



CHILD PROTECTION & SAFEGUARDING POLICY

Child Protection Policy	
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Reviewed by: Ms. Remya Kuruvilla

Approved by: Syed Tahir Ali, Principal

Each page of this policy is digitally approved



مدرسة رويال الخاصة الانجليزية ROYAL PRIVATE ENGLISH SCHOOL

Designation as in the policy	Staff Designation	Email ids
Child Protection Officer	The principal	principal@royalschoolfujairah.com
Safety Leader	Operations Manager	ahmad.hassan@royalschoolfujairah.com
Child Protection Coordinator (Eng)	School Counsellor / Social Worker	remya.k@royalschoolfujairah.com
Child Protection Coordinator (Arabic)	Arabic Social Worker	asmaa.husain@royalschoolfujairah.com
Child Protection Coordinator (Arabic-EYFS&Junior))	Arabic Social Worker	ohoud.a@royalschoolfujairah.com
Safety Concerns for SOD	Special Educator/ Inclusion Head	gokulalakshmi@royalschoolfujairah.com
Discipline Officer – Boys	Discipline officer for boys	alaa.tharwat@royalschoolfujairah.com
Discipline Officer – Girls	Discipline officer for girls	raziya.m@royalschoolfujairah.com
DSL – IGCSE Head of section Grade 3 to 12	Head of section Middle & Senior School IGCSE	mohammed.s@royalschoolfujairah.com
DSL – CBSE Head of section Grade 9 to 12	Head of section Senior School CBSE	tamoghna.c@royalschoolfujairah.com
DSL –CBSE Head of section Grade 3 to 8	Head of section Middle School CBSE	manpreet.k@royalschoolfujairah.com
DSL – CBSE & IGCSE Head of Section KG1 to Grade 2	Head of section EYFS & Junior School CBSE & IGCSE	sahar.w@royalschoolfujairah.com
DSL – HOD MOE Subjects	Head of MOE Subjects	salma.hafez@royalschoolfujairah.com
DSL – School Doctor	School Doctor	doctor@royalschoolfujairah.com

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SCHOOL'S VISION, MISSION AND PURPOSE:

Vision

To create a happy, caring, stimulating learning environment in which students and their teachers recognize and develop the student's fullest potential in a spirit of mutual respect and cooperation.

Mission

It is our sincere endeavor to provide the highest quality of education to our students that will equip them with knowledge, skills, personality traits and value systems, necessary for them to function effectively in the future as responsible adults and exemplary citizens of the world.

Purpose:

Royal Private English School, Fujairah takes seriously its responsibility to protect and safeguard the welfare of children and young people under its care. We are dedicated to the promotion of the welfare and well-being of the children entrusted to us.

An effective whole-school Child Protection and safeguarding Policy is one which provides clear direction to staff and others about expected behaviour when dealing with child protection issues. An effective policy also makes explicit the school's commitment to the development of good practice and sound procedures. This ensures that child protection concerns, referrals and monitoring are handled sensitively, professionally and in ways which support the needs of the child on campus as well as online.

The purpose of the Child Protection and Safeguarding Policy is to develop a common understanding of child protection issues, develop good practice across the diverse population in which we work and thereby increase accountability. This Policy will help make sure that children are protected and safeguarded from abuse and maltreatment.

PURPOSE AND ELEMENTS OF THE POLICY

What is the purpose and use of the Policy?

The sole purpose of the Child Protections and Safeguarding Policy is to protect students and children under the care of the school Management at Royal Private English School, Fujairah. The policy applies to all individual, academic and non-academic, employed within the school.

The policy must be read, understood, and adhered to by all staff members.

The Policy is used by all staff members to prevent abuse, safeguard students, be alert and vigilant for signs of abuse, the action that must be taken in the event that an incident occurs and reporting procedures within the school.

There are three main elements to our Child Protection and Safeguarding Policy.

- **Prevention** through the creation of a positive school atmosphere and the teaching and pastoral support offered to pupils in school, on campus as well as online. We have comprehensive preventive protocols to safeguard students from potential harm and abuse.
- **Protection** by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns. Staff are trained on the signs and types of abuse and the reporting policy for the same.
- **Support** is meted out to pupils who may have been abused or are at the risk of being abused, through appropriate interventions.

This policy applies to all pupils, staff and visitors to the school and recognizes it as an agent of referral and not of investigation.

DEFINITIONS:

Child Protection refers to the processes undertaken to protect specific children who are suffering or at risk of suffering significant harm.

Safeguarding refers to the process of protecting children from abuse or neglect to ensure that they thrive in an environment that promotes their development and welfare and accepts full responsibility in fulfilling the role in the school community.

Staff refers to all those working for, or on behalf of the school, full time or part time, in either a paid or voluntary capacity.

Child refers to all young people who are enrolled in the school, age ranging from 3 to 17 Years old.

Parent refers to birth parents and other adults who are in a parenting role, for example stepparents, foster carers and adoptive parents.

