



# Rashid School for Boys

Respect and Kindness ♦ Always Learning ♦ Ready for Leadership

## Child Protection Policy

### Policy Summary

At Rashid School we recognise our responsibility to safeguard the welfare of all children and young people, by a commitment to practices that protect them and we believe that it is always unacceptable for a student to experience abuse of any kind.

We recognise that:

- the welfare of the student is paramount.
- all children, regardless of age, disability, gender, racial heritage, religious belief, have the right to equal protection from all types of harm or abuse.
- working in partnership with children, young people, their parents, carers, and other agencies, is essential in promoting young people's welfare.

Child Protection is the process of protecting individual children, identified as either suffering or likely to suffer significant harm as a result of abuse or neglect. It involves recognising signs and symptoms of physical, sexual or emotional abuse or neglect and acting upon them.

## **UAE Child Protection Law**

In June 2016 a new law took effect to protect children from abuse and neglect, and support their right to safety, shelter, health care and education.

For the first time, anyone in contact with a child, from parents and teachers to doctors and nurses, can be held accountable for causing harm, and is legally obliged to report cases of suspected abuse. This places a responsibility on the school, and all who work in it, to report and support any child where abuse or neglect are suspected.

### **At Rashid School we aim:**

- to provide protection for students who attend Rashid School, and
- to provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a student may be experiencing, or be at risk of, harm.

This policy applies to all staff, including executive officers, senior managers, permanent paid staff, supply staff or sessional workers, volunteers, students or anyone working on behalf of Rashid School.

We will seek to safeguard children and young people by:

- valuing them, listening to and respecting them
- adopting child protection guidelines through procedures and a code of conduct for staff and volunteers (Staff Code of Conduct is included in Appendix B)
- recruiting staff and volunteers safely, ensuring all necessary reference checks are made
- sharing information about child protection and good practice with parents, staff and children appropriately
- sharing information about concerns with agencies who need to know, and involving parents and children appropriately
- providing effective management for staff and volunteers through supervision, support and training.

## **Procedures**

### **Aim and Purpose of the Procedures**

The aim of the procedures is to set out common values, principles and beliefs and describe the steps that will be taken to meet our commitment to protect our students.

These procedures apply to all staff, including executive officers, senior managers, permanent paid staff, supply staff or sessional workers, volunteers, students or anyone working on behalf of Rashid School. All staff have a full and active part to play in protecting

students from harm even where the primary role of the position is not teaching or caring for students.

