



Child Protection Policy

Safeguarding Children

Company: Star International School 24b Street Mirdif Dubai	Effective Date : 12.08.2016 Revision Due Date : 10.08.2021 First Edition Date : 23.08.2016 Second Edition : 10.08.2019 Edition No: 2
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Introduction

The health, safety and welfare of all our children is a high priority for all the adults who work in our school. Our children have the right to be safe in our school and to be protected, regardless of their age, gender, race culture or disability.

Child abuse takes a variety of forms:

- **Physical abuse** involves the hitting, shaking or other treatment of a child that can cause actual bodily harm.
- **Sexual abuse** involves forcing or enticing a child into sexual activities, whether or not the child is aware of what is happening. This includes non-contact situations, such as showing children pornography.
- **Emotional abuse** is the persistent emotional ill-treatment of children, such as frightening them, or putting them in positions of danger. It is also an abuse to convey to children the feeling that they are worthless or unloved.
- **Neglect:** Children are also abused if there is neglect. This could involve failure to provide proper food and warmth, but it might also be failure to see to the emotional well-being of the child.

In our school, we respect our children. The atmosphere within our school is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves.

Our teaching of moral, social and health education, as part of the National Curriculum and the National Agenda, helps to develop appropriate attitudes in our children and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations and how to behave in response to them.

Aims and objectives

Our aims are to:

- provide a safe environment for children to learn in;
- establish what actions the school can take to ensure that children remain safe at home as well as at school;
- raise the awareness of all staff to these issues and to define their roles and responsibilities in reporting possible cases of abuse;
- identify vulnerable children;
- ensure effective communication between all staff on child protection issues;
- set down the correct procedures for those who encounter any issue of child protection.

Staff Responsibilities

It is the responsibility of the Principal to ensure that:

- there are appropriate policies and procedures to safeguard children in the school;

- that these policies are implemented by all staff;
- that sufficient resources and time are allocated for staff to carry out their responsibilities effectively;
- that all staff and adult helpers in the school are able to voice their concern if they feel that a child is vulnerable or that there are any particular practices that are unsafe.

The Designated Child Protection Officer (DCPO) is the Principal supported by the Senior Leadership Team (SLT). The DCPO, or relevant member of the SLT, needs to ensure the welfare of the child is always paramount and that confidentiality is respected as far as possible.

The DCPO, SLT and School Nurse will work closely when investigating any allegations of abuse. All parties involved will handle such investigations in a sensitive manner.

All staff have a responsibility to report to the Principal any concern they have about the safety of any child in their care.

Employment and Recruitment

- We do all we can to ensure that all those working with children in our school are suitable people. This involves scrutinising applicants, verifying their identity and obtaining references.
- Employees from the UK are asked to show an upto date CRB certificate
- Employees already living in Dubai are asked to show a police code of conduct certificate

Procedure to be followed if an adult has concerns about a child

- All adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded.
- If teachers suspect that a child in their class may be a victim of abuse, they should not try to investigate, but should immediately inform the DCPO (or, if unavailable, a member of the SLT) about their concerns. Abuse can be of a physical, sexual or emotional nature. It can also be the result of neglect. Staff must not keep to themselves any information about abuse which a child gives them; they are required to pass this information on.
- If a child alleges abuse, the school may make a referral without first informing parents and carers. However, in some circumstances parents and carers will be informed first.
- If a referral is made, a case conference will be held within eight working days. Case conferences offer the opportunity to share information and formulate a plan of action. Staff are expected to attend and participate in all case conferences and meetings held.

Physical Restraint

- There may be times when adults, in the course of their school duties, have to intervene physically in order to restrain children and prevent them from coming to harm. Such intervention will always be the minimum necessary to resolve the situation.

