

## Child Protection Policy

**PREPARED BY & DATE:**

SLT/ APRIL 2012

**NEXT REVISION NUMBER & DATE:**

DEC 2016

**AUTHORISED BY & DATE:**

WAYNE MACINNIS/ MAY 2013

**PAGES OF POLICY: 5**

### Guiding Statements:

- The health, safety and protection of our students is of paramount importance and takes priority in all decisions regarding school operations. In consideration of this the RIS Child Protection Policy will be included in the induction programme for all staff new to the school and in faculty handbooks.
- The policy is intended to provide clear direction for staff and to support the school's commitment to best practice and appropriate procedures to ensure that child protection concerns are handled sensitively and professionally.
- All decisions related to child protection will be made in the best interests of the child. This includes the sharing of information.

### Definitions:

- Neglect** - The persistent or severe neglect of a child which results in impairment of health or development.
- Physical Abuse** - Actual or likely physical injury to a child, or failure to prevent physical injury or suffering.
- Sexual Abuse** – Actual or likely exploitation of a child by involvement in sexual activities without informed consent or understanding, or that violate social taboos or family roles.
- Emotional Abuse** – actual or likely severe adverse effects on the emotional and behavioural development of a child by persistent or severe emotional ill-treatment, inappropriate treatment, or rejection.
- Potential Abuse** – situations where children may not have been abused but where social and medical assessments indicate a high degree of risk that they might be abused in the future, including situations where another child in the household has been abused, or where there is a known abuser.
- Bullying** - any persistent and uninvited behaviour which insults, hurts or intimidates another individual (includes cyber bullying)

### Indicators of Troubled Children\*:

The student is observed:

- Crying a great deal over the most minor of things
- Being anxious, feeling scared and/or insecure
- Becoming aggressive and violent
- Having difficulties with concentrating on their work
- Having difficulty getting on with peers
- Having sleep problems, nightmares and bed wetting
- Health complaints like headaches, stomach aches, and asthma
- Hyperactivity or lack of control
- Conduct problems like truancy, delinquency and stealing

\*(IBO – OCC Document, Violence in Families, p. 1, 2007)

### Dealing with Disclosure:

If a student discloses that he or she has been abused in some way, the member of staff should:

- listen to what is being said without displaying shock or disbelief
- accept what is being said
- allow the child to talk freely
- reassure the child, but do not make promises which it might not be possible to keep
- not promise confidentiality as the student's case will be referred to the Child Protection

Officer and Heads of School

- reassure the student that what has happened is not their fault
- stress that it was the right thing to tell
- listen, rather than ask direct questions
- ask open questions rather than leading questions
- not criticize the perpetrator
- explain what has to be done next and who has to be told

### Responsibilities of Staff Members:

1) To familiarize themselves with the RIS Child Protection Policy and to seek clarity from the Heads of Schools or the Child Protection Officer on any aspects that are unclear.

- 2) Staff are expected to provide a safe and caring environment in which children can develop the confidence to voice ideas, feelings and opinions. Children should be treated with respect within a framework of agreed and understood behaviour. The use of corporal punishment is strictly forbidden.
- 3) Any staff member using corporal punishment will be immediately suspended from school pending an investigation.
- 4) Report within 2 hours any case of suspected child abuse to the Child Protection Officer and be prepared to follow up with a clear, dated, factual and confidential record of the case within 24 hours. According to law a person who fails to report a criminal offense is liable to prosecution (Penal code Federal (3) Article 274).
- 5) Maintain confidentiality and refrain from sharing the details of the case with others. Access to information on a case should be restricted and based on a need to know basis.
- 6) To treat sensitive information they receive about students in a discreet and confidential manner.
- 7) To submit to the Principal, prior to assuming a position at the school, a document from the country of previous employment or local authorities that confirms a record of good conduct.
- 8) To take responsibility for their own actions and behavior and avoid conduct that would lead any reasonable person to question their motivation and intention.
- 9) Staff members should work, and be seen to work, in an open and transparent way (especially when working with individual students). Staff should not invite students to visit their place of residence unless as guests of his or her son or daughter.
- 10) Staff members should be aware of breaches of the law and other professional guidelines that could result in criminal or disciplinary action taken against them.

