



Abu Dhabi Educational Council

Private Education

Al Murooj Scientific Private School

License No. 346/1



مجلس أبوظبي للتعليم.

التعليم الخاص

مدرسة المروج العلمية الخاصة

ترخيص رقم 346/1

Al Murooj Scientific Private School

Child Protection Policy

Prevention - Protection - Support



This policy is a part of school's overall safeguarding Children Policy





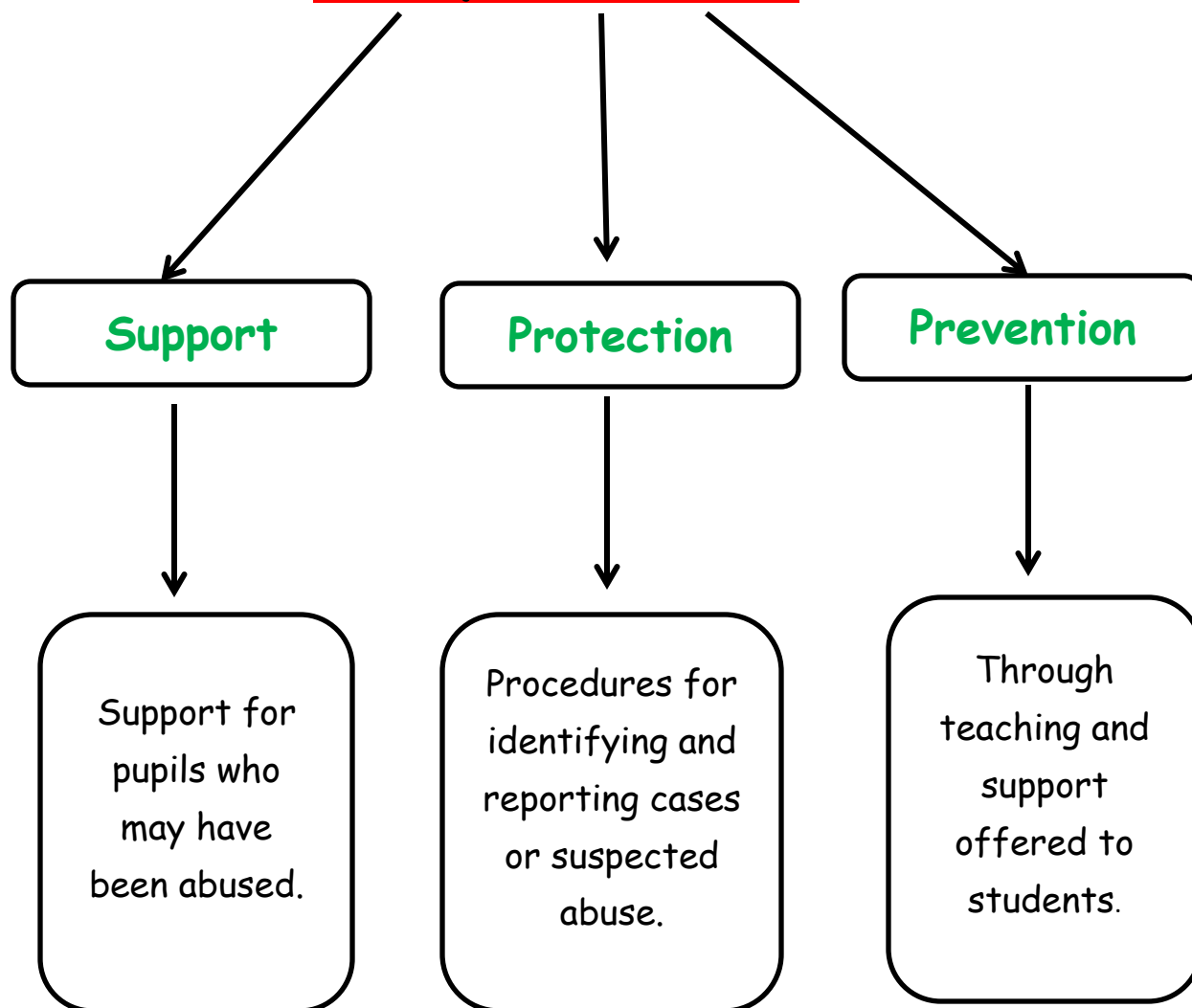
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Policy elements





Introduction

The health, safety and well-being of all our children are of vital importance to all the adults who work in our school. Our children have the right to protection, regardless of age, gender, race, culture or ability. They have a right to be safe in our school.

