children as paramount while respecting the rights of individuals accused of abuse, as well as the need for our school to work in a climate free of fear and suspicion.

1.3.1. Child abuse policy is developed to:

- Stop the abuse immediately
- To ensure that suspected cases of child abuse are reported to [school director](#).
- To assist in the treatment of students who are victims of child abuse, through sensitive classroom practices and counseling.
- To coordinate with other agencies concerned with child abuse reporting, investigation, treatment, and program.
- To work with the community in increasing public awareness of child abuse.

1.3.1.1. Specific Policy Objectives:

1. RBS director members undertake to respect current legislation and regulations regarding child abuse, and will ensure their implementation in the schools. It will be the responsibility of the Director to monitor new legislation and regulations as they are introduced and to work with other agencies as necessary to clarify roles and jurisdiction.
2. SCHOOL DIRECTOR will establish procedures for investigating suspected child abuse cases alleged to have been committed by:
 - f. Persons outside school employees.
 - g. School employees.
 - h. Students in the school.
3. SCHOOL DIRECTOR will ensure that particular care is taken with respect to the collection of evidence, and with respect of confidentiality, especially if the alleged abuse is of physical nature.
4. The School director encourages its staff associations to develop statements of professional standards and responsibilities with regard to child abuse.
5. [SCHOOL DIRECTOR](#) will establish clear procedures for detecting and reporting child abuse, and will ensure that all employees are aware of these procedures. It will be made clear to employees that they must report to the principal and their own immediate supervisor. If their supervisor is in any way involved in the suspicions, the employee must report to the next supervisor in line of authority. The principal must send a written report to the Director immediately.
6. All involved employees will receive a standardized form to encourage accuracy in the reporting of suspicions of abuse.

7. SCHOOL DIRECTOR will develop, in consultation with staff associations, a set of procedures and criteria for investigating allegations of child abuse by staff members. Those procedures will respect the provisions of relevant legislation.
8. SCHOOL DIRECTOR will develop a procedure for suspected child abuse cases. SCHOOL DIRECTOR and all school employees are expected to respect the guidelines.
9. Steps will be taken to inform school employees about children undergoing treatment for child abuse, and to train counselors to assist such children and help them cope successfully in the regular school program.
10. In-service training will be given to RBS employees with regard to child abuse; general awareness and information; detection; and reporting. Administrators, school principals, teachers, counselors and support personnel will be given training appropriate to their specific responsibilities and roles.
11. SCHOOL DIRECTOR will undertake a review of the following policy areas as part of its introduction of this policy on child abuse:
 - a. Guidelines for field trips involving overnight accommodation.
 - b. Guidelines for appropriate conduct between students and staff.
 - c. Corporal punishment.
 - d. Criteria for day-care and pre-school programs using school premises.
 - e. Educational programs on family life and parenting.
 - f. Criteria for screening school volunteers.
 - g. The role of the school counselor.

1.3.1.2. Identification:

Members of the school staff are well placed to observe and report outward signs of abuse. Care must be taken as such can only be a cause for suspicion and not as proof that abuse has occurred. Unexplained changes in student behavior or performance may indicate a sign of abuse; unsuitable clothes, poor development and hunger, may indicate physical neglect; while attention seeking or excessive dependence may point to emotional neglect.

In School Follow up After Identification:

These steps should be followed after identification of abuse:

- a. Identifying teachers must report the suspected abuse within twenty-four hours to the principal, who is required to inform the counselor and school director.
- b. Assuming the counselor concurs that an abuse has occurred, the counselor will notify the nurse, who will interview and examine the student. A written report will be prepared by the counselor and nurse and sent to the Principal and school Director.

2. POLICY REVIEW:

The School director is responsible for ensuring the annual review of this policy. And ensuring that the list of key contacts on the cover sheet is kept up to date.