



Fairgreen International School Child Protection/ Student Safeguarding Policy

The School is committed to safeguarding and promoting the welfare of children and young people. Any fears or worries that children and young people bring into the classroom should not go unnoticed by staff. It is a guiding principle of UAE law and child protection procedures that the protection and welfare of the child must always be the first priority. Failure to provide an effective response can have serious consequences for the child.

- A designated person will be responsible for child protection and welfare issues.
- **A summary of this policy will be placed in the Parent Handbook, be available on the school website and will be referred to at parent meetings.**
- In the event of a member of staff becoming aware of any child protection and welfare issue, they will refer immediately to the relevant designated person who will decide what action needs to be taken in accordance with the 'The Policy to Safeguard and Promote the Welfare of Children who are students at the School'.
- Staff are made aware of the importance of keeping detailed records of any information which becomes available in connection with a child protection and welfare issue and of all safeguarding procedures.
- Child Protection training will be given annually to staff by the Designated Safeguarding Leads.

Child Protection – The Student Children and young people have a fundamental right to be protected from harm. The School is committed to safeguarding and promoting the welfare of children and young people. The designated person is responsible for child protection and welfare issues. There are many areas of child abuse which can be defined as follows:

- **Physical Abuse:** implies physically harmful action resulting in bruises, burns, head injuries, fractures, abdominal injuries or poisoning;

- Sexual Abuse: exploitation of a child under the age of 16 for the sexual pleasure or profit of an adult;
- Emotional Abuse: continual rejection, criticism, intimidation;
- Neglect: a form of maltreatment over a long period of time, including nutritional neglect, failure to provide medical care or protection from physical or social danger. This implies the failure of parents to act properly in safeguarding the health, safety and well-being of the child or young person.

If students need help and advice they can turn to a number of people, such as:

- Parents
- Close friends
- Mentor

- Class teacher
- Homeroom teacher
- A teacher whom they trust
- School doctor or nurse
- Counselors
- Senior members of staff

Confidentiality Confidentiality – sometimes a student may feel torn between telling a teacher about an issue they have come across and the idea that they are letting the Student down by ‘telling’. They must, however, try to look at the bigger picture and think about the safety of that student and that of others who may directly or indirectly be involved. By not telling, it may put a student at risk, especially in the case of an issue such as substance abuse, for example. We advise teachers as follows:

Don't make any promises

Don't keep anything illegal/damaging/threatening covered up

Make it clear others who have a safeguarding responsibility have to be told on a 'need to know' basis and inform the student that you will seek help from the school counselor and Designated Safeguarding Lead immediately.

Positive handling Policy - On some occasions it may be necessary to physically restrain a child, if for example they are in danger of hurting himself/herself or others. Two legal principles are in conflict here:

- The child has the basic right not to be touched and
 - The school has a responsibility to safeguard the welfare of all children.

Staff should therefore exercise careful judgments in these situations and physical restraint

should always be the last option to be taken.

Child Protection - Procedure

1. PROCEDURE 1.1 If a member of staff suspects that a Student is the victim of abuse, whether physical, emotional, sexual or as a result of neglect, she/he should inform one or both of the School's Designated Persons who are responsible for liaising with the UAE safeguarding authorities.

2. SIGNS OF POSSIBLE ABUSE The NSPCC (UK) lists some of the signs and behaviours which may indicate that a child is being abused:

- repeated minor injuries

- children who are dirty, smelly, poorly clothed or who appear underfed children who have lingering illnesses which are not attended to, deterioration in school work, or significant changes in behaviour, aggressive behaviour, severe tantrums

- an air of 'detachment' or 'don't care' attitude

- overly compliant behaviour

- a 'watchful attitude'

- sexually explicit behaviour (e.g. playing games and showing awareness which is inappropriate for the child's age).

- a child who is reluctant to go home, or is kept away from school for no apparent reason

- does not trust adults, particularly those who are close

- 'tummy pains' with no medical reason

- eating problems, including over-eating, loss of appetite

- disturbed sleep, nightmares, bed wetting

- running away from home, suicide attempts

- self-inflicted wounds
- reverting to younger behaviour
- depression, withdrawal
- relationships between child and adults which are secretive and exclude others
- pregnancy

These signs are not evidence themselves; but may be a warning, particularly if a child exhibits several of them or a pattern emerges. It is important to remember that there may be other explanations for a child showing such signs. Abuse is not easy to diagnose, even for experts. If you are concerned, please report your concern as a trusted user in our My Concern system and one of our Designated Safeguarding Leads will respond.

4. INITIAL COMPLAINT

If a Student discloses directly:

4.1 Listen carefully to what is said.

4.2 Ask only open questions such as:

- How did this happen?
- What was happening at the time?
- Anything else you want to tell me?

4.3 Do not ask leading questions which may be considered as suggesting what might have happened, or who has perpetrated the abuse, as this can later be interpreted as putting ideas into the child's mind.

4.4 Suggest it would be helpful to continue the discussion with the school nurse or counsellor present but do not force the child to repeat what she said in front of another person.

4.5 NEVER GIVE UNDERTAKINGS OF ABSOLUTE CONFIDENTIALITY TO A STUDENT: breaking a child's confidence would be inappropriate, it is better to say that you might have to tell someone.

