



**Policy Name: Child Protection Policy
2022-23**

Policy reviewed by: Louise Rodger, Vice-Principal

Date reviewed: June 2022

Date of next review: June 2023

CHILD PROTECTION POLICY

Safeguarding

Safeguarding and promoting the welfare of children refers to the process of protecting children from abuse or neglect, preventing the impairment of their health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective and nurturing care and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully. This policy recognises that abuse can be in the form of physical, emotional and neglect.

All pupils have the right to protection, regardless of age, gender, ethnicity, disability or beliefs. The School recognises its legal duty to work with and in accordance with locally agreed inter-agency procedures. This responsibility is underpinned by the following aims:

- To protect children from harm (maltreatment);
- To prevent impairment of children's health and development;
- To ensure children grow up in circumstances consistent with the provision of safe and effective care;
- To take action to enable all children to have the best outcomes.

Principles upon which the Safeguarding Children Policy is based:

- The welfare of a child or young person will always be paramount.
- The welfare of families will be promoted.
- The rights, wishes and feelings of children, young people and their families will be respected and listened to.
- Keeping children safe from harm requires people who work with children to share information.
- Those people in positions of responsibility within the organisation will work in accordance with the interests of children and follow the policy outlined in the GEMS Policy Manual.

We recognise that for these commitments to be effective, senior leaders, employees, volunteers, services and students throughout Jumeirah College must play their part in the creation of a safeguarding culture.

Children with SEND are particularly vulnerable and, in some cases, additional barriers may exist for them in communicating their concerns. Staff should be particularly vigilant in this regard.

- People of Determination and children with SEND can be more vulnerable to exploitation and abuse and should have enhanced access to support systems.
- They may be more isolated from their peers and may find it difficult to express concern.
- No concern should be overlooked or passed off as a symptom of SEND or disability; including (not an exhaustive list):
 - Communication;
 - Toileting;
 - Understanding right and wrong;
 - Physical Build;
 - Unusual or over-physical attachments to staff members or peers

Purpose

This policy reflects our active commitment to promote and safeguard the welfare of students at the College. We believe that children have a fundamental right to feel safe and protected from any form of abuse. Therefore, we aim to provide a secure, caring environment, highly skilled and aware staff, and a curriculum which promotes self-esteem, nurtures well-being and empowers children to protect themselves.

The policy aims to:

- Protect children and staff in the College
- provide staff and volunteers with the overarching principles that guide our approach to safeguarding
- ensure consistently good practice across the school
- To demonstrate the College's commitment with regard to safeguarding children

This policy relates to the other following policies:

Behaviour for Learning, Anti-Bullying, Safer Recruitment, Social Media, Support for Learning, Educational Visits.

Key personnel

The Designated Senior Lead (DSL) for child protection in this school is:

Louise Rodger- Vice Principal

The deputy designated person in this school is:

Sam Pedder – Assistant Principal

Governing Body responsibility

Angus Duthie

Safeguarding in the College is discussed at every LAB meeting as a standing item on the agenda. The policies are reviewed on an annual basis by the LAB.

Roles and responsibilities of Principal and other staff

This policy applies to all paid staff, volunteers working in the College, children, visitors or anyone working on behalf of Jumeirah College and/or GEMS who all have a responsibility to inform the DSL of any concerns that they may have.

This policy has been constructed using the following framework:

Children Act (1998), Children Act (2004), Education Act (2002), Working Together to Safeguard Children (2015), Keeping Children Safe in Education (2016), Article (42) from Federal Law No. (3) of 2016 Child Rights Law ‘

This policy relates to the GEMS safeguarding policy manual.

Signs of abuse and neglect

Abuse and neglect are forms of maltreatment of a child. Someone may abuse or neglect a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family or an institutional or community setting; by those known to them, or more rarely, by a stranger. They may be abused by an adult or adults or another child or children.

Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child, including by fabricating the symptoms of, or deliberately causing, ill health to a child.

Emotional abuse is the persistent emotional ill treatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate or valued only insofar as they meet the needs of another person, age or developmentally inappropriate expectations being imposed on children, causing children frequently to feel frightened, or the exploitation or corruption of children.

