



Child Protection Policy



Purpose

- To raise the awareness of all staff and identify responsibilities in reporting possible cases of abuse
- To ensure effective communication among HPS/Br. staff when dealing with child protection issues
- To ensure that all school staff members are clear about the actions necessary with regards to child protection
- To lay down the correct procedure(s) when handling child protection issues
- To grant a safe environment for the HPS/Br. students

Definition

CMP: crisis management plan

H&S officer: Health & Safety officer

Harm: is defined, in the Child Protection Act 1999- Section 9, as any unfavorable effect on a child's physical, psychological or emotional well-being, irrelevant to how the harm is caused

Harm: can be caused by: physical, psychological or emotional abuse or neglect; sexual abuse or exploitation and domestic or family violence. These forms of abuse may be present singly or in any combination

Policy

- HPS/Br. management is committed to the safety and wellbeing of all children and adolescents who are enrolled within its educational system and who are using its services and facilities
- HPS/Br. management, administration and staff members will treat all students with respect and understanding at all times
- HPS/Br. management is totally committed to build a safe constructive learning environment for all students, where they can develop and nourish
- HPS/Br. is dedicated to maintaining safety measures within the school premises
- HPS/Br. prohibits any staff member to deal with child abuse solely
- HPS/Br. is committed to reporting any suspected/ confirmed abuse cases to:
 - The Health & Safety officer
 - The school Principal



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Scope

All HPS/Br. staff have the responsibility to ensure every child's safety, protection and wellbeing.

Procedures

- HPS/Br. will take all required steps to help prevent the abuse and/or neglect of any child. This includes:
 - Ensuring that students are constantly supervised when on school premises from 7:05 AM till 4:00 PM.
 - Raising the awareness of staff, care providers and parents about child abuse
 - Educating children about their own safety
 - Maintaining a good working relationship and proper consultation mechanisms with skilled professionals
 - Investigating, responding timely, and reporting to ADEC any suspicion of child abuse or neglect, including exploitation, violence and/or any other physical, sexual abuse,
 - Securing the health, safety and well-being of all children at HPS/Br.
 - Honoring the right of the child to be protected, regardless of age, gender, race, culture or disability.
 - Building a common language of mutual respect and understanding between all members of the school learning community, administrators, teachers and students.
 - Respecting children and role modeling healthy attitudes
 - Building a safe positive atmosphere within the school to encourage children to reach their full potential
 - Expanding children's capabilities, magnifying their strengths, minimizing their limitations and reaching a new horizon of self-discovery and self-investment
 - Providing ample opportunities that enable children to make and take decisions regarding health and safety measures
 - Teaching children about personal, social and health safety to help them develop and mature with healthy attitudes
 - Raising children's awareness about the impact of their decisions on themselves, others, and their community
 - Teaching the students how to practice safety procedures and recognize different risks in different situations
 - Equipping students to behave in response to risks
 - Requiring visitors to obtain a gate pass (from the security guard) before they can enter the school campus



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- Ensuring that parents and guardians are given a pick-up badge that acts as a gate pass for dropping off and collecting their children
- The CMP Manual outlines the process of keeping students safe in all potential situations like:
 - Abduction
 - Intruders, aggressors
 - Trespass, nuisance or disturbance
 - Fights
 - Environmental hazards like: "Fire, Loss of power, Damage to buildings, Heavy sand storms, floods, etc..."
 - School bus accident
 - Medical emergencies like "Infectious disease outbreak, Student collapse, etc..."
 - Signs of emotional stress in students
- Child protection Protocol:
 - The H&S officer has the responsibility to:
 1. Maintain safety measures throughout the school in order to keep all students away from any harm
 2. Investigate and follow-up on any case of suspected child abuse in the school
 3. Report immediately all cases to the school principal in order to take imperative action(s)
- Responsibilities:
 4. Any teacher who suspects child abuse is required to immediately inform their supervisor about his/her concern
 5. The School Principal and the H&S officer conduct confidential meetings with the parents to discuss the issues of concern
 6. The H&S officer works closely with the social worker to ensure that critical cases receive the required professional support
 7. All parties involved handle such investigations as highly confidential
 - b. Documentation and record keeping:
 - i. Timely documentation and filing are essential for the investigations, tracking patterns of changed behavior and for follow-up
 - ii. Records and information are treated with supreme confidentiality.
 - c. Training:
 - i. All staff receive training to raise their awareness and knowledge of HPS/Br. and local child protection procedures
 - ii. All students receive awareness sessions on personal, social and health safety matters



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