




Gulf Indian High School, Dubai



CHILD PROTECTION AND SAFEGUARDING POLICY **(2023-2024)**

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Reviewed by	Governing Body	Signed	

CHILD PROTECTION AND SAFEGUARDING POLICY
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CHILD PROTECTION AND SAFEGUARDING POLICY

Introduction

Gulf Indian High School takes its responsibility seriously to protect and safeguard the welfare of children and young people in its care. Every child should feel safe and protected from any form of abuse.

Purpose

An effective whole-school child protection policy is one which provides clear direction to staff and others about expected behavior when dealing with child protection issues. This ensures that child protection concerns, referrals and monitoring **may be handled sensitively, professionally** and in ways which support the needs of the child.

The School's responsibility for Child Protection

All adults working at Gulf Indian High School should be aware of their responsibility to safeguard and promote the welfare of children, both physical and emotional, inside and outside school.

This involves ensuring that children are protected from significant physical or emotional harm and that there is a positive commitment to ensure the satisfactory development and growth of the individual. **Everyone working at Gulf Indian High School should be aware of and, when necessary, follows the school's Child Protection Guidelines.** Staff will report any suspected or disclosed issues of child protection to the Child Protection Team.

CHILD ABUSE:

DEFINITION OF CHILD ABUSE

Child abuse refers to any act committed by a parent, guardian or any other person to a child under the age of 18, which results in injury to the child. These acts include situations where there is neglect, emotional, physical or sexual harm. Children should be treated with respect, consideration and dignity. Every child has the right to privacy and confidentiality. Abuse of children can cause serious behavioral problems. Abuse can be classified under physical, emotional, sexual and potential abuse.

TYPES OF ABUSES:

❖ PHYSICAL ABUSE:

An action that causes actual or likely physical injury to the child or failure to prevent Physical injury or suffering is called Physical abuse.

1. Beating (with hands or objects).
2. Pinching / Pushing.
3. Hurling objects at a person.
4. Making a child kneel for an extended period of time.

5. Being made to stand for hours-on- end inside the class / outside the class / in the sun.
6. Making a child run in the playground for a long period of time which proves injurious to health.
7. Bullying.

❖ **EMOTIONAL ABUSE:**

Any action that causes mental trauma for a child by severe or persistent emotional ill treatment or rejection resulting in behavioral problems

1. Humiliating a child by calling him/her names (especially in front of his/her peers, teachers or parents).
2. Hurling verbal abuses at a child.
3. Startling a child by banging on the desk or striking the desk with an object.
4. Misrepresenting a child's learning disability as a discipline problem.
5. Denying the child adequate time for Recess/Games.
6. Abusing a child's parents in class.
7. Making negative comparisons to other students/siblings.
8. Turning a blind eye to bullying.

❖ **SEXUAL ABUSE:**

Where a child may be deemed to have been sexually abused when any person(s), by design or neglect, exploits the child, directly or indirectly, in any activity intended to lead to the sexual arousal or other forms of gratification of that person or any other person(s) – including organized networks. This definition holds whether or not there has been genital contact and whether or not the child is said to have initiated the behavior.

Signs and Symptoms:

- Age-inappropriate sexual knowledge, language, behaviors
- Loss of appetite or compulsive eating
- Regressive behaviors such as thumb sucking, needing previously discarded cuddly toys
- Becoming withdrawn, isolated
- Inability to focus
- Reluctance to go home
- Drawing sexually explicit pictures
- Have outbursts of anger/irritability

❖ **NEGLECT:**

Refers to persistent or deliberate failure to meet a child's physical or psychological needs like failure to provide adequate food, clothing or shelter, failure to protect a child or to provide adequate medical care. It may also involve neglect or failure to give adequate response to a child's emotional needs.

STUDENTS OF DETERMINATION

Our school understands that Students of Determination can face additional safeguarding challenges. Barriers can exist when recognizing abuse and neglect in this group of children. This can include:

- Assumptions that indicators of possible abuse such as behavior, mood and injury relate to the child's disability, without further exploration.
- That they may be more prone to peer group isolation than others.
- The potential to be disproportionately impacted by things like bullying, without outwardly showing signs.
- Communication difficulties in overcoming these barriers.