Allegations against Staff

- If an allegation is made against a member of the school staff, or a volunteer helper, it will always be investigated by the Principal or, in the case of the allegation being against

the Principal, by the Director and Board. If it is felt, after these initial investigations, that a further enquiry is needed, then the member of staff will be suspended. Suspension is a neutral act and in no way implies that the person is guilty of any wrongdoing. However, it is acknowledged that this would be distressing for the person concerned and the school will do all it can to balance the interests of any individual with that of the need to keep children safe. The school will seek advice from the Board on these matters, and comply with local guidance.

Staff Training

- All adults in the school receive guidance to raise their awareness of abuse, and to improve their knowledge of the child protection procedures in school.
- School will provide INSET through Staff Meetings, CPD days and third party INSET / CPD.

Confidentiality

- We regard all information relating to individual child protection issues as confidential and we treat it accordingly. We pass information on to appropriate persons only.
- The files we keep on children are open to those children's parents or carers. Information from third parties will not be disclosed without their prior consent. Access to these files may be withheld in certain prescribed cases where there are instances of actual or alleged abuse.
- Working notes are not subject to disclosure but will be summarised and then kept on file.

Monitoring and Review

- The Principal will ensure that the school has a senior member of staff designated to be the lead person for child protection issues. The Principal will regularly monitor and review any incidents detailed in the interventions book, while a named Board member participates in the school's training with regard to child protection procedures.
- This policy is reviewed annually by the Principal.

Signed _____ Principal

Date _____

APPENDICES

Appendix 2	Record of Child Protection Concern
Appendix 3	Body Map for Recording of Injury
Appendix 4	Contact Details of DCPO and Agencies

CHILD PROTECTION

SAFEGUARDING CHILDREN

at

STAR INTERNATIONAL SCHOOL, MIRDIF

Star International School, Mirdif, is committed to Safe-guarding and promoting the welfare of pupils and expects all staff and volunteers to share in this commitment.

This means that we have a Child Protection Policy and procedures in place. All staff (including Supply Staff, Volunteers and Governors) must ensure that they are aware of these procedures. Parents and Carers are welcome to read the policy on request.

Sometimes we may need to share information, and work in partnership, with other agencies when there are concerns about a pupil's welfare.

We will ensure that our concerns about our pupils are discussed with his/her parents/carers first unless we have reason to believe that such a move would be contrary to the pupil's welfare.

Our Designated Child Protection Officer (DCPO):

Gill Roberts

Deputy DCPO: Maddie Cowley

If you are concerned about a pupil's welfare please record your concern and report to the DCPO or member of the Senior Leadership Team (SLT) as soon as possible on the same day.

Do NOT conduct your own investigation.

If your concerns relate to the actions or behaviour of a member of staff (which could suggest that s/he is unsuitable to work with children) then you should report this to the DCPO or Member of the SLT who will consider what action to take.

Gill Roberts (Principal): Designated Child Protection Officer

T: 04 288 4644 M: 050 376 1280 E: principal@starmirdif.com

CONFIDENTIAL

Child Protection Concern

Pupil:	DOB:	Date:
Is the child subject of a:	Child in Need Plan	<input type="checkbox"/>
	Child Protection Plan	<input type="checkbox"/>
	Looked After Child (LAC)	<input type="checkbox"/>
Disclosure made by:		Disclosure made to:
Witnessed by:		
Concern:		
Concern raised by:	Signed:	
Reported to:	Signed:	

