



Latifa School For Girls

Child Protection Policy

Policy Summary

At Latifa School we recognise our responsibility to safeguard the welfare of all children and young people, by a commitment to practices that protect them and we believe that it is always unacceptable for a student to experience abuse of any kind. This policy will draw upon The Child Protection Law, UAE Federal Law 3/2016.

We recognise that:

- the welfare of the student is paramount.
- all children, regardless of age, disability, gender, racial heritage, religious belief, have the right to equal protection from all types of harm or abuse.
- working in partnership with children, young people, their parents, carers, and other agencies, is essential in promoting young people's welfare.

Child Protection is the process of protecting individual children, identified as either suffering or likely to suffer significant harm as a result of abuse or neglect. It involves recognising signs and symptoms of physical, sexual or emotional abuse or neglect and acting upon them.

This policy will reflect and support the UAE Federal Child Protection Law 3/16.

School Section	Whole School
Audience	All Staff and Parents
Dissemination	Issue to staff with training Parental access on website
Written by	DBF-LSG
Date Written	November 2016
Last reviewed	November 2016
To be reviewed by	Head LSG
Date due for Review	September 2018
Related Policies	Safeguarding Policy

UAE Child Protection Law

In June 2016 the new UAE Child Protection Law took effect to protect children from abuse and neglect, and support their right to safety, shelter, health care and education.

For the first time, anyone in contact with a child, from parents and teachers to doctors and nurses, can be held accountable for causing harm, and is legally obliged to report cases of suspected abuse. This places a responsibility on the school, and all who work in it, to report and support any child where abuse or neglect are suspected.

At Latifa School we aim:

- to provide protection for students who attend Latifa School, and
- to provide staff and volunteers with guidance on procedures they should adopt in the event that they suspect a student may be experiencing, or be at risk of, harm.

This policy applies to all staff, including executive officers, senior managers, permanent paid staff, supply staff or sessional workers, volunteers, students or anyone working on behalf of Latifa School.

We will seek to safeguard children and young people by:

- valuing them, listening to and respecting them
- adopting child protection guidelines through procedures and a code of conduct for staff and volunteers (Staff Code of Conduct is included in Appendix B)
- recruiting staff and volunteers safely, ensuring all necessary reference checks are made
- sharing information about child protection and good practice with parents, staff and children appropriately
- sharing information about concerns with agencies who need to know, and involving parents and children appropriately
- providing effective management for staff and volunteers through supervision, support and training.

Procedures

Aim and Purpose of the Procedures

The aim of the procedures is to set out common values, principles, and beliefs and describe the steps that will be taken to meet our commitment to protect our students.

These procedures apply to all staff, including executive officers, senior managers, permanent paid staff, supply staff or sessional workers, volunteers, students or anyone working on behalf of Latifa School. All staff have a full and active part to play in protecting students from harm even where the primary role of the position is not teaching or caring for students.

The purpose of the procedures is to:

- provide a management strategy to prevent child abuse and protect students in the course of our work
- provide Latifa School staff with clear guidelines on what to do in the case of suspected child abuse and
- protect Latifa School staff from unfair practices and processes

Latifa School's child protection procedures will be guided by the following:

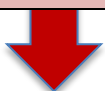
- **Awareness:** We will ensure, through appropriate training, that all Latifa School staff are aware of the problem of child abuse and the risks to students.
- **Prevention:** We will ensure, through awareness and good practice, that Latifa School staff minimise risks to students.
- **Recognising:** We will ensure, thorough appropriate training, that all Latifa staff are able to recognise signs and symptoms of abuse or neglect.
- **Responding:** We will ensure that action is taken to support and protect students where concerns of abuse arise.
- **Reporting:** We will ensure that Latifa School staff are clear on their reporting role when concerns arise regarding the safety of students.
- **Recording:** We will ensure that Latifa School staff are clear on what steps to take when recording concerns regarding the safety of students.

Further to the above, Latifa School will:

- not permit a person to work with students if it has been identified that they pose any risk to children's safety or well-being
- take all child abuse concerns raised seriously
- take positive steps to ensure the protection of students who are the subject of any concerns
- support students, Latifa School staff or other adults who raise concerns or who are the subject of concerns
- act appropriately and effectively in instigating or cooperating with any subsequent process of investigation
- be guided through the child protection process by the principle of 'best interests of the child'
- listen to and take seriously the views and wishes of students, and
- work in partnership with parents/carers and/or other professionals to ensure the protection of students.

Flowchart of Recognising, Responding, Reporting, Recording Process

Recognise	<ul style="list-style-type: none"> • Be observant and recognise when there might be a child safety issue • Follow the guidance in this policy on 'How to respond'
Respond	<ul style="list-style-type: none"> • Listen carefully to the person reporting the abuse • If you suspect abuse complete the Child Abuse Report Sheet (Appendix C)
Report	<ul style="list-style-type: none"> • Meet with the Child Protection Senior Officer (CPSO) • CPSO to communicate with the appropriate members of the Core Team plus Class Teacher or Form Tutor. • If this is a family issue consider the wider impact eg. brothers/sisters at LSG/RSB, parents and other family members
Record	<ul style="list-style-type: none"> • CPSO to ensure that records are keep of any meetings, actions, communications and decisions.
Next Steps	<ul style="list-style-type: none"> • The Core Team will consider the best actions required to protect the child • Core Team decide on the next steps and who needs to be involved and informed eg. Executive Director, Head of RSB, Police, Social Services or Child Protection Agency 800 111



Roles and Responsibilities of the Core Child Protection Team

	Primary	Secondary
Pastoral Care	Phase Leaders	Heads of Year
Health Coordinators /Nurses	Annabelle Tweedley	Sheila Alban
Child Protection Senior Officer	Barbara Heaton	Jo Bell
Child Protection Liaison Officer	Wesal Ali	Malak Ali
Child Protection Lead	Debra Forsyth	