PEOPLE WHO COULD BE INVOLVED IN CHILD ABUSE

1. Students
2. Staff Members (Teaching / Non-teaching)
3. Parents
4. Outsiders (Relatives, Friends, etc.)

PROCEDURES TO BE FOLLOWED IN CASE OF ABUSE OF A STUDENT

CPT-Safety officer, School Doctor, School Counsellor

CPO/Safeguarding Lead-Principal

1. ABUSE BY A STUDENT

- i. Student reports the case of abuse to the class teacher.
- ii. Class teacher reports to the Child Protection Team (CPT).
- iii. A minor issue is settled by the CPT by advising the students involved in the case. In major issues, the matter is taken up with the Principal-(Safeguarding Lead).
- iv. Students are sent for counseling and for medical checkup if the issue is major i.e., in cases of serious harm.
- v. Parent is informed by the CPT in minor cases and by the Principal in major cases.
- vi. The affected student is monitored by the CPT for at least one week.
- vii. A record is maintained by the CPT of any such incident that takes place in the class.

2. ABUSE BY A RELATIVE:

- i. Student reports to the Class Teacher.
- ii. Class teacher reports to the Child Protection Team (CPT) and a report is maintained by the concerned authority.
- iii. The matter is brought to the notice of the CPO/Principal.
- iv. The parent is called to the school and the matter is discussed for further actions.
- v. The student is recommended to the School Counselor for Counseling.

3. ABUSE BY OUTSIDERS (DURING TRIPS, PICNICS, ETC.):

- i. The Student reports to the Class Teacher and in turn the Class teacher to CPT, a report is maintained by the concerned authority.
- ii. The matter is brought to the notice of the CPO/Principal - (Safeguarding Lead).
- iii. The teacher in charge reports to the concerned authorities where the trip /picnic take place.
- iv. The parent is informed about the issue.
- v. The Student is sent for Counseling to the School Counselor.

4. ABUSE BY SCHOOL STAFF

- i. The Student reports to the Class Teacher.
- ii. Class teacher reports to the Child Protection Team (CPT) and a report is maintained by the concerned authority.
- iii. The matter is brought to the notice of the CPO/Principal-(Safeguarding Lead)
- iv. The Principal takes up the issue; the Staff is called and warned.
- v. If the issue continues, concerned person is called by the Principal and the issue discussed strictly which may even lead to the cancellation of the School's contract with him/her.

PROFESSIONAL CONFIDENTIALITY

Confidentiality is an issue that needs to be discussed and fully understood by all those working with children, particularly in the context of child protection. The only purpose of confidentiality in this respect is to benefit the child. A member of staff must never guarantee confidentiality to a student nor should they agree with a pupil to keep a secret, as where there is a child protection concern this must be reported to the Child Protection Lead and may require further investigation by appropriate authorities. Staff will be informed of relevant information in respect of individual cases regarding child protection on a "need to know basis" only. Any information shared with a member of staff in this way must be held confidentially to themselves.

ROLE OF CHILD PROTECTION TEAM -CPT

- Have individual responsibility for reporting child protection concerns.
- Keep written records of concerns about children - noting the date, incident and action taken.
- Where there is cause to take the matter further, the member of the committee must ensure that the case is discussed with all relevant parties and that there are set procedures for reporting and following up concerns.
- Monitor child protection awareness in the school and ensure that due diligence is given to Child Protection issues.

- Establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to. Ensure that children know that there are adults and persons in the school whom they can approach if they are worried or in difficulty.
- The Principal and the Child Protection Team (CPT) will meet regularly to discuss Child Protection within the school and to review policies and share best practices and procedures.

Child Protection officer (CPO)-Safeguarding Lead will:

- ❖ Ensure that the school has a child protection policy in place which is consistent with KHDA & Dubai Child Protection Procedures, and is readily accessible to all members of staff, both teaching and non-teaching.
- ❖ Ensure that the implementation and effectiveness of the policy and any associated policies e.g. bullying are reviewed annually by it becoming a standing item on the governing body's agenda with information also being provided on training, the number of incidents and cases (without details or names).
- ❖ Ensure that the school prospectus contains a section on the child protection policy in order to make parents aware of the school's responsibilities.
- ❖ To arrange specific training sessions for staff, students and parents.
- ❖ To make follow up of child protect cases with CPT/Principal.
- ❖ To educate and train school leaders on child protection and safeguarding management in school, etc.

DEALING WITH A 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 not make promises which it might not be possible to keep
- Not promise confidentiality, as it might be necessary to refer the case to the Counselor
- Reassure the pupil that what has happened is not his/her 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 must be done next and who must be told.

WHAT TO DO ON DISCLOSURE

Stay calm (Don't over-react, however shocked you may be)



Listen, hear and believe (Listen carefully, take it seriously)



Give time for the person to say what they want (Don't make assumptions and don't offer alternative explanations, ask questions beginning with Tell me about...Explain...Describe... Avoid 'who, what, when, where' questions)



Reassure and explain that they have done the right thing in telling. (Do not promise confidentiality; explain that only those professionals who need to know will be informed)



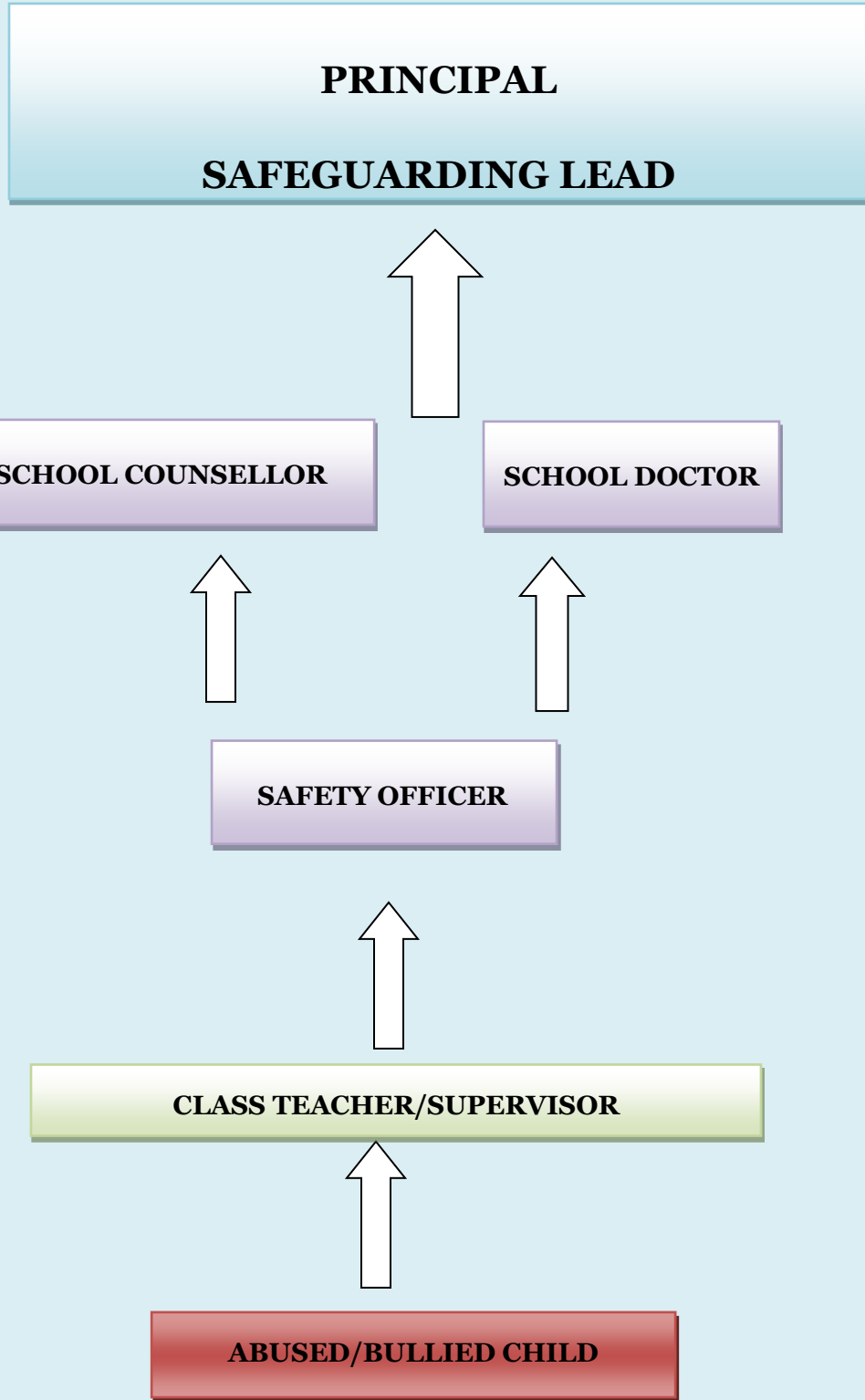
Record in writing as near verbatim as possible and as soon as possible on a Disclosure Form (Use the child's own words, make your record as soon as possible after the event, so that you don't forget anything, and include information about what action was taken afterwards)