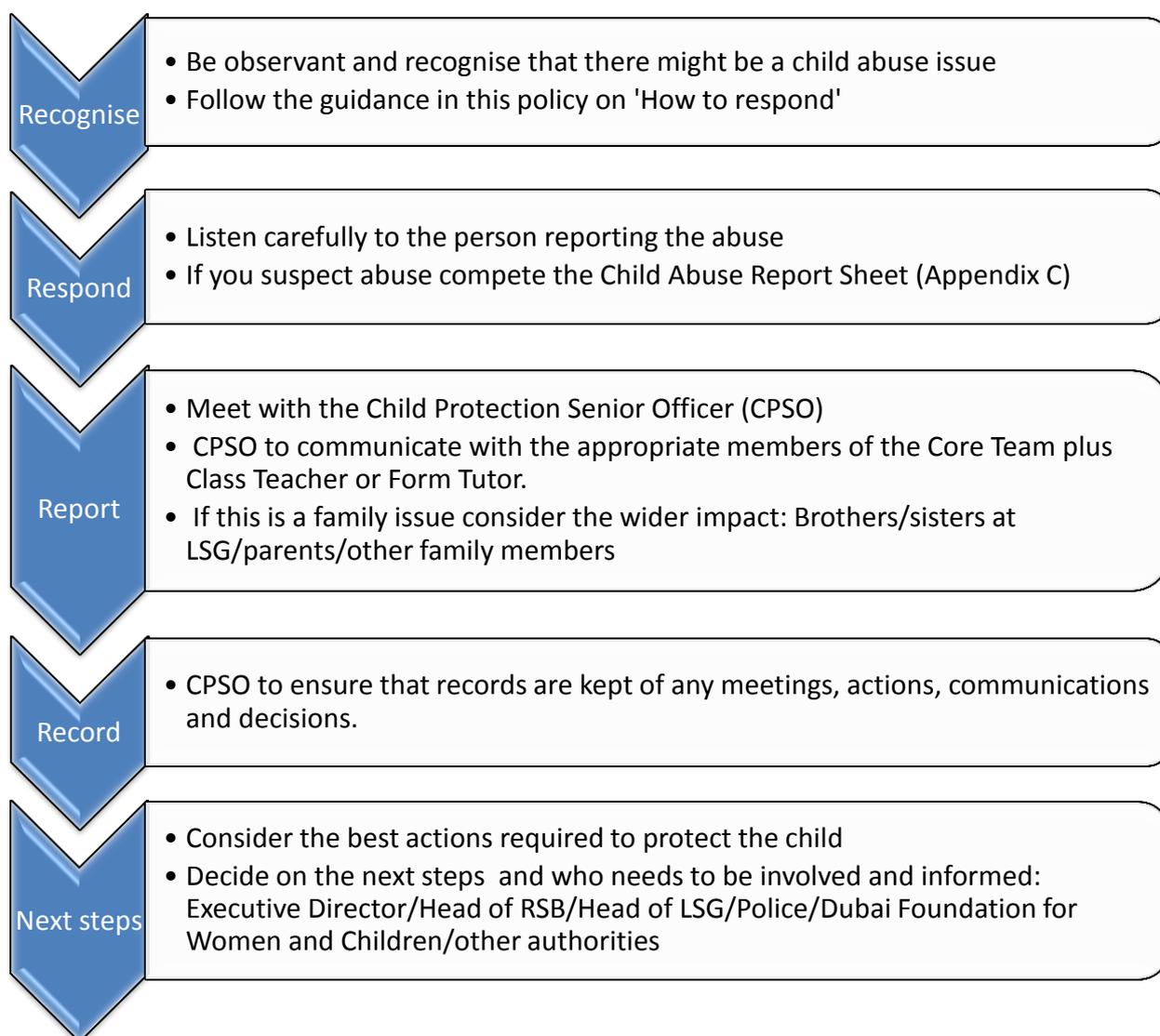
The purpose of the procedures is to:

- provide a management strategy to prevent child abuse and protect students in the course of our work
- provide Rashid School staff with clear guidelines on what to do in the case of suspected child abuse and
- protect Rashid School staff from unfair practices and processes Rashid School's child protection procedures will be guided by the following:
  - **Awareness:** We will ensure, through appropriate training, that all Rashid School staff are aware of the problem of child abuse and the risks to students.
  - **Prevention:** We will ensure, through awareness and good practice, that Rashid School staff minimise risks to students.
  - **Recognising:** We will ensure, through appropriate training, that all Rashid staff are able to recognise signs and symptoms of abuse or neglect.
  - **Responding:** We will ensure that action is taken to support and protect students where concerns of abuse arise.
  - **Reporting:** We will ensure that Rashid School staff are clear on their reporting role when concerns arise regarding the safety of students.
  - **Recording:** We will ensure that Rashid School staff are clear on what steps to take when recording concerns regarding the safety of students.

Further to the above, Rashid School will:

- not permit a person to work with students if it has been identified that they pose any risk to children's safety or well-being
- take all child abuse concerns raised seriously
- take positive steps to ensure the protection of students who are the subject of any concerns
- support students, Rashid School staff or other adults who raise concerns or who are the subject of concerns
- act appropriately and effectively in instigating or cooperating with any subsequent process of investigation
- be guided through the child protection process by the principle of 'best interests of the child'
- listen to and take seriously the views and wishes of students, and
- work in partnership with parents/carers and/or other professionals to ensure the protection of students.

## Flowchart of Recognising, Responding, Reporting, Recording Process



### Roles and Responsibilities: Core Team

	Primary	Secondary
<b>Child Protection Senior Officer</b>	<b>Alison Dawson / Michelle France</b>	<b>Mark Shahparaki</b>
Pastoral Care	PHSE Subject Leaders	Year Group Coordinators
Health Coordinators/Nurses	Mary-Ann Misselhorn (Mandy)	Ghina El Sioufi
Child Protection Liaison Officer	Amira Rady	Hani Kalani
Child Protection Lead	Glyn Kilsby	

Note: Appendices A, B and C give further advice to staff and are attached to the full policy which is available to all RSB employees.