



THE
ALPHA
SCHOOL

CHILD PROTECTION POLICY

2021/2022

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from maltreatment
- Preventing impairment of children’s health or development
- Ensuring children are growing up in circumstances consistent with the provision of safe and effective care.

Child protection is a part of safeguarding, promoting welfare and It refers to the activity that is undertaken to protect children. The definition has been based on:

- Section 5 KHDA Framework: educators should be aware and know all the procedure of the School Child Protection policies.
- The Convention of the rights of the Child (1989): The Convention's objective is to protect the rights of all children in the world.
- UNICEF: UNICEF seeks to prevent and respond to violence, exploitation and abuse of children everywhere.
- Wadeema Law: Federal Law No. 3 of 2016 concerning child rights, stresses that all children must be provided with appropriate living standards, access to health services, education, equal opportunities in essential services and facilities without any kind of discrimination.

This policy sets out those actions The Alpha School will take to ensure the safety and well-being of students under its care.

These guidelines give direction and guidance to school management authorities and all school personnel in dealing with allegations or suspicions of child abuse. It provides basic information to school personnel to enable them to be alert to and to be aware of what to do in situations where child abuse may be a concern or suspicion. However, where abuse is suspected, it is essential that collaboration with external authorities is sought for the best advice.

We aim to support the child’s development in ways that will foster security, confidence and independence, and to raise the awareness of both teaching and non-teaching staff of the need to safeguard children. **In our school every member of staff will exercise a duty of care in all parts of the school at all times.**

In consort with relevant authorities, we will provide a systematic means of monitoring children known or thought to be at risk of harm and undertake to ensure that all adults within our school who have access to children have been checked as to their suitability and moral fitness in line with safer recruitment procedures.

Types of Abuse

Physical	Physical hurt or injury caused by hitting, kicking, pushing, pinching, burning or biting.
Emotional	Bullying in any form: name-calling, threats, cyber-bullying, teasing, taunting, exclusion.
Neglect	The persistent failure to meet a child’s basic physical and/or psychological needs (adequate food, shelter and clothing, child’s basic emotional needs.
Sexual	Involves forcing a child to take part in sexual activities, even if the child is aware of what is happening. The activities may involve physical contact, involving children in looking at, or in the production of, pornographic material.

Confidentiality

All information regarding concerns of possible child abuse should only be shared on a need-to-know basis with the interest of the child placed first. We recognise that all matters relating to Child Protection are confidential and designated staff will disclose information about a student to other member of staff only if it is necessary to do so.

All staff must be aware that they cannot promise a child to keep secrets.

Responsibilities of all school personnel

All school personnel are especially well placed to observe changes in behaviour, delayed development or outward signs of abuse in children. In situations where school personnel suspect abuse, they should ensure that such concerns are reported in accordance with the procedures outlined in this policy. Under no circumstances should they take unilateral action, and all actions and interventions must be documented in detail.

The main role of the designated teacher/person is to refer suspected abuse or allegations to the authorised personnel. To be effective they will have:

- Received training on how to identify abuse and know when it is appropriate to refer a case
- Make themselves known to all members of school staff
- Ensure those members of staff have annual training in child protection relevant to their needs and are able to identify and report any concern they have to the designated teacher/person immediately they arise
- Ensure that all members of the staff have access to and understand the school's Child Protection Policy
- Ensure The Alpha School Child Protection Policy is updated and reviewed annually in collaboration with external authorities
- Keep detailed, accurate, secure written records of referrals or concerns
- Provide parents with a copy of the Child Protection Policy which alerts them to the fact that referrals may be made by the school
- Ensure they are kept apprised of changes in UAE law and KHDA regulations regarding child protection

Staff Expectations

- Keep appropriate proximity with the child.
- Don't hit children.
- Don't make relationships with students outside the school.
- Be very careful with the language you use with students.
- Be open and transparent with your Behaviour.
- Avoid being alone with a student behind closed doors, in such situations, ask another teacher to attend one on one intervention or keep open the door when dealing with difficult and possible confrontation and sensitive subjects.
- Never exchange telephone numbers with a student or become friends on social media.
- Never give a student special treatment such as buying gifts

If a staff member is suspected of inappropriate Behaviour towards a child:

- The matter must be reported to the Child Safety officer and this one will inform to the principal to ensure a full investigation is carried out. (Also, members of the SLT)

- The staff member who is alleged to have engaged in inappropriate behavior towards a child will be asked to write a statement, which they must sign and date. A copy will be given to them.
- Depending on the severity of the allegation, and on the advice of Child Safety officer, the member of staff may be suspended from duty. This means they will not be permitted on school premises until notified they may return. During the period of suspension, the staff member may not, contact the victim or their parents, or any witnesses.
- In the event the allegation is proven, and on the advice of Principal, the member of staff may be terminated. In this instance the termination will be effective immediately.

In very serious cases involving the police, the school will cooperate with such authorities

Updated by Counsellor/Child Safety Officer:

Last update Date: 27 May 2021

Next review date: January 2022

Signed.....Date.....

School Principal

Signed.....Date.....

Chair of Governors

INCIDENT REPORT

Student Name		Year Level	
Class Teacher		Date	

Time of the incident	
Location of the incident	
Incident reported by	

Description of Incident:

Actions Taken:

Name:

Designation:

Date report submitted: