

Child Protection and Safeguarding Policy

1. Purpose and Statement of Intent

At Hejaeya International School, the safety and well-being of our students are our top priority. We are committed to safeguarding and promoting the welfare of children and young people. This policy outlines the procedures we follow to ensure the protection of all students from abuse, neglect, or any form of harm.

2. Scope

This policy applies to all staff, volunteers, visitors, and contractors working with children at Hejaeya International School.

3. Child Protection Principles

- The welfare of the child is paramount.
- All children have the right to be protected from harm, abuse, and neglect.
- We will provide a safe and supportive environment where children feel valued and respected.
- All staff are required to undergo child protection training and should always act in the best interests of the child.

4. Types of Abuse

We recognize that abuse can occur in different forms, including:

- **Physical Abuse:** Hitting, slapping, or any other form of physical harm.
- **Emotional Abuse:** Belittling, ignoring, or other behaviors that damage a child's emotional development.
- **Sexual Abuse:** Any form of sexual contact or behavior with a child.
- **Neglect:** Failing to provide for a child's basic needs, such as food, shelter, and medical care.
- **Bullying and Harassment:** Any form of verbal or physical bullying or harassment.

5. Procedures for Reporting Concerns

- All staff members must report any concerns they have regarding child protection to the Designated Safeguarding Lead (DSL).
- If the DSL is unavailable, the Deputy DSL or a senior member of staff should be informed.
- Concerns should be reported immediately in a written format and kept confidential.
- If a child is in immediate danger or a crime has been committed, staff should contact local authorities immediately.

6. Designated Safeguarding Lead (DSL) and Deputy

- **DSL: Donia Abunwara** – Responsible for overseeing child protection and safeguarding procedures.
- **Deputy DSL: Maria Abunwara** – Assists the DSL and steps in during their absence.

7. Safer Recruitment Practices

We are committed to safer recruitment procedures to ensure that all individuals working with children have undergone the necessary background checks and training. This includes criminal record checks, child protection training, and reference checks.

8. Staff Training and Awareness

- All staff, including temporary staff, volunteers, and contractors, will receive child protection training during induction and annually thereafter.
- Staff will be made aware of the signs of abuse and how to respond appropriately.
- We encourage a culture of openness, where staff feel empowered to speak out if they are concerned about a child's safety or well-being.

9. Working with Parents and Carers

- We recognize the importance of working in partnership with parents and carers.
- We encourage parents to approach us with any concerns about their child's safety and well-being.
- Parents will be made aware of the school's child protection policy through the school website and student handbooks.

10. Allegations Against Staff

- Any allegations of abuse or misconduct against a staff member will be taken seriously and investigated promptly.
- The school will follow local authorities' guidelines for managing allegations and disciplinary procedures.

11. Monitoring and Review

- The child protection policy will be reviewed annually to ensure that it remains effective and up-to-date.
- The DSL will be responsible for reviewing and updating the policy, ensuring that all staff are aware of any changes.

Conclusion

The school's commitment to child protection ensures that all children within our care are safe, respected, and provided with an environment conducive to learning and personal growth. This policy reflects our unwavering dedication to their safety and well-being.