

ONE INTERNATIONAL SCHOOL CHILD PROTECTION & SAFEGUARDING POLICY

Rational

ONE I.S. recognises all its responsibilities with regards to child protection. Our policies and procedures apply to all Owners, teachers, staff, volunteers and pupils.

At ONE I.S. we intend to provide an environment in which children are safe from abuse and in which any suspicion of abuse is promptly and appropriately responded to. In order to achieve this we will:

- Establish and maintain a school environment where the pupils enrolled: feel secure, are encouraged to talk and are listened to.
- Ensure the pupils are aware that there are staff within the school whom they can approach if they are worried.
- Opportunities throughout the curriculum that expands the pupils' knowledge and understanding of how to recognise and keep themselves safe from any form of abuse.
- Ensure we have a Designated Safeguarding Lead (**DSL ASHLEIGH REES**) and a Assistant Safeguarding Lead (**ASL ANNABEL MERTO**). The ASL is required to report all matters to the DSL who takes on the overall responsibility throughout the school.
- All staff employed by the school and volunteers shall be made aware of the name of the designated safeguarding officer/s.
- All staff, students, teachers and volunteers shall be made aware of their responsibilities with regards to child protection and safeguarding. This includes observing, referring and recording.
- Keep written records of concerns about pupils even when there is no need to refer the issue immediately.
- All written records will be kept in a locked and secure cabinet. These will be kept separate from the child's pupil file.
- Follow procedures where an allegation against a staff member or volunteer has been made.
- Ensure safe recruitment practices are followed.

Role of the DSL (Designated Safeguarding Lead) – Stephanie Bentley

- To ensure all staff are aware of and understand the policy and procedure that is in place for child protection and safeguarding.
- To establish a good standard of training programs for all staff to enhance their knowledge in preventing, identifying and recording abuse.
- To maintain communication with relevant authorities and parties involved.

Role of the ASL (Assistant Safeguarding Lead) – Charlotte Stretton

- To ensure all issues relating to child protection are dealt with at the earliest opportunity in the event of the DSL being absent.

Role of Staff Members

- Report all suspicions and concerns about abuse to the DSL/ASL immediately.

Staff Recruitment

- All applicants for work within ONE I.S. will be interviewed before an appointment is made and asked to provide at least two references. All references will be followed up. In the case of unexplained gaps in employment history, or applicants who have moved rapidly from one job to another, explanations will be sought.
- All appointments will be subject to our recruitment and selection procedure and will involve at least 2 members of school staff trained in Safeguarding Recruitment.

Prevent Abuse by means of good practice:

- Adults who have not been registered fit or are not on the school's central tracking record, will not be allowed to stay with any children, unsupervised, at any time.
- Children will be encouraged to develop a sense of autonomy and independence through adult support and in finding names for their feelings and acceptable ways to express them.
- The layout of ONE I.S. will permit constant, appropriate supervision of all children.
- Parents/visitors will not be left alone with children, other than their own, at any time.

Respond appropriately to suspicions of abuse:

There are four main categories of abuse - **physical abuse, sexual abuse, emotional abuse and neglect** - and some children may experience more than one type at a time.

- Some types of abuse occur because of deliberate actions of adults.
- Other types of abuse occur because an adult fails to take action.

Where a child makes a disclosure to a staff member, that staff member will:

- Offer reassurance to the child.
- Listen to the child.
- Give reassurance that she or he will take action.
- The member of staff will not question the child although clarification may be sought.
- Follow procedure for recording disclosures.

Recording suspicions of abuse and disclosures

Staff will make a record on the appropriate form (dependent on situation):

- The child's name, address and age.
- The date and time of the observation or the disclosure.
- An objective record of the observation or disclosure.
- Complete a body map where observations relate to injuries.
- The exact words spoken by the child as far as possible.
- The name of the person to whom the concern was reported, with date and time and the names of any other person present at the time.

All written records will be signed and dated, and kept in a safe and secure cabinet. These will be kept separate from the child's pupil file.

ONE I.S. recognises that it is not responsible for the investigation.

Where there is cause for concern, suspicions of abuse or a disclosure is made, the DSL and member of staff involved are responsible for discussing whether the school will carry out an Extended School Care Plan implementing appropriate steps for family support or, where required, referring the case to the Department of Social Welfare and Development.

Informing parents

- Parents are normally the first point of contact.
- If a suspicion of abuse is recorded, parents are informed at the same time as the report is made.
- Where the parent is the named abuser, investigating officers will inform parents.

Support to families

- ONE I.S. believes in building trusting and supportive relationships with families, staff and volunteers in the group.
- ONE I.S. makes clear to parents its role and responsibilities in relation to safeguarding children, such as for the reporting of concerns, providing information and monitoring of the child(ren).
- ONE I.S. continues to welcome the child and the family whilst investigations are being made in relation to any alleged abuse.
- Confidential records kept on a child are shared with the child's parents or those who have parental responsibility for the child. Where the parent is the named abuser, ONE I.S. is no longer under a duty to share information about the child with the parent or those with parental responsibility. Information shared will subsequently be at the discretion of the investigating officers.