#### **Procedures:**

- Any member of staff who suspects a case of child abuse must inform the Child Protection Officer and Heads of School within 2 hours. This pertains to suspected cases of abuse committed on or off campus and by members of staff or by members of the public.
- The reporting staff member will collate a detailed, accurate and confidential report making reference to specific signs of abuse and submit this document to the Child Protection Officer and the Head of School. The written report should be submitted within 24 hours of the initial verbal report. In cases where there is physical evidence of abuse those reporting should refer to the skin maps in the addendum of this policy to indicate the location and extent of the abuse and attach the maps to the report. Under no circumstances is photographic evidence to be used.

- After receiving a report of suspected child abuse either verbally or in writing, the Child Protection Officer and the Head will inform the Principal.
- The Principal, Head and Child Protection Officer will then meet within 2 hours to consult on next steps. Next steps could include contacting a member of the student's family, Abu Dhabi Education Council, and/or the Ministry of Interior.

At this meeting other key school personal such as the school nurse and counsellor will be present as requested by the Head.

### Legal Requirements in the UAE:

Crimes of abuse and penalties are defined in Federal Law (3); which was updated in June 2016 to include the Child's Rights Law.

Updated article will be provided when available. Below are the specific articles pertaining to each type of abuse as listed in the previous Federal Law (3).