Child Abuse – The World Health Organization (WHO) states ‘Child abuse’ or ‘maltreatment’ constitutes all forms of physical and / or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child’s health, survival, development or dignity in the context of a relationship of responsibility, trust or power.

Physical Abuse - Actual or likely physical injury to a child, or failure to prevent physical injury or suffering. These could be unexplained injuries/bruises; improbable or evasive excuses, untreated injuries; fear of treatment or medical help, fear of physical contact, fear of going home, over aggressive or defensive tendencies, fear of removing clothes etc.

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, subjecting to inappropriate behaviour, or rejection.

Child neglect - Failure of the parents or the custodian to take necessary actions to preserve the child's life, as well as his/her physical, mental and moral integrity from risks and to protect his/her various rights. (Federal Law No. 3 of 2016, On Child Rights (Wadeema's Law) Article 1 states that Failure of the parents or the custodian to take necessary actions to preserve the child's life, as well as his/her physical, mental and moral integrity from risks and to protect his/her various rights.

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.

Child Pornography- Production, display, publication, possession or circulation of a picture, film or drawing through any means of communication, social media platforms or other means where the child is shown in a disgraceful manner in a sexual act or sexual show, whether such act is real, virtual or simulated. Child pornography is an act of including children in sexual or immoral conduct.

Bullying - any persistent and uninvited behaviour which insults, hurts or intimidates someone.

Cyberbullying - engaging in harmful, inappropriate comments in the form of text, images or videos of an individual with the intention to cause harm.

Child Protection Officer (CPO) – The individual appointed by the school to overlook the implementation of child protection and safeguarding procedures in school. The individual responsible to prevent and investigate cases of abuse in coordination with the Designated Safeguarding Leads.

Designated Safeguarding Leads – A specialized group of professionals or individuals in the school created to help identify, investigate and collaborate to prevent forms of abuse through awareness program, activities and preventive measures as stated in the policy.

A specialized group of professionals or individuals in the school created to help identify, investigate and collaborate to provide appropriate interventions for children who are victims of abuse and maltreatment.

Designated Safeguarding and Protection Coordinator: The individual assigned to lead the investigation regarding cases of abuse in collaboration with the CPO.

CHILD PROTECTION COMMITTEE

1 - Child Protection Officer at RPES: - Principal, Mr Syed Tahir Ali

2 – Designated Safeguarding Leads (DSL) :

Mr. Ahmad Hassan (HR and Operations Manager)

Dr Alaa M Abdelmagid (School Doctor)

Mr Tamoghna Chakraborty (Senior School Head of Section – CBSE)
Mr. Mohammed Shakeel (Middle & Senior School Head of Section - IGCSE)
Ms. Manpreet Kaur (Middle School Head of Section – CBSE)
Ms. Sahar Waqar (Head of EYFS & Junior School – KG1 to Grade 2)
Ms. Remya Kuruvilla (School Counsellor & Social Worker - English)
Ms. Asmaa Husain (Arabic Social Worker)
Ms. Ohoud Sultan Al Kabi (Social Worker)-EYFS & Junior School
Ms. Gokulalakshmi (Special Educator)
Mr. Alaa Ahmed Tharwat (Discipline officer for boys)
Ms. Raziya Mohammed (Discipline officer for girls)
Ms. Ms. Salma Abdel Hafez (HOD MOE Subjects)

AIMS OF THE POLICY

The Child Protection Policy & Safeguarding policy aims to:

- Protect all children in the school from all forms of violence, negligence, abuse and exploitation and to provide them with assistance and care for those in need. In the context of this policy, by 'child protection' we are specifically referring to the protection of children from abuse and maltreatment of all forms which include :

Physical Abuse: This may involve hitting, shaking, throwing, burning or scalding that may cause physical harm to a child.

Psychological and Emotional Abuse: This is the persistent emotional ill-treatment of a child such as to cause severe and long-lasting effects on the child's emotional development. It may involve conveying to children that they are worthless and unloved, inadequate. It can also involve age or developmentally inappropriate expectations being imposed on children or causing children to feel frightened or in danger.

Neglect: This is the persistent failure to meet the child's physical and / or psychological needs, likely to result in the serious impairment of the child's physical or cognitive development. For example, inadequate care and supervision which leaves a child in a dangerous situation where they could be harmed, but could be avoided.

Sexual Abuse: This involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact or non-contact activities, such as involving children in looking at, or in the production of, pornographic materials or watching sexual activities, or encouraging children to behave in sexually inappropriate ways.

- Raise awareness of the teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases and indicators of child abuse
- Connect with agencies responsible in dealing with Child Protection incidents in the country
- Establish a safeguarding committee that will ensure that safeguarding policies are in place.
- Provide training and capacity building activities for staff in safeguarding children
- Establishes and maintains an environment where pupils feel safe and secure and are encouraged to talk, and are listened to.
- Ensures that pupils know that there are adults within the school who they can approach if they are worried or are in difficulty.
- Includes in the curriculum activities and opportunities for PHSE, which equip pupils with the skills they need to stay safe from abuse.
- Ensure online safety and prevent cyber bullying hereby promoting responsible digital citizenship.