<p>This policy is written with respect to the following UNCRC Articles: <i>*Italic text replaces original wording for policy relevance*</i></p>
<p>Article 1 (definition of the child) Everyone under the age of 18 has all the rights in the Convention.</p>
<p>Article 2 (non-discrimination) The Convention applies to every child without discrimination, whatever their ethnicity, sex, religion, language, abilities or any other status, whatever they think or say, whatever their family background.</p>
<p>Article 3 (best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children.</p>
<p>Article 4 (implementation of the Convention) <i>Within the school's remit, we must do all we can to make sure every child can enjoy their rights by creating systems and school policies that promote and protect children's rights.</i></p>
<p>Article 6 (life, survival and development)</p>

<p>Every child has the right to life. <i>Within the school's remit, we must do all we can to ensure that children survive and develop to their full potential.</i></p>
<p>Article 9 (separation from parents) Children must not be separated from their parents against their will unless it is in their best interests (for example, if a parent is hurting or neglecting a child). Children whose parents have separated have the right to stay in contact with both parents, unless this could cause them harm.</p>
<p>Article 11 (abduction and non-return of children) <i>Within the school's remit, we must do everything we can to stop children being taken out of their own country illegally by their parents or other relatives, or being prevented from returning home.</i></p>
<p>Article 12 (respect for the views of the child) Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life.</p>
<p>Article 13 (freedom of expression) Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.</p>
<p>Article 14 (freedom of thought, belief and religion) Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. <i>Within the school's remit, we must respect the rights and responsibilities of parents to guide their child as they grow up.</i></p>
<p>Article 15 (freedom of association) Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.</p>
<p>Article 16 (right to privacy) Every child has the right to privacy. The law should protect the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.</p>
<p>Article 17 (access to information from the media) Every child has the right to reliable information from a variety of sources, and <i>within the school's remit, we should encourage the media to provide information that children can understand. Within the school's remit, we must help protect children from materials that could harm them.</i></p>
<p>Article 18 (parental responsibilities and state assistance) Both parents share responsibility for bringing up their child and should always consider what is best for the child. <i>Within the school's remit, we will do our utmost to support parents by creating support systems for children and giving parents the help they need to raise their children.</i></p>
<p>Article 19 (protection from violence, abuse and neglect) <i>Within the school's remit, we will do all we can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.</i></p>
<p>Article 20 (children unable to live with their family) If a child cannot be looked after by their immediate family, <i>within the school's remit, we will do our utmost to give them special protection and assistance. This includes making sure the child is provided with alternative care that is continuous and respects the child's culture, language and religion.</i></p>
<p>Article 23 (children with a disability) A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.</p>
<p>Article 24 (health and health services) Every child has the right to the best possible health. <i>Within the school's remit, we must provide good quality health care, clean water, nutritious food, and a clean environment and education on health and well-being so that children can stay healthy.</i></p>
<p>Article 25 (review of treatment in care) If a child has been placed away from home for the purpose of care or protection (for example, with a foster family or in hospital), they have the right to a regular review of their treatment, the way they are cared for and their wider circumstances.</p>
<p>Article 27 (adequate standard of living)</p>

Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development.
Article 28 (right to education) Every child has the right to an education. Discipline in schools must respect children's dignity and their rights.
Article 29 (goals of education) Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.
Article 31 (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.
Article 32 (child labour) <i>Within the school's remit, we must protect children from economic exploitation and work that is dangerous or might harm their health, development or education.</i>
Article 33 (drug abuse) <i>Within the school's remit, we must protect children from the illegal use of drugs and from being involved in the production or distribution of drugs.</i>
Article 34 (sexual exploitation) <i>Within the school's remit, we must protect children from all forms of sexual abuse and exploitation.</i>
Article 35 (abduction, sale and trafficking) <i>Within the school's remit, we must protect children from being abducted, sold or moved illegally to a different place in or outside their country for the purpose of exploitation.</i>
Article 36 (other forms of exploitation) <i>Within the school's remit, we must protect children from all other forms of exploitation, for example the exploitation of children for political activities, by the media or for medical research.</i>
Article 37 (inhumane treatment and detention) Children must not be tortured, sentenced to the death penalty or suffer other cruel or degrading treatment or punishment. Children should be arrested, detained or imprisoned only as a last resort and for the shortest time possible. They must be treated with respect and care, and be able to keep in contact with their family.
Article 39 (recovery from trauma and reintegration) Children who have experienced neglect, abuse, exploitation, torture or who are victims of war must receive special support to help them recover their health, dignity, self-respect and social life.
Article 40 (juvenile justice) A child accused or guilty of breaking the law must be treated with dignity and respect. They have the right to legal assistance and a fair trial that takes account of their age.
Article 42 (knowledge of rights) <i>Within the school's remit, we must actively work to make sure children and adults know about the Convention.</i>
This policy was updated, reviewed and approved by ONE International School Board: February 2020