

Child Protection Policy for Greenfield College

1. Introduction and Definitions

To ensure the safety and well-being of all students within the school environment. The policy aims to prevent harm and respond effectively to any concerns about child abuse or neglect.

1.1. Child

- A person under the age of 18 years.

1.2. Child Abuse

- **Physical Abuse:** Deliberate physical injury to a child, or the failure to prevent physical injury.
- **Emotional Abuse:** Persistent emotional maltreatment such as to cause severe and adverse effects on the child's emotional development.
- **Sexual Abuse:** Forcing or enticing a child to take part in sexual activities, including non-contact activities.

1.3. Child Neglect

- **Physical Neglect:** Failure to provide basic necessities like food, clothing, and shelter.
- **Medical Neglect:** Failure to provide necessary medical or mental health treatment.
- **Educational Neglect:** Failure to educate a child or attend to their special education needs.
- **Emotional Neglect:** Lack of emotional support, love, and security.

2. Scope

This policy applies to all school personnel, including teachers, staff, administrators, volunteers, and external parties involved in school activities.

3. Policy Statement

- Firm commitment to safeguarding the welfare of children and young people.
- Zero tolerance for abuse, whether physical, emotional, sexual, or neglect.
- Compliance with both local laws and international standards on child protection.

4. Recognizing Child Rights

- Endorsement of the United Nations Convention on the Rights of the Child.
- Commitment to respect and promote children's rights to survival, development, protection, and participation.

5. Roles and Responsibilities

- All staff must report concerns about a child's welfare.
- All supervisors and class teachers should closely monitor children and address their needs.
- The Governing Body's role in ensuring policy implementation and compliance.
- The Academic Committee's and the Governing Body's responsibilities in ensuring safe recruitment policies that involve:
 - Comprehensive background checks for all new staff and workers (including genitors, household keeping, bus drivers, security guards,)
 - Verification of qualifications and professional references.
 - Regular review of staff suitability for working with children.
 - Clarifying to all staff rules of conduct: defining appropriate behaviors, setting professional boundaries, presenting an explicit list of prohibited behaviors (maintaining physical distance,

6. Child Protection Procedure

- Apply all the guidelines of the health, safety and emergency policy.
- Identify signs of abuse or neglect.
- Apply clear procedures for reporting concerns, accessible to all staff.
- Write full reports of any violations including immediate actions and confidentiality considerations.
- Keep record of all concerns and actions taken.

7. Response to signs of abuse

Identification and Observation

- Training staff to recognize signs of abuse or neglect, such as unexplained injuries, changes in behavior, or poor hygiene.
- Observing and documenting any concerns.

Immediate Action in Case of Disclosure or Suspicion

- Ensuring the child's immediate safety.
- Listening to the child without displaying shock or disbelief, and not conducting an investigation or asking leading questions.
- Reporting the concern immediately to the designated Child Protection Officer (CPO) within the school.

Confidentiality and Record Keeping

- Keeping information confidential and sharing it only with those who need to know.
- Maintaining detailed, written records of all concerns, discussions, and decisions made.

Referral to External Agencies

- Procedures for cooperation with child protection services, law enforcement, and healthcare professionals.
- Information sharing protocols respecting privacy and legal constraints.

Support

- Providing support to the child and, where appropriate, to the family.
- Ensuring ongoing monitoring and support by school staff.

Review and Follow-up

- Regularly reviewing the situation and the welfare of the child.
- Following up on the case to ensure the child's ongoing safety and well-being.

8. Response to Bullying

8.1. Definition of Bullying

- **Bullying** is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.
- Types of bullying include:
 - **Physical Bullying:** Hitting, kicking, or any physical aggression.
 - **Verbal Bullying:** Teasing, name-calling, inappropriate sexual comments, taunting, or threatening.
 - **Social Bullying:** Spreading rumors, excluding someone from a group, or humiliating someone.
 - **Cyberbullying:** Bullying that takes place over digital devices like cell phones, computers, and tablets.

8.2. Signs of Bullying

- Unexplained injuries, lost or destroyed clothing, books, electronics, or jewelry.
- Changes in eating habits, like suddenly skipping meals or binge eating.
- Difficulty sleeping or frequent nightmares.
- Declining grades, loss of interest in schoolwork, or not wanting to go to school.
- Sudden loss of friends or avoidance of social situations.
- Feelings of helplessness or decreased self-esteem.

- Self-destructive behaviors such as running away from home, harming themselves, or talking about suicide.

8.3. Response to Bullying

a. Immediate Action

- **Ensure Safety:** Ensure the immediate safety of the victim. Separate the students involved.
- **First Aid:** Provide first aid if there are physical injuries.

b. Investigation

- **Document and Report:** Document the incident and report it to the appropriate school authorities.
- **Interview Involved Parties:** Talk to the students involved, including witnesses, separately.
- **Maintain Confidentiality:** Ensure the confidentiality of all parties involved.

c. Support for the Victim

- **Counseling Services:** Offer counseling or support services to the victim.
- **Regular Check-ins:** Arrange for regular check-ins with the victim to ensure their ongoing safety and well-being.
- **Educational Support:** Provide academic support if needed.

d. Dealing with the Bully

- **Counseling and Behavioral Intervention:** Provide counseling and behavioral interventions for the bully.
- **Parental Involvement:** Involve the parents or guardians of both the bully and the victim.
- **Disciplinary Actions:** Apply school disciplinary procedures if applicable.

e. Prevention and Education

- **Anti-Bullying Programs:** Implement school-wide anti-bullying programs.
- **Staff Training:** Train teachers and staff to recognize and respond to bullying.
- **Student Workshops:** Conduct workshops or assemblies to educate students about bullying.
- **Support Bystanders:** Educate students about the role and power of bystanders. Encourage and reward positive bystander behaviors.

9. Awareness and Prevention of Stranger Danger

9.1. Educational Programs

- Implement educational sessions for students on stranger awareness and safety.
- Use age-appropriate materials to teach children how to recognize, avoid, and report unsafe situations.

9.2. Communication with Parents

- Provide parents with resources and guidelines on how to discuss stranger safety with their children.

- Encourage an open dialogue between parents, teachers, and students regarding community safety.

9.3. School Security Measures

- Strict entry and exit protocols for school premises.
- Visitor verification processes, including ID checks and visitor badges.

9.4. Safe Environment

- Designated safe zones within the school where students can go if they feel unsafe.
- Regular drills and practices to ensure students know what to do in case of a stranger danger situation.

10. Addressing Violent Behavior

10.1. Zero Tolerance Policy

- A strict zero tolerance policy against any form of violence towards children, whether by staff, students, or outsiders.
- Immediate action and investigation in cases of reported violence.

10.2. Staff Training

- Training for staff in identifying signs of violence or abuse in children.
- Guidelines on how to respond effectively and compassionately to such incidents.

10.3. Student Support Systems

- Support systems, including counseling and psychological services, for children who have experienced violence.
- Educational sessions for students on identifying and reporting violent behavior.

10.4. Disciplinary Actions

- Clear and firm disciplinary procedures for anyone found exhibiting violent behavior towards children.
- Cooperation with law enforcement when necessary.

11. Dealing with External Agencies

- Procedures for cooperation with child protection services, law enforcement, and healthcare professionals.
- Information sharing protocols respecting privacy and legal constraints.
- school

12. Training and Awareness

- Mandatory training for all staff on child protection.
- Educational programs for students and parents on child safety and rights.
- Ongoing professional development opportunities in child protection for staff.