SAFEGUARDING

The Ministry of Education (MoE) has launched a 'Child Protection Unit' initiative, targeting the students of government and private schools across the UAE. The initiative is aimed at protecting children from all forms of harm, negligence and abuse that they may experience in the surrounding environment at school or at home and maintaining the safety of students from the physical, psychological or educational perspectives.

Child safeguarding is the responsibility where organizations have to make sure that their staff, operators, parents and any other individuals and programs dealing with children do not cause injury or maltreatment of children, they do not expose children to the risk of harm or abuse. Any concerns that the organization has about children's safety within the communities in which they work, are reported to the appropriate authorities.

SAFEGUARDING PROCEDURES IN OUR SCHOOL

School staff should be mindful of the following indicators:

- A child who has special educational needs.
- A child showing signs of being drawn into anti-social or criminal behaviour.
- A child frequently missing/goes missing from care or from home or school.
- A child in a family circumstance presenting challenges such as adult mental health problems or domestic abuse.

- A child showing early signs of abuse and/or neglect.
- A child who is always hungry and shows physical signs of neglect.
- A child who constantly complains of illness / pain / injury.

Preventive Measures

- Preventive Strategies are conducted such as orientation and training for students, teachers and parents regarding child protection.
- Ocular inspection and appropriate record-keeping of children who will be joining out-of-school activities such as field trips, camping and visits.
- During activities and events or field trips, students are closely monitored by the staff to limit the risk of incidents and to ensure preventive measures.
- Students of Determination and those with medical conditions are supervised during events or any other activities held on school campus or other venues.
- Ensure that all visitors must make themselves known to the School Reception.
- Encouraging the development of self-esteem and resilience in every aspect of life.
- Promoting a caring, safe and positive environment.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- The most important key to child safety is prevention. It is crucial to have some screening process for individuals entrusted with the care of children.
- At RPES, 'Safe' recruitment and checks are undertaken as part of the recruitment process.
- Before employing any staff, background screening checks are conducted to ensure their suitability. This includes independent references from former employers (where applicable) and police checks (where available)
- Staff are asked to sign a self-declaration statement confirming that they have no convictions for any offence involving any type of harm to children and should declare anything that may affect their suitability to work with children.
- Cameras are installed around the school campus. Secluded areas such as washrooms and labs are monitored.
- All staff sign an undertaking to look for signs of abuse and take responsibility for the care and safety of the students entrusted to them.
- The students travelling by school transport are closely monitored till they reach their destination.
- All staff are required to follow a code of conduct which ensures professionalism and safety of the staff and students.

- Students are empowered to keep themselves safe on campus as well as online by various sessions conducted on online safety and bullying.

TRAINING SUPERVISION AND SUPPORT OF STAFF MEMBERS

Recruitment:

- Once staff have been recruited, they are adequately trained and supervised to ensure that any risks to children are minimized. A staff code of conduct is shared and must be adhered to by all staff members. Safer recruitment and background checks are conducted. Police clearances are conducted for all staff members.

Training:

- All staff are informed about the Child Protection and Safeguarding Policy and given the opportunity to discuss its implications with their line managers.
- The Supervisor and all other staff who work with children will undertake appropriate child protection awareness training to equip them to carry out their responsibilities for child protection effectively.
- Staff members are trained to identify signs of abuse or any other concerns with regards to child protection and safeguarding. Staff are also trained to handle challenging behaviour.

Support:

- Support will be available for staff from the Supervisor in the first instance, and from members of the school's leadership team where there are concerns about queries related to child protection and safeguarding.
- Staff members are trained to manage challenging behaviour in the classroom. Resort to physical means of punishments is strictly prohibited. Support for the same are provided by the school.
- Staff members are supported when a disclosure related to child abuse are made.

ROLES & RESPONSIBILITIES

All adults working with or on behalf of children have a responsibility to protect them. There are, however, key people within schools who have specific responsibilities under child protection and safeguarding procedures. The respective supervisors or teachers designated by them will act as Child Protection Representative (for each section of the school (Kindergarten, Junior, Middle and Senior schools) It's the duty of the Supervisors to ensure that all of the child protection procedures are followed within the school, and to make appropriate, timely referrals in accordance with school procedures.

The role of Child Protection Officer :

- The CPO is the Principal of the school.
- Ensure that all members of the staff have access to the policy and implement it to safeguard students against abuse.
- Ensure that members of staff are aware of the need to be alert to signs of abuse and know how to respond to a pupil who may tell of abuse.
- Provide Child Protection training for all staff members and governors.
- Ensure that all such situations are handled appropriately and effectively and appropriately reported.
- Ensure all allegations and concerns of abuse must be taken seriously, irrespective of the identity of the alleged perpetrator and victims, and regardless of how 'unbelievable' the situation may seem.
- Ensure that no staff member can agree to keep information regarding actual or suspected abuse 'private' as a personal confidence.
- Keep written records of concerns about children (noting the date, event and action taken), even when there is no need to refer the matter or take it further. Where there is cause to take the matter further Child Protection Officer must ensure that the case is discussed with the board of governors and all relevant parties.
- Ensure all sensitive and personal data are kept confidential and be shared on a strictly 'need to know basis'.
- Monitor child protection awareness in the school and ensure that due diligence is given to Child Protection issues

Role of the Designated Protection and Safeguarding Coordinator.