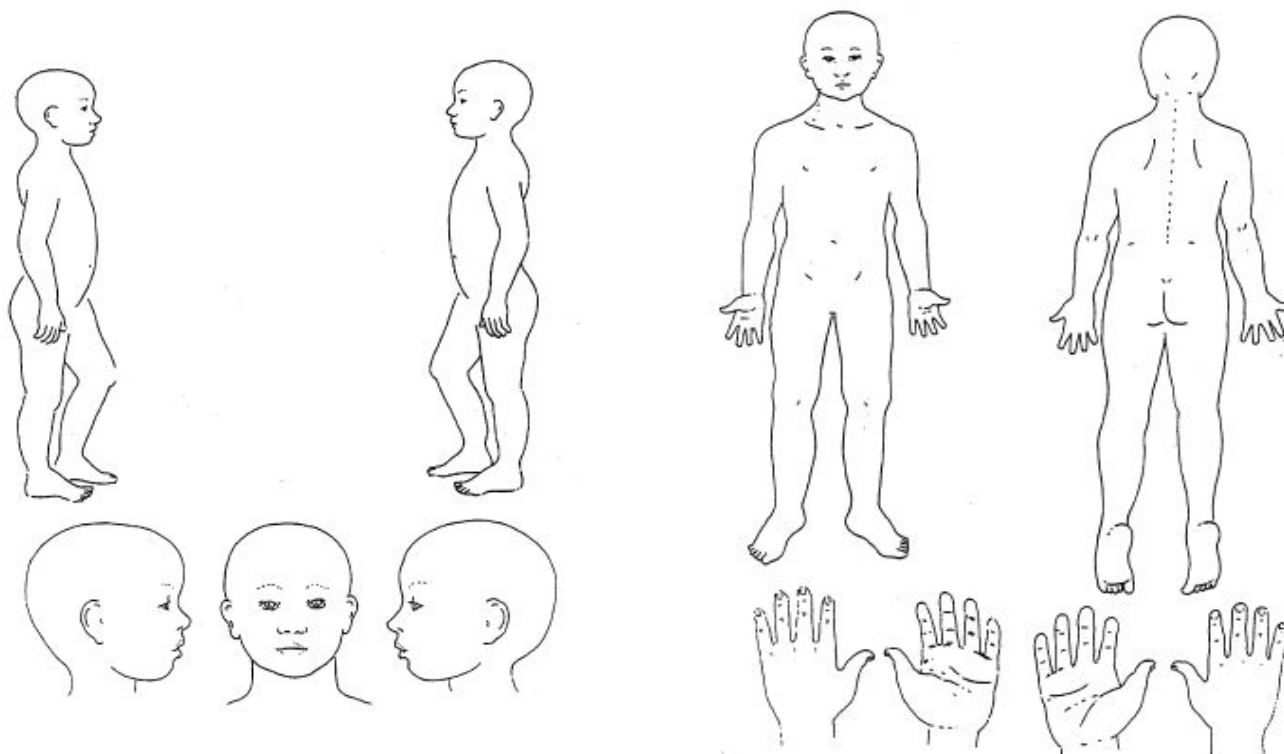
BODY MAP FOR INJURY RECORDING

Name of injured child	
Date of birth of injured child	
Name of person witnessing injuries	
Date when injuries were witnessed	
Date when information recorded	
Time when information recorded	

Description of all injuries

KEY	
B	Bruise
S	Scratch
C	Cut
F	Broken Bone or Fracture
W	Weal or Burn
X	Other Injury

Place appropriate letters at sites of injuries on diagrams below



**CHILD PROTECTION
SAFEGUARDING CHILDREN
STAR INTERNATIONAL SCHOOL, MIRDIF**

CONTACT DETAILS

Our Designated Child Protection Officer (DCPO):

Gill Roberts

T: 04 288 4644 M: 050 376 1280 E: principal@starmirdif.com

Deputy DCPO: Maddie Cowley

T: 04 288 4644 M: 0544918307 E: mcowley@starmirdif.com

DUBAI CHILD PROTECTION CENTRE

Al Barsha 800 988
Email: child@CDA.gov.ae

THE SHARJAH CENTRE FOR CHILD PROTECTION

T: 800 700

THE MINISTRY OF INTERIOR

Child Protection Centre
T: +971 (0) 23 333 999
Email: child.protection@adpolice.gov.ae
Online reporting: www..moi-cpc.ae

DUBAI FOUNDATION FOR WOMEN AND CHILDREN

T: 800 111 or 04 6060300
Email: mailinfo@dfwac.ae
