



CHILD PROTECTION POLICY

Policy Statements

MSB Private School fully recognizes its Policy Statement about the welfare and safety of all its pupils and attempts to create an environment in which pupils feel secure safe and valued, and in which they are respected listened to and taken seriously.

This policy applies to all staff, governors and volunteers working in the school. There are five main elements to our policy:

Aims

- Ensuring carefully screened recruitment and the suitability of staff / volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting pupils who have been abused in accordance with the school culture and ethos.
- Establishing a safe environment in which children can grow and develop.

We recognize that because of the day to day contact with children, school staff members are well placed to observe the outward signs of abuse.

The school has therefore:

- Established and maintained an environment where children feel safe and secure, are encouraged to talk, and are listened to empathetically.
- Ensured that children know that there is designated person at school who they can approach if they have concerns.
- Included opportunities in the curriculum for children to develop the skills they need to recognize and stay safe from any kind of abuse

We recognize the fact that children who are abused or witness violence may find it difficult to develop a sense of self-worth. They may feel helpless, humiliated and may have some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk.

When in school, their behavior may be challenging and defiant or they may be withdrawn.

The school endeavors to support the pupil through:

- The content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.

- The school behavior policy which is aimed at supporting vulnerable pupils in the school.
- The school will ensure that the pupil knows that some behavior is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Open channels and freedom of communication.
- Liaison with external consultants / counselors who can provide support.

How to Recognize Abuse.

Child abuse can take a variety of forms, which can become apparent to us in the school situation.

Physical, sexual, verbal and emotional abuse of children is said to be increasingly common.

Teachers are in a position to notice the signs of possible abuse of our pupils.

If they are concerned that one of their pupils has any signs of abuse it is vital that they report their concerns to the respective Head of Section and Principal. It is of course important that a wrong referral is not made, however while one incident which is suspicious might not lead to a referral to the authorities, a number of incidents possibly could.

Therefore, it is important to inform the Senior Leadership Team, who will keep a report of any factual statement of concern regarding a child.

The following definitions of child abuse can act as reference:

***Physical Injury**

- An injury that is not typical of the bumps and scrapes associated with everyday activities, or an injury that is not consistent with any explanation given, prevent the injury.
- This includes children to whom it is suspected that poisonous substances have been administered.
- Frequent injuries, even when apparently reasonable explanations are given.

***Physical Neglect**

Children, it has been perceived, who have been persistently or severely neglected physically to such an extent that their health and emotional development are at risk. Particular attention is drawn to food, hygiene, warmth, clothing, supervision, safety, precautions and medical care. Serious inadequacies in these areas may constitute neglect.

***Failure to Thrive**

- Anxiety or low self-esteem.
- Children who have been medically diagnosed as suffering from no medical condition e.g. hair loss, poor skin tone, circulatory disorders significant lack of growth. Although more easily recognizable in younger children, it also applies to older children.

***Emotional Abuse**

- Sudden changes in behavior, performance or attitude.
- Children where there is a persistent neglect, coldness, hostility or rejection by the parent or care giver to such an extent that the child's behavior and development are impaired.

***Sexual Abuse**

- Knowledge of sexual matters beyond what would normally be expected, or sexual behavior that is unusually explicit or inappropriate to the child's age.
- Disclosure of an experience in which the child may have been significantly harmed.

***Potential Abuse**

- Children in situations where they have not been abused but where social and medical assessments indicate high degree of risk that they might be abused in future, including situations where another child in the household has been harmed or where the household contains a known abuser.

These categories of abuse are not necessarily exhaustive nor are they inter connect. All of them may result in a failure of the child to thrive.

It is important if any staff working with our children have any concern whatsoever that they must speak to a member of the SLT without delay.

Staff Issues

Parents should feel confident that careful procedures are in place to ensure that all staff and volunteers are suitable to work with children.

Children will not verbally/ physically be punished within the school by any form of hitting, slapping, shaking or other degrading treatment.

Any complaints about staff behavior may be made to the Heads of Sections or the Principal. All those involved will be entitled to the fair hearing, both children and staff. Complaints which raise child protection issues will be taken seriously.

POLICY REVIEW

The Governing Body is responsible for ensuring the annual review of this policy.

Organizations:

Dubai Foundation for Women and Children: Contact detail - 046060300

MSB Services: Contact detail - 8004-888

Training

All teaching and support staff are being given specific training in all related issues.

The designated staff for child protection matters in school is:

Mrs. Lynette Rego, School Nurse