4.6 Make notes of the details of the disclosure using the child's words where possible.

4.7 Concerns should be reported via My Concern:

- Be written within 24 hours;
- Be accurate and descriptive;
- Not make assumptions;
- Not include any opinions;
- Indicate sources of information;
- Be clear and concise

4.8 Reassure the child they have done the right thing and tell them they are not to blame. Refer to the Counsellor via My Concern and they will provide ongoing support.

4.9 Talk immediately to the relevant Designated Person, unless the complaint involves the Designated Person, in which case the Head.

5. INVESTIGATION, REFERRAL AND REPORTING

5.1 It is the responsibility of school staff to:

- Protect children from abuse;
- Be aware of the School's child protection procedures;
- Keep a sufficient record in My Concern of any significant complaint, conversation or event;
- Report any matters of concern to the Designated Person.
- Undertake appropriate training, including refresher training every year.

5.2 It is *not* the responsibility of school staff to investigate suspected abuse.

The School is not an investigation or intervention agency for child protection but it has an important role to play at the recognition and referral stages. The School will take into account the procedures published by the local safeguarding authorities when dealing with allegations of abuse and act in accordance with UAE regulations.

5.3 Having taken advice from local safeguarding authorities, and when considered appropriate and safe to do so, the Designated Person will discuss the concerns with the parents/guardians and seek their agreement before making a formal referral to the local safeguarding authorities or police, recognising that this may strengthen the capacity of parents to respond to the needs of their children before problems develop into abuse. The only exception would be in the case of sexual abuse or where seeking parental consent would put a child at further risk of abuse/significant harm. If consent to referral is not given by the parent/guardian the Designated Person may consult the safeguarding authorities who will advise whether any further action should be taken by the School or them.

5.4 If there is doubt over whether a referral should be made, the Designated Person may consult again with the local safeguarding authorities on a no-name basis without identifying the family. However, as soon as sufficient concern exists, a referral will be made without delay.

5.5 If a referral is made, the Designated Person will keep the Principal informed of the case unless the complaint involves the Principal in which case the Chair or Vice-Chair of Governors will be consulted.

5.6 A referral will not normally be made where:

- i. The complaint does not involve a serious criminal offence;
- ii. A referral would be contrary to the wishes of a Student complainant dependant upon their age and maturity, and who has understanding and is properly informed, and contrary also to the wishes of the complainant's parents;
- iii. The case is one that can be dealt with under the school's internal procedures, in low risk situations and the parents being kept informed as appropriate.

If during the course of internal procedures, it appears that the situation is more serious, the Designated Person will consider again whether a referral should be made in accordance with the procedure above.

6. RECORD KEEPING

6.1 Child protection concerns are reported within our My Concern system which is a UK based secure online child protection system. Information will not be disclosed with third parties, unless required by UAE law. The best interests of the Student will always be paramount. For manual records in principle the details of individual cases will be limited to

the minimum number of people whilst ensuring that the staff who will be supporting and monitoring the child are kept appropriately informed.

6.2 If a child is the subject of a Child Protection Plan or UAE equivalent, the Designated Person has the responsibility of passing this information on should the child transfer to a new school. This can be transferred securely via My Concern, if the new school has this system.

7. ALLEGATIONS AGAINST STAFF

7.1 Any allegations against any members of staff, will follow the latest guidelines from the International Task Force in Child Protection (ITFCP), follow [here](#)

8. ALLEGATIONS AGAINST STUDENTS

8.1 A Student against whom an allegation of abuse has been made may be suspended from school during the investigation and the School's policy on behaviour, discipline and sanctions will apply.

9. SAFE RECRUITMENT

9.1 The school follows the International Task Force on Child Protections recommendations, for the safer recruitment and employment of teaching staff who work with children. These include:

- A review of the candidate profile including gaps in employment
- Collection and verification of two references
- Identity and credentials check
- Background checks to include police/criminal check and DBS checks, which are the responsibility of the prospective employee to provide. Any job offer is subject to satisfactory clearance on working with children.

9.2 Assurance is obtained that appropriate child protection checks and procedures apply to any staff employed by another organisation and working with the school's Students on another site.

9.3 The school will report to the appropriate authorities, and future employers, within one month of leaving the school, any person whose services are no longer used because he or she is considered unsuitable to work with children.

10. TRAINING

10.1 Child Protection issues are part of the induction programme for all new staff. Child protection and safe working practices refresher training is given every year to all staff. The school undertakes to make all part time staff and volunteers aware of the training to ensure their attendance.

11. MONITORING

11.1 The Governors' will undertake an annual review of the policy and the efficiency with which the duties have been discharged and will make an annual report to the Governing Body.

KEY CONTACTS:

Designated Safeguarding Lead: Graeme Scott, Director - Whole School

Designated Safeguarding Lead: Jackie Greenwood - Head of Counselling

UAE Ministry of the Interior - Child Protection Centre. W. safechild.ae Tel: **116-111**

Dubai Child Protection Hotline - Tel: **800-243** and W. dubaipolice.gov.ae

Dubai Foundation for women and children (DFWAC) Tel: **800- 111** and W. www.dfwac.ae

POLICY TO BE REVIEWED IN NOVEMBER 2020