**-Physical Abuse Crimes:** Articles 336-343

**-Sexual Abuse Crimes:** Articles 354, 356, 358, 363, 364

\*Article 362 pertains to the distribution of drawings, photos, films

**-Emotional Abuse Crimes:** Articles 351, 352, 372-374

**-Neglect:** Articles 348-350

### As of September 2016, Key Members of the Child Protection Team Include:

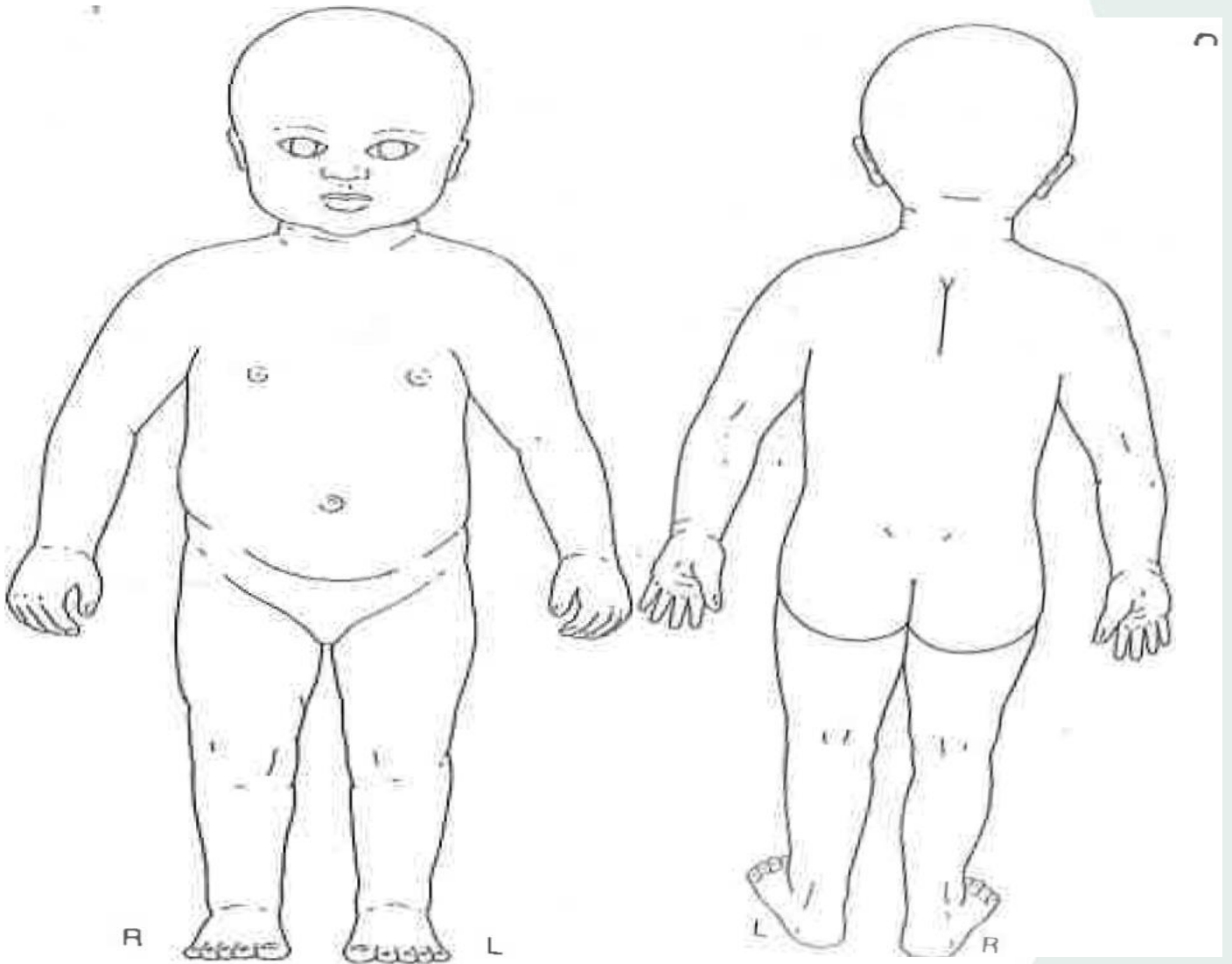
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2. Ms. Jasmine Taylor, Head of Early Years: [jtaylor@ris.ae](mailto:jtaylor@ris.ae) 02 556 1567, ext. 116
3. Mr. Craig Eldred, Head of Primary: [celdred@ris.ae](mailto:celdred@ris.ae) 02 556 1567, ext. 112
4. Ms. Kathryn Simms, Head of Secondary: [ksimms@ris.ae](mailto:ksimms@ris.ae) 02 556 1567, ext. 101
5. Ms. Carmen Barrack, Child Protection Officer: [cbarrack@ris.ae](mailto:cbarrack@ris.ae) 02 556 1567, ext. 173



APPENDIX 1 BODY MAP

NAME:

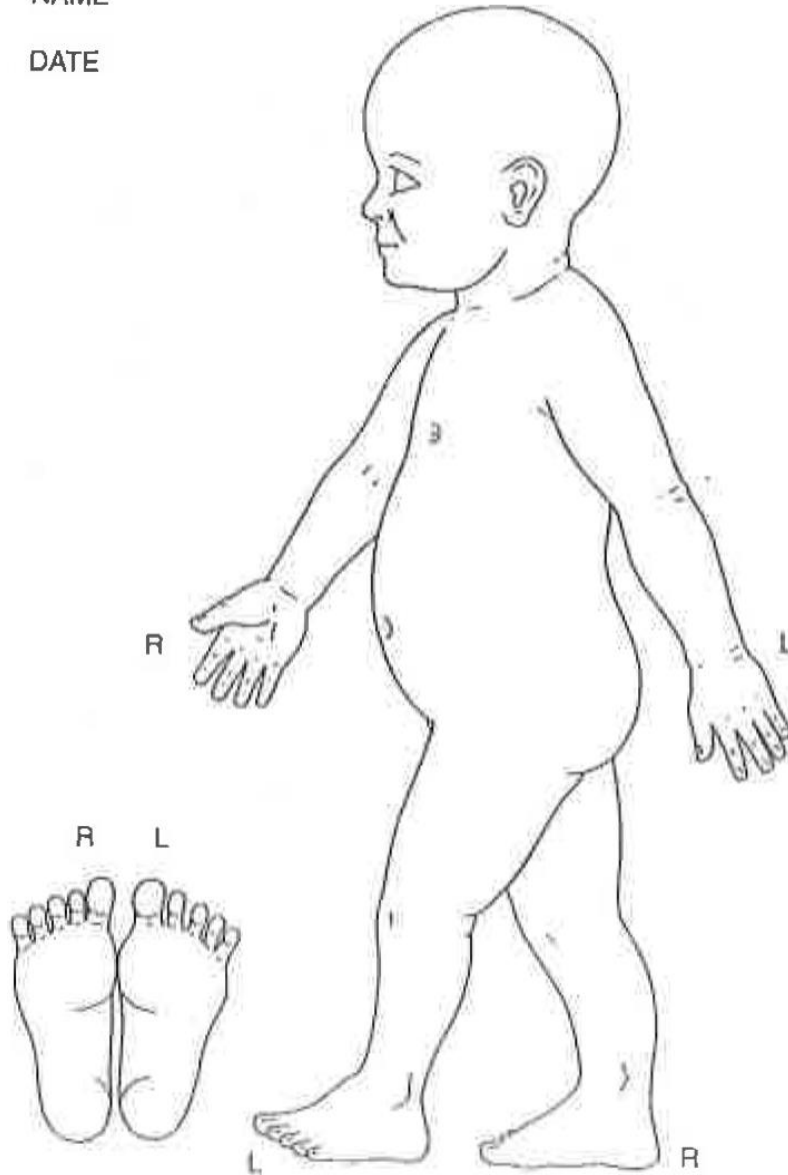
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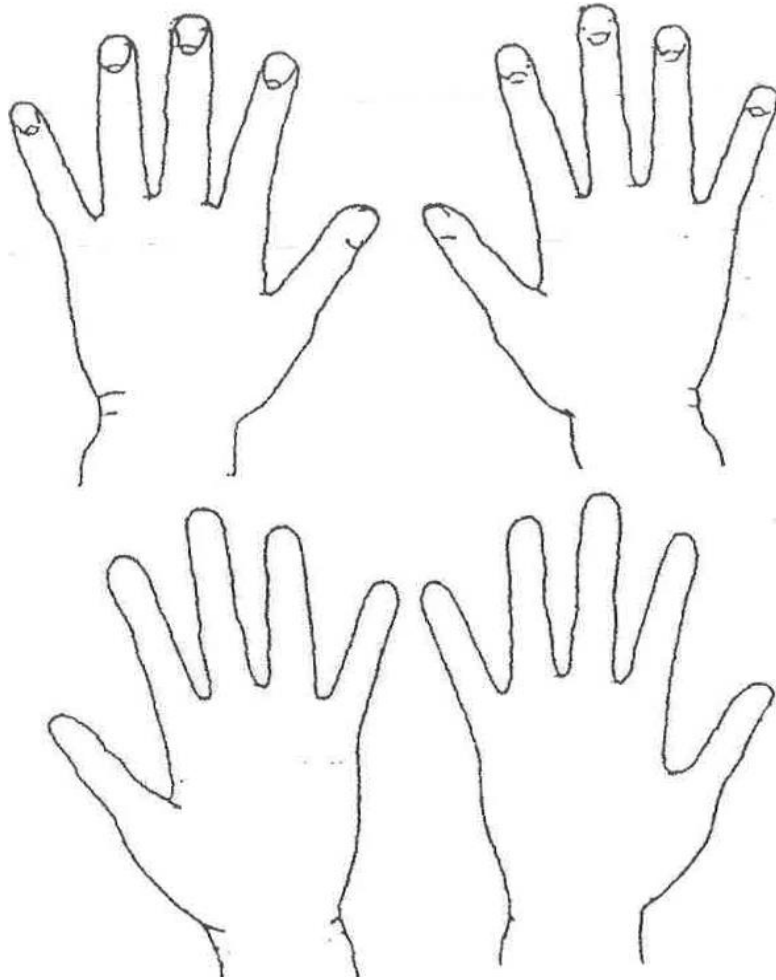
NAME

DATE





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