Report to the CPT/CHILD PROTECTION OFFICER (CPO)-Safeguarding Lead



GIHS HEIRARCHY FOR REPORTING CHILD ABUSE/BULLYING





GIHS CHILD PROTECTION AND SAFEGUARDING COMMITTEE/SAFEGUARDING LEAD RESPONSIBILITIES

NAME	ROLE	EMAIL
MR. MUHAMMAD ALI	PRINCIPAL (Safeguarding Lead)	principal@ghsdubai.com
MRS.THUSHARA MATHAI	SCHOOL COUNSELOR	counsellorgihs@gmail.com
MRS.SHANI JANISA	SAFETY OFFICER(M/S)	shani@ghsdubai.com
Mr. SIJIN SEBASTIAN	SAFETY OFFICER (A/S)	sijin@ghsdubai.com
MRS.JEENA AJAYAGHOSH	SCHOOL DOCTOR	doctorjeena@gmail.com



GULF INDIAN HIGH SCHOOL, DUBAI

DISCLOSURE OF ABUSE FORM

Name of Person Making Allegation/Disclosure:

Time and Date: _____

Parent(s) Name and Contact Details:

Nature of Disclosure: (Continue on separate sheet as required, recording as close to verbatim as possible)

Empty box for recording the nature of disclosure.

Name and Signature:

Role:

Date and Time:

New UAE Federal Law No. 3 of 2016 on children's rights (Wadeema's Law)

A law to protect children against all forms of negligence, exploitation and physical and psychological abuse has been issued by the UAE Federal Law. The law stipulates children's basic rights to live and be safe, and that all competent authorities and concerned bodies must work together to ensure the protection of children's rights.

The law lays out the legal rights of minors, establishes punishments for those who violate those rights and allows childcare specialists to remove children from their homes against parents' wishes and without judicial permission in cases of imminent danger. Those who put children in danger, abandon them, neglect them, leave them without supervision, do not enroll them in school or register them upon their birth will be subject to a prison sentence or a fine.

The law applies to all children up to the age of 18.

Acts that are allowed and not allowed

1) HITTING A CHILD:

The law prohibits parents or custodians from excessively disciplining a child. Hitting a child in the face, for example, is prohibited. Beating a child resulting in marks or injuries is not allowed. Any form of discipline is intended to teach the child about his wrong doing and to correct it, not to harm him.

2) LEAVING A CHILD ALONE IN THE HOUSE:

Leaving a child alone in the house is not allowed. Many child high-rise deaths are due to a consistent pattern of parents leaving their sleeping children alone at home.

3) CHILD SEAT/SITTING IN FRONT:

Under the law, putting children in harm's way, including allowing them to sit in the front seat or jump up and down inside a moving car, is considered negligence.

4) SHOUTING / CALLING HIM NAMES:

Calling a child names affects a child psychologically. The Child Protection Law mandates that the dignity of the child should be protected. Reprimanding a child in a calm manner is acceptable.

5) CHILD SUPPORT:

The law ensures that every child has the right to live, be in a safe environment, and have access to education and health services. His parents or custodian should ensure that his psychological, emotional, social and cultural needs are met.

HELPFUL NUMBERS

Police: 999

Ministry of Interior Child Protection Centre Hotline: 116-111

Child Protection Centre (under CDA Dubai): 800 988

Dubai Foundation for Women and Children: 800 111

Social Services Department (Sharjah): 800 700