The educational and personal development of all students will be enhanced if they are in a valuing and caring environment. We all have a duty and a responsibility to respect and safeguard the rights of our students.

Objectives

- To raise the awareness of all staff and identify responsibility in reporting possible cases of abuse.
- To ensure effective communication between all staff when dealing with child protection issues.
- To lay down the correct procedures for those who encounter an issue of child protection.
- To provide suitable support and guidance so that pupils have a range of appropriate adults whom they feel confident to approach, if they are in difficulties.
- We use the Curriculum to raise students' awareness and build confidence so that students have a range of contacts to ensure their own protection and understand the importance of protecting others.

Roles and Responsibilities

This policy applies to all staff of Al Murooj School.

The staff at Al Murooj has a responsibility to promote the safety and well-being of our students. All staff must report any suspected incidents of child abuse to any one of the Designated Child Protection Officer's (DCPO's). The following persons are DCPO's for all child protection issues here at Al Murooj:

- Principal. (Mrs. Ghada).
- Vice Principal. (Mr. Masood).
- Safe Guarding Officer (Mohammad Al Manakhly).
- Head Supervisors. (Mr. Nazih - Mrs. Chritina).
- The School Nurse. (Mrs. Abir).
- Social workers. (Mrs. Hala).
- Safe guarding Counsellors. (Mrs. Walaa - Mr. Marius - Mr. Shahbaz - Mrs. Shazia - Mr. Jaun - Mrs. Hafiza - Mrs. Manal)



The DCPO's will know how to:

- how to identify the signs and symptoms of abuse.
- provide advice and support to staff.
- keep all information confidential and safe.
- keep records of incident reports.

Role of Staff (Teaching and non-teaching)

All staff has a responsibility to observe and report any suspicion or evidence of abuse or non -accidental injury. All non- teaching staff understands the importance of reporting suspicious circumstances and are able to report signs of abuse.

This means that the staff should:

- understand the responsibilities, which are part of their employment or role.
- always act, and be seen to act, in the child's best interests.
- pay particular attention to incidents of bullying and take action promptly.
- avoid any conduct which would lead any reasonable person to question their motivation and intentions.
 - should seek advice from a senior member of staff if they are in any doubt.
 - only make contact with children for professional reasons and in accordance with any school policy.
- protect the student from any abuse whether from an adult or another student
- be alert to signs of abuse both in the School and from outside
- deal appropriately with every suspicion or complaint.
- never touch a child in a way which may be considered indecent.

The Abu Dhabi Educational Council (ADEC) believes that every student has the right to be educated in a safe, supportive and orderly school environment, free from disruptions and obstacles that get in the way of learning.



Banned Disciplinary Actions

It is prohibited for the staff to use any of the following:

- any type of physical punishment. (hitting, punching, pushing...etc.)
- punishing a group of students for the misconduct of an individual student.
- making fun of or insulting a student in private or in public.
- depriving a student of using toilet facilities.
- depriving a student of food.
- giving a student more school work.
- using offensive language.
- screaming or yelling at students.
- giving inappropriate comments about a student appearance.

Role of Students

To be aware that they have rights and responsibilities. Students are encouraged to report any behaviors that they feel are inappropriate and know this will be treated seriously and with utmost respect.

- following school policies, rules and regulations set by ADEC and the school.
- contributing and promoting a positive school environment.
- participating positively to the learning environment.

Supporting Students

Al Murooj will support all the students by:

- encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying.
- ensuring that the family is supporting the school and students as well.
- promoting a safe, caring and positive environment within the school.
- enriching the curriculum with lectures and worksheets to increase awareness.





Students Rights

All students are expected to honor and practice their student rights and responsibilities.

All students have the right to:

- be provided with a high quality education.
- be safe and respected in a welcoming school environment.
- be treated with respect and fairness by teachers, staff and fellow students.
- be provided with appropriate educational activities that promote their talents, abilities and potential.

Playground Safety

- Students are not permitted on the playground without adult supervision.
- Teachers on duty should make sure that students properly use the playground equipment and don't engage in unsafe behavior.
- Making sure that the playground clean and safe. (no trash , no standing water that can cause students to slip).

Transportation safety

- Create awareness of road safety and bus safety among the students through various activities. (Morning assemblies, seminars, class lectures).
- Provide safe environment in the bus parking zone.
- Provide necessary training for the bus supervisors to take care of the students.
- Taking attendance of the students in ever trip.
- Designated staff should present at the parking zone to ensure the safety of the students when arrive and depart.
- Busses supervisors along with the designated workers should make sure that the bus is empty after dropping the kids.





- When cases of indiscipline or any misbehavior are brought to the attention necessary discipline actions will be taken, including suspension of the student from the bus service after written warnings.

Recognizing Child Abuse

Signs may include one or more of the following:

- An injury that is not typical of the bumps and scrapes associated with everyday activities, or an injury that is not consistent with any explanation given.
- Frequent injuries even when apparently reasonable explanations are given.
- Sudden changes in behavior, performance or attitude.
- Anxiety or low self-esteem.
- Knowledge of sexual matters beyond what would normally be expected, or sexual behavior that is unusually explicit or inappropriate to the child's age.
- Disclosure of an experience in which the child may have been significantly harmed.

Whistle Blowing

We recognize that children cannot be expected to raise concerns in an environment where staff fail to do so. All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.





Abuse Categories

Physical Abuse may involve hitting, shaking, burning or causing any physical harm to the child.

Indicator of such abuse may be as follows:

- poor state of clothing.
- poor personal hygiene.
- poor social relationship.
- stealing for food.

Emotional abuse it may involve conveying to the child that they are unloved and worthless. It may involve a child feeling frightened or in danger.

Indicator of such abuse may be as follows:

- over reaction to mistakes.
- inappropriate response to painful situation.
- fear of parents being contacted.
- Neurotic behavior (hair twisting, thumb sucking, head banging).

Sexual abuse may involve physical contact.

Indicator of such abuse may be as follows:

- hinting about secrets/ asking if you will keep a secret.
- using inappropriate / sexual explicit language.
- saying a friend has a problem.

Neglect is the failure of a parent, guardian, or other caregiver to provide for a child's basic needs. Neglect may be:

- Physical (failure to provide necessary food or shelter, or lack of appropriate supervision)
- Medical (e.g., failure to provide necessary medical or mental health treatment)
- Educational (e.g., failure to educate a child or attend to special education needs)
- Emotional (e.g., inattention to a child's emotional needs, failure to provide psychological care).





Indicator of such abuse may be as follows:

- The child's progress in school is declining, or show a sudden change in behavior.
- A repeatedly poorly dressed child.
- The child looks uninterested, withdrawn, unusually quiet, fearful and overly compliant.
- Lacks confidence and looks unhappy.
- Child is not regular at school, or regularly late, or parent is always late to collect the child. Parents may always give the teacher excuses for the child's irregularity.

E-safety most of the students use mobile phones and computers at some time. They are a source of fun, entertainment, communication and education. Al Murooj works to keep the children safe in school. Students are not allowed to access the chatrooms or social networking sites whilst in school. We have produced a short factsheet to help parents and children understand the possible risk.



What to do on disclosure?

Stay calm

Don't over-react, however shocked you maybe.



Listen, hear and believe.

Listen carefully, take it seriously.



Give time for the student to say what they want.

Don't make assumptions and don't offer alternative explanations.



Reassure and explain that they have done the right thing in telling.

Promise to help and to inform the professionals.



Report to the social worker.



Report to the child protection officer

Mr. Mohammad El Manakhly





UAE Regulations and support

In the event of an incident occurring, the school will report it to ADEC - PSQA (Licensing and Accreditation Division), verbally as soon as possible after it has occurred and in writing within 24 hours.

Depending on the severity of the case, the school may then need to report it to the Higher Committee of Child Protection - part of the Ministry of Interior Affairs.

School Contact Telephone Numbers

- Mr. Mohammad Al Manakhly (Health and Safety Officer): 0502672551
- Mr. Nazih Hassan (Head of key stage 2): 0505121146.
- Mrs. Christina El Helou (Head of Early years) : 0501302366.
- Mrs. Hala Maher (Social worker) : 0505724557.
- Mrs. Abir (School nurse): 0507219876.

Prepared by: Mohammad Al Manakhly. (EHS officer).

To: All staff members (teaching and non-teaching staff).

Language translated to: Arabic and Urdu.