- The Designated child Protection and Safeguarding Coordinator is the Counsellor of the school.
- Responsible for raising awareness of the child protection policy and procedures with teaching staff.
- Promote awareness of mental wellbeing among students and staff.
- Responsible for managing the child protection concerns of any member of teaching within their department.
- Collaborate with the Section Supervisors in referrals.
- Responsible for liaising with the designated officer / Section Supervisor / DSL in investigating cases of abuse and providing appropriate intervention for the victim and perpetrator if the offender is a student at the school.
- Responsible for promoting safeguarding ethics across departments.

- Induction of new member of department teaching staff with child protection policy and procedures.
- Keep written records of concerns about children confidential . (noting the date, event and action taken), even when there is no need to refer the matter or take it further.
- Keep a log of incidents on campus, as well as online and carry out an audit of the incidents in line with the online safety policy.
- Report cases of abuse to the CPO.

Role of Designated Safeguarding Leads:

- Will take responsibilities in the absence of the Designated Protection and Safeguarding Coordinator.
- Act as child protection officer in absence of the Principal as designated by the CPO.
- Responsible for raising awareness of the child protection policy and procedures with all staff.
- Responsible for managing the child protection concerns of any member of staff
- Collaborate with the CPO/ School Principal in referrals.
- Responsible for reporting any incidents of abuse or suspected abuse to the Child Protection coordinator or CPO.
- Responsible for promoting safeguarding ethics within the school.
- Induction of new member of staff with child protection policy and procedures.
- Responsible for reporting to the Senior Management 'on need to Know' basis.
- Keep written records of concerns about children in their departments.
- DSL must ensure that the case is discussed with all relevant parties and that there are set procedures for reporting and following up concerns.

Role of the Operations Manager (Mr. Ahmad Hassan Chowdhary)

- To ensure the infrastructure in the school is as child friendly and minimizes risk, hereby reducing the numbers on incidents that happen on campus.
- Perform a risk assessment of incidents and an audit to ensure the same is not repeated.
- Create a team who will be responsible on campus during break times, student arrivals and dispersals, on field trips or any other activities.
- Ensure the implementation of the policy by all administrative staff and support staff.
- Ensure that support staff follow protocols when dealing with children or assisting children to the washrooms.
- Ensure safety precautions when students commute using the school transportation facilities.

- Ensure conductors on busses follow safety protocols and procedures when commuting along with students.

Role of the counsellor and Special Educator:

- Students are referred to the counsellor for support.
- The counsellor gauges the severity of incidents and follows it up with the CPO.
- The counsellor is to identify signs of abuse or if a child is at the risk of being abused.
- It is the role of the counsellor to identify causes of distress and if they are related to abuse , psychologically or physically.
- The special Educator works with students of determination to ensure their overall development. Any signs of abuse reported by SODs are reported immediately to the CPO and Counsellor.
- All cases concerning SOD's are dealt with in accordance with the protocols stated in the policy.

Role of the teachers :

- The teachers are to mark attendance at the start of the class and follow up on any students who are absent for the day.
- A student who is absent for more than two days without intimation should be reported by the teacher to the section supervisor who will further report the matter in line with the reporting protocols.
- The teachers are to be on duty during break, entry and dispersal of students to ensure safeguarding and prevention of incidents.
- The teacher must be vigilant in safeguarding children entrusted to her care in the classroom.
- A situation that is at the risk of becoming an incident, must be reported to the concerned according to the reporting protocols.

Role of the person who the abuse has been disclosed to:

- Allegations raised by a student must be taken seriously and reported immediately without any delay.
- Listen attentively and impartially to the child . Make sure the child is in a safe place.
- Avoid physical contact such as hugging or kissing the student as a sign of empathy.
- Avoid clicking picture as evidence of physical / sexual abuse.
- If the child does not disclose who the perpetrator is, do not force the child to do so.
- When a case of abuse is disclosed , the adult must make sure not to react in an alarming or upsetting way.

- Do not make an unconditional promise of confidentiality to the child as the incident must be reported .
- Assure the child that the appropriate measures to ensure safety would be taken.
- Once the child is assured, report the case immediately to the section supervisor / counsellor / DSL.
- All cases of abuse need to be reported whether the accused is a staff member, another student, a family member or any other individual.
- Remember not to investigate the case or ask personal / uncomfortable questions that are awkward for the child to answer.
- Once the case has been reported to the concerned individuals remember to keep all information shared by the student confidential without sharing the same with any other member of the staff or the student's family
- Investigation of cases of abuse are done solely by the CPO , counsellor and DSL.

Role of the support staff and bus conductors :

- Observe any signs of possible abuse such as bite marks, burn marks, physical injury marks.
- Report if any or signs of abuse are observed, to their line managers.
- Ensure safety of all students while commuting to and from school , using school transportation.
- Be vigilant during arrival and dispersal
- Be vigilant of the seating arrangement in the bus to ensure safety while commuting.
- Attend any meetings and relevant safeguarding training as and when required.

It is the responsibility of all members of the school to ensure child safeguarding and protection procedures are carried out and adhered to diligently.

PROTECTIVE MEASURES – WHOLE SCHOOL RESPONSIBILITY :

Royal Private English School , Fujairah has clear lines of accountability in relation to safeguarding and protecting children and young people. All staff are responsible to ensure the same by adhering to the procedures and protocols mentions in this policy.

This means

- SLT, Operations Manager / and entire staff is accountable and responsible for ensuring that satisfactory arrangements are in place to protect the children.
- The school leadership team is responsible for ensuring that the school follows safe recruitment processes
- Vetting procedures to prevent unsuitable person from having contact with children.
- Allegations or concerns about staff relating to children are handled effectively

- No activity or program is undertaken with children without the express written permission of their parents/Legal Guardians
- To report any concerns, they may have about the protection of children, in accordance with this policy.
- Ensure that personal information is kept confidential.
- Reproduce images of children only after getting the written permission of their parents/guardians

PROFESSIONAL CONFIDENTIALITY

Confidentiality 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 pupil nor should they agree with a pupil to keep a secret, where there is a child protection concern. This must be reported to the Designated Child Protection Officer 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. In the event that a child discloses an incident of abuse to a staff member, the concerned staff member is to ensure the child of appropriate intervention without guaranteeing confidentiality.

RECORDS AND MONITORING

Well-kept records are essential to good child protection practice. Our school is clear about the need to record any concern held about a child or children within our school.

Any member of staff receiving a disclosure of abuse or noticing signs or indicators of abuse, must make an accurate record as soon as possible noting what was said or seen, putting the event in context, and giving the date, time and location. All records will be dated and signed and will include the action taken.

These file notes are kept in a confidential file, which is separate to other files, in the same way notes must be kept of any pupil who is being monitored for child protection reasons.

All records are filed with the counsellor and the CPO.

SUPPORTIVE MEASURES

Our school recognizes that children who are abused or who witness violence may find it difficult to develop a sense of self-worth or view the world as a positive place.

This school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, while at school their behaviour may still be challenging and defiant or they may be withdrawn.

This school will endeavor to support pupils through:

- The curriculum to encourage self-esteem and self-motivation.
- Appropriate counselling session to the concerned students.
- The school ethos which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued.
- The implementation of the school's behaviour management policies.
- A consistent approach agreed by all staff which will endeavor to ensure the pupil knows that some behaviour is unacceptable, but s/he is valued.
- Regular liaison with other professionals and agencies who support the pupils and their families.
- A commitment to develop productive, supportive relationships with parents, whenever it is in the child's best interest to do so.
- The development and support of a responsive and knowledgeable staff group trained to respond appropriately in child protection situations.
- Recognition that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse so staff who work in any capacity with children with profound and multiple disabilities, sensory impairment and / or emotional and behavioural problems will need to be particularly sensitive to signs of abuse.
- Recognition that in a home environment where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support or protection.
- This policy should be considered alongside other related policies in school like Behaviour Policy and Inclusive Education Policy.

TYPES AND SEVERITY OF ABUSE ACCORDING TO MOE REPORTING PROCEDURES IN EDUCATIONAL INSTITUTES.

Types and Severity of Child Abuse

Degree 1: Severity Degree is very high

Physical Abuse		Sexual Abuse	
<ul style="list-style-type: none"> Bruising of significant signs accompanied by vomiting Hitting leads to disability or death Acupuncture effects biting with laceration in the biting place Effects a of cigarette burning Eye extraction Life-threatening drowning Burning of third degree Deep penetrating and bleeding wound External bleeding Losing consciousness Fainting Determination of joint movement 	<ul style="list-style-type: none"> Convulsions Dizziness Poisoning Pus/ inflammation leads to pus Dislocation of joint Dumbfounded Burning with caustic substance Blindness Extreme hunger Emaciation Severe drought laceration of tissues Cut the wrist Suicide attempt 	<ul style="list-style-type: none"> Sexual assault according to the doctor's diagnosis Direct sexual contact Various injuries in sensitive places sexual harassment Photographing, publishing or sharing pictures of children in pornographic positions 	<ul style="list-style-type: none"> Display pornographic films, sexual assault materials, or sexual practices in front of the child Symptoms of pregnancy (incest, infections or sexually transmitted diseases) Exploiting people of determinations sexually Exploiting a child for luring other children sexually

Abuse and addiction to substances harmful to mind and health	Neglect	Psychological/ Moral Abuse	
<ul style="list-style-type: none"> Symptoms of addiction and abuse Use of drugs or any other substances harmful to the mind and health Possession of drugs or any kind of substances harmful to the mind or health Promote drugs or any other harmful substances to the mind or health 	<ul style="list-style-type: none"> Failure to issue official documents Refrain from enrolling the child in education An unsafe environment from hazards Economic exploitation and begging 	<ul style="list-style-type: none"> Refrain from enrolling and merging people of determination in education according to the instructions of the official authorities Watch or publish horror movies Discrimination between race, religion or gender. Bullying from a group of students 	<ul style="list-style-type: none"> Using harsh and painful words, inferiority, and insulting Intimidation Threatening of death Threat accompanied by a request shaving hair for girls Defamation and blackmail Narcotic and intoxicating substances Electronic games that help to reach the stage of suicide

Degree 2: Severity Degree is high

Physical Abuse		Sexual Abuse	
<ul style="list-style-type: none"> • Eye injury that does not leave a lasting impact • A hearing injury that does not leave permanent damage • A bodily injury that does not leave permanent damage • Hit with painful tools that do not lead to death or disability • Repeated hit • Second-degree burn • Shaving hair (for girls) • Punches 	<ul style="list-style-type: none"> • Biting with deep cuts and wounds • Effects of a stone hit that resulted in harm • Moderately severe impacts of belt beating • Medium bruising • Inflamed wound • Slight bleeding wound • Head injury that does not leave permanent damage 	<ul style="list-style-type: none"> • Make pornographic movements in front of the child or make suggestions against public morals • Un-willful behavior, discreet signs or pain in sensitive organs and areas 	<ul style="list-style-type: none"> • Encouraging homosexuality • Promote or spread unethical thought • Promote pornographic sites • Threat of sexual activity and shaming
Neglect		Psychological/ Moral Abuse	
<ul style="list-style-type: none"> • Continuous or interrupted absence from education without excuse • The child does not have health care 		<ul style="list-style-type: none"> • Confinement in the room or registration and prevention from communicating with the rest of the family • Denial of play • Educational institutions refuse to integrate those with determination or behavioral problems • Mocking birth, physical and other defects 	

Degree 3: Severity Degree is Moderate

Physical Abuse	Sexual Abuse
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<ul style="list-style-type: none"> Spit on face/ body Scratching the body with nails Biting with markers Dark circles Pallor Eye redness Laziness and inactivity insensitive area and pushing/ kicking/ tweaking causing minor pain biting marks slight belt hitting effects weight 	<ul style="list-style-type: none"> First degree burn Wound healing Weight loss Health/ physical safety/ hygiene Striking a stone in an Damaging the child's property Increase in 	<ul style="list-style-type: none"> Kissing or playing with the child in an unacceptable manner Appearance of symptoms of imitating the opposite sex
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Neglect	Psychological/ Moral Abuse
<ul style="list-style-type: none"> Child's loss in public places due to negligence Never cooperate or respond by the family to the school (updating the child's data, emergencies, treatment plans) Not caring about the child's personal hygiene Lack of oversight, guidance and awareness 	<ul style="list-style-type: none"> Family disintegration – parent disputes Discrimination in race religion or gender Multiple psychological abuse (leaving the child facing various abuses without interference or discovery) Ostracism, non-inclusion, ignoring Taunting by using shaving hair Bullying Exploitation of children in parental disputes or after divorce and during visits to custody or denial of visits Profanity

Degree 4: Severity Degree is Low

Neglect	Psychological/ Moral Abuse
<ul style="list-style-type: none"> Emotional neglect (ostracism/ insult) The child's basic needs are not provided (food, clothing, appearance) The family's lack of attention to the academic level of the child (daily duties) 	<ul style="list-style-type: none"> Putting the child under pressure and responsibilities that exceed his abilities Comparisons with other children The student's basic needs are not provided. The student's private property and possessions are destroyed by his colleagues

Type of abuse	Classification of Severity Level	Assessment Scores and Intervention Duration	
Exposure to physical, sexual, or psychological assault or being neglected in a manner entails grave harm and danger or the repetition of the abuses classified as second-degree severity	1. If the child's life is in danger and the abuse endangers his physical and health safety and requires immediate intervention or the repetition of abuses.	Severity Degree: Very high	Immediate intervention

Exposure to physical violence, sexual harassment, neglect, or bullying that includes emotional, psychological, or physical abuse, or the action that entails post-traumatic stress disorder, or the repetition of the abuses classified in the third-degree severity	2. If the life of the child is not in danger and the abuse threatens his psychological, moral or mental integrity and affects his educational and health rights and his right to protection or the repetition of abuses	Severity Degree: High	Within a working day
Exposure to a limited injury, bullying, abuse that has little effect on the recipient child, or the repetition of the abuses classified in the fourth-degree severity	3. If the child's life is not in danger and there is no threat to his psychological, moral or mental integrity and the abuse affects his educational and health rights and his right to protection and the repetition of abuses	Severity Degree: Medium	Within two working days
Exposure to any form of neglect and harassment, which includes abuse, but it is one of the violations expected at that age and geographical region, such as the use of titles that denotes racism or excessive expressions, provided that repetition of violators is monitored	4. If the child's life is not in danger and there is an abuse that affects his psychological integrity.	Severity Degree: Low	Within 3 working days

ACTION TAKEN IN CASE OF ABUSE:

Physical Abuse – If there are signs that a child has been physically abused and has been reported by the teachers or any other adult:

- The child is referred to the school doctor and child Protection Officer , to examine the severity of the abuse.
- Relevant action is taken according to severity.
- The parents of the child are immediately informed.
- In case of severe cases of physical abuse, the CPO includes the board of governors.

Sexual Abuse –

By peers

If a child has been a victim of sexual abuse by a fellow student , the following action will be taken.

- The severity of the abuse is gauged by the counsellor and the school doctor.

- The victim's parents are called and assured that all measures to ensure safety and accountability are being implemented.
- The victim and the family are assured of confidentiality and safety.
- The accused is called along with parents, in the presence of the CPO.
- The incident is thoroughly investigated by the CPO, counsellor and school doctor.
- Appropriate counselling is meted out to both the victim and accused.
- In case of severe cases of abuse such as rape, the CPO includes the board of governors.

By family members:

- The severity of the abuse is gauged by the Counsellor, the School Doctor and CPO
- The child's statements are recorded and forwarded to the CPO
- The CPO is informed and further includes the board of governors or social services.

By staff

- The severity of the abuse is gauged by the counsellor and the school doctor and CPO.
- The staff member faces charges of suspension or termination of their employment contract in line with severity of the abuse.
- The victim's family is informed and assured of appropriate safety measures and confidentiality.

By strangers / visitors

- The severity of the abuse is gauged by the counsellor, the school doctor and CPO
- Where the accusation is against a visitor in school, the accused is questioned by the CPO and necessary action is taken.
- The board of governors are informed and necessary action is taken.

Child Neglect

- Incidents of child neglect are gauged by the counsellor and/or school doctor.
- When parents/ guardians are accused of neglect, the counsellor / school doctor is to gauge the severity of the neglect based on teacher and student feedback.
- In the case of minor neglect, the parent guardian is given a warning.
- In the case of severe neglect, the CPO is informed.
- In case of severe cases of child neglect, the CPO includes the board of governors and / or Social Services.

Emotional Abuse

- The extent of the abuse if gauged by the counsellor / school doctor / CPO
- Appropriate counselling is delivered to the victim
- In the case of peer abuse, both students involved receive appropriate counselling and intervention.
- The family is informed of the same and assured of correct measures and procedures to ensure safety and confidentiality
- In case of severe cases of emotional abuse , the CPO is informed. The CPO includes the board of governors and / or Social Services according to his / her discretion.

In case of False Accusations of Abuse:

- In case an individual has falsely accused another of abuse, the CPO's decision on the same is provided.
- In case of severe cases of accusation, the CPO includes the board of governors and / or Social Services.

Not all abused children will exhibit clear signs of disturbance. Some will be model pupil, displaying none of the characteristic effects of abuse.

At Royal Private English School , Fujairah we strive to see that the children under our care and supervision grow up to be well balanced and healthy individuals who contribute significantly to the Society. We give necessary skills for our students and we believe that the best way to protect children is to empower them to protect themselves.

General controls and provisions

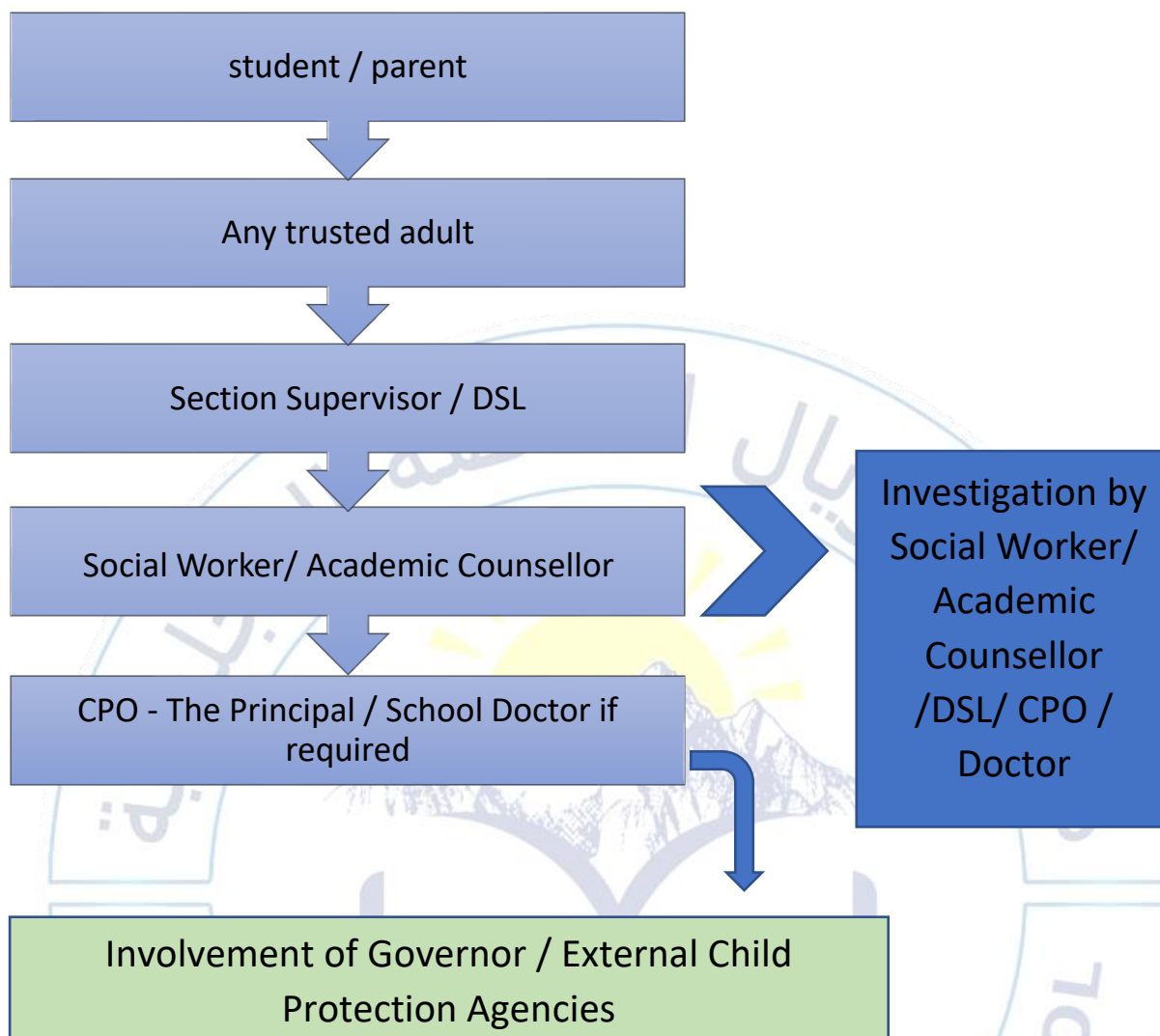
- It is mandatory and a must to report the cases of suspected abuse or that the students might be exposed to on the school campus and its environs, at the facilities of the educational institution, school transport buses, in camps and internal and external activities that are organized by the educational institution or the Ministry in accordance with the law and legislation in force.
- The concerned authorities shall take the necessary measures to prevent and protect children from the use of narcotic, intoxicating and stimulant substances, and all types of substances affecting the mind, or contribute to its production, trafficking or promotion.
- Support the school health system to play its role in the field of prevention, treatment and health counseling.
- "The identity of the person who has reported shall not be disclosed except with his consent. It is prohibited to reveal the identity of all parties to the incident and witnesses in cases of child abuse or ill-

treatment when using information in analyzes or media reports or publishing any information identifying his identity.”

- The school leadership must cooperate with the child protection specialists accredited in their fields of competence and powers and facilitate their duties assigned to them within the school without obstruction and obstacles that result in delaying taking the necessary measures for cases that are followed-up or reported.



REPORTING PROCEDURE



EXTERNAL GOVERNMENTS AGENCY FOR CHILD PROTECTION UAE :

THE 'CHILD PROTECTION UNIT' INITIATIVE

Ministry of Education (MoE) has launched a 'Child Protection Unit' initiative for the benefit of students of government and private schools across the UAE. The initiative is aimed at protecting children from all forms of harm, negligence and abuse which they may experience at school or home and maintaining their safety with regard to their physical, psychological and educational aspects.

To report child abuse case, call either the MoE's Child Protection Unit on their dedicated number 80085 or the Ministry of Interior's Child Protection Centre on **116111** or email the report to **CPU@moe.gov.ae** with supporting documents, if any.

Read more on the **'Child Protection Unit' initiative**.

CHILD PROTECTION COMMITTEE AND CENTRE

Ministry of Interior (MoI) established the Higher Committee for Child Protection in 2009 and the MoI's Child Protection Centre in 2011 to undertake the role of developing, implementing and customising the initiatives and processes aiming at providing safety, security and protection for all children living in the UAE or even those coming as visitors. The committee plays a key role in maintaining the safety of children, because achieving justice and protection for children is a shared responsibility.

SUPPORTING POLICIES

This Policy should be read in conjunction with the following:

- UAE Federal Law No. 3 of 2016 on children's rights (Wadeema's Law). As well as a range of laws and regulations as published by the UAE Ministry of the Interior and UAE Federal Government.
- MOE Student Behaviour Management Distance Learning 2020
- MOE Behaviour Policy 2018

This policy should be read in conjunction with the following policies and procedures at RPES:

- Attendance Policy
- Behaviour Policy
- Professional Standards in Online Communication
- Professional standard for staff
- Anti - Bullying policy
- Cyberbullying Policy
- Personal, Social and Health Education Policy
- Online Safety Policy

Date of next review: August 2025

Principal

Royal Private English School, Fujairah