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. They may include involving children in looking at, or in the production of, pornographic material or encouraging children to behave in sexually inappropriate ways.

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development, such as failing to provide adequate food, shelter and clothing, or neglect of, or being unresponsive to, a child's basic emotional needs.

Radicalisation and extremism

Preventing Extremism and Radicalisation Policy is one element within our overall school arrangements to Safeguard and Promote the Welfare of all Children of the Education Act 2002 (s157 of the Education Act 2002). There is no place for extremist views of any kind in the College, whether from internal sources — students, staff or governors, or external sources - school community, external agencies or individuals. Our students see our school as a safe place where they can explore controversial issues safely and where our teachers encourage and facilitate this — we have a duty to ensure this happens. As a school we recognise that extremism and exposure to extremist materials and influences can lead to poor outcomes for children and so should be addressed as a safeguarding concern as set out in this policy. We also recognise that if we fail to challenge extremist views we are failing to protect our students.

Any prejudice, discrimination or extremist views, including derogatory language, displayed by children, parents or staff will always be challenged and where appropriate dealt with in line with our Behaviour for learning Policy and the Code of Conduct for staff.

As part of wider safeguarding responsibilities school staff will be alert to and report via the College referral system:

- Disclosures by children of their exposure to the extremist actions, views or materials of others outside of school, such as in their homes or community groups, especially where students have not actively sought these out;
- Graffiti symbols, writing or art work promoting extremist messages or images;
- Children accessing extremist material online, including through social networking sites;
- Children voicing opinions drawn from extremist ideologies and narratives;
- Use of extremist or 'hate' terms to exclude others or incite violence;
- Intolerance of difference, whether secular or religious or views based on, but not exclusive to, gender, disability, homophobia, race, colour or culture;
- Attempts to impose extremist views or practices on others

FGM

Female genital mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.

Female Genital Mutilation affects girls particularly from north African countries, including Egypt, Sudan, Somalia and Sierra Leone. Although our school has a number of children from these backgrounds, we consider girls in our school safe from FGM but will continue to review our policy annually and train staff annually on the danger signs to look for.

The **Principal** will:

- be ultimately responsible for all child protection matters
- ensure that the safeguarding and child protection policy and procedures are implemented and followed by all staff
- ensure that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively

- ensure that child safety and welfare is addressed through the curriculum
- ensure that appropriate checks are carried out on all applicants for positions in the College in line with the GEMS Schools Support Centre policy 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
- in the case of allegations of abuse against members of staff, immediately take advice from corporate office
- establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to
- ensure children know that there are adults in the College whom they can approach if they are worried or in difficulty
- include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life

The school has ensured that the DSL:

- is appropriately trained
- acts as a source of support and expertise to the school community
- keeps written records of all concerns when noted and reported by staff or when disclosed by a child, ensuring that such records are stored securely and reported onward in accordance with this policy guidance, but kept separately from the child's general file
- ensures that all staff sign to indicate that they have read and understood this policy and have completed the online safeguarding training
- ensures that the child protection policy is updated annually
- makes the policy available to parents

All **staff** have a responsibility to protect children from abuse:

Good practice guidelines

To meet and maintain our responsibilities towards children, the school community agrees to the following standards of good practice:

- treating all children with respect
- setting a good example by conducting ourselves appropriately
- involving children in decision-making which affects them
- encouraging positive and safe behaviour among children
- being a good listener
- being alert to changes in child's behaviour
- reading and understanding all of the school's safeguarding and guidance documents on wider safeguarding issues, for example bullying, physical contact, e-safety and information-sharing
- asking the child's permission before doing anything for them which is of a physical nature, such as physical support during PE or administering first aid
- maintaining appropriate standards of conversation and interaction with and between children
- being aware that the personal and family circumstances and lifestyles of some children lead to an increased risk of neglect and or abuse.

If a child discloses sensitive information, members of staff will:

- Staff should report all disclosures to the Principal or Vice Principal via the GEMS HSE platform
- treat him/her with utmost sensitivity, doing nothing to damage the child further through thoughtlessness or carelessness in their reaction to the child's distress
- listen and record as accurately as possible what the child says with dates and times
- not probe or asking leading questions
- not promise to keep secrets

The information should be passed directly to the DSL or DDL and in their absence, a member of the SLT.

If a member of staff has been affected by any student disclosure, they may access the services of our in-house counsellor, Nadine de Mascarel or a College recommended external provider.

Confidentiality and sharing information

All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the child and staff involved but also to ensure that information being released into the public domain does not compromise evidence.

Staff should only discuss concerns with the designated person. That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis.

Any disclosures made by children can only be shared by staff in a professional capacity and not discussed beyond Jumeirah College staff, more specifically the DSL and DDSL.

Parents need to be aware that should any member of staff suspect that a child might have been deliberately harmed or neglected by their parent, the College has a duty to inform the Senior Manager of Safeguarding at GEMS, Sara Hedger. If thought appropriate due to seriousness of the allegation, GEMS School Support Centre may advise that authorities are informed. In these extreme cases, the authorities have the right to speak with the child without parental consent when it is in the best interests of the child. They may do so on College premises. However, they cannot take a child off the College premises without the permission of the Principal.

Communication with parents

Parents are made aware that this policy is available on the school website for reading, at all times. The details of the safeguarding team are available on the website and sent out with every wellbeing newsletter. Please note, this policy relates to the GEMS safeguarding policy manual, which can be reviewed in full, on request from the College reception.

Arrangements for monitoring and evaluation

The Principal will report matters as they arise to the SSC.

If you have concerns about a colleague (whistleblowing):

Whistleblowing is any disclosure of information that is made in the public interest and, in the reasonable belief of the individual that relates to suspected wrongdoing or dangers at work. This could be happening at the present time, have taken place in the past or is likely to happen in the future. This may include:

- a criminal offence e.g. manipulation of accounting records and finances, or inappropriate use of school assets or funds a miscarriage of justice
- an act creating risk to health and safety
- an act causing damage to the environment a breach of any other legal obligation
- a concern relating safeguarding children or adults, or
- the deliberate concealment of any of the above matters

Staff who are concerned about the conduct of a colleague towards a child are undoubtedly placed in a very difficult situation. They may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague's career. All staff must remember that the welfare of the child is paramount. All concerns of poor practice or concerns about a child's welfare brought about by the

behaviour of colleagues should be reported to the DSL and placed on the HSE platform, in the first instance or a member of the SLT.

If a member of staff does not feel comfortable in speaking to a member of the SLT, they can report this to the Head of safeguarding, Sara Hedger at sara.hedger@Gemseducation.com or via the 'Whistleblowing' contacts:

<http://www.gemswhistleblowerhotline.com/>

Toll-free number:

UAE : 800 50 37283

Email: concerns@gemswhistleblowerhotline.com

Photography and images

To protect children, we will:

- seek parental consent
- ensure that children are appropriately dressed
- encourage children to tell us if they are worried about any photographs that are taken of them

Staff training

All staff have the equivalent of Level one training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern. New staff receive training during their induction. All current staff will receive annual refresher training at the beginning of the academic year. All members of the safeguarding team are Level 3 trained.

Safer recruitment

Our school endeavours to ensure that we do our utmost to employ 'safe' staff by following the guidance in Safeguarding Children and Safer Recruitment in Education. All members of the Senior Leadership Team are 'Safer Recruitment' trained.

Safer recruitment means that all applicants will:

- complete an application form
- provide two referees, including at least one who can comment on the applicant's suitability to work with children
- provide evidence of identity and qualifications
- be checked through the Criminal Records Bureau as appropriate to their role
- be interviewed

All new members of staff will undergo an induction that includes familiarisation with the school's safeguarding and child protection policy and identification of their own safeguarding and child protection training needs. All staff sign to confirm they have received a copy of the child protection policy and had Safeguarding training. Staff also complete the online Educare Safeguarding module online prior to arriving at the College.

Arrangements for monitoring and evaluation

The Principal and the Senior Leadership Team will have responsibility for monitoring and reviewing this policy every year. This will be done in line with GEMS Schools Support Centre policies.