



K. R. Mangalam Global School
South City-1
Gurugram
Child Protection Policy

K.R. Mangalam Global School Mission:

is to raise learners who have a strong moral fibre; are self reflective, resilient and responsible individuals with strong sense of identity who strive to be agents of change for building a more equitable and humane society.

IB Mission statement

The International Baccalaureate® aims to develop inquiring, knowledgeable and caring young people who help to create a better and more peaceful world through intercultural understanding and respect.

PURPOSE

The health, safety and welfare of all our children are of paramount importance to all the adults who work in our school.

Our children have the right to protection from harm, harassment or abuse, regardless of their age, gender, ability, race or social background.

They have a right to be safe at all times, both in school and in their lives outside school.

OBJECTIVES

- to provide a safe environment in which children can learn
- to respect our children and to encourage them all to have high self-esteem so that they can achieve to the best of their ability;
- to strive to ensure that all our children are enabled to make good educational progress;
- to provide opportunities which enable our children to take and make decisions for themselves through our teaching of personal, social and health education (PSHE) and Citizenship, as part of the International Baccalaureate, to help children develop:
- appropriate attitudes towards others and to come to understand normal, appropriate expectations of social behavior;
- we also aim to teach them how to recognize different types of risks in a range of situations, and how to behave in response to them;
- to establish what actions the school can take to ensure that children remain safe at home as well as at school
- to raise the awareness of all staff to child protection issues, and to define their roles and responsibilities in reporting possible cases of abuse;
- to ensure effective communication between all staff on child protection issues;

- to ensure that parents and care takers are aware of the school's policy on Child Protection and related matters.

SCOPE: All children enrolled at KRMGS.

POLICY STATEMENT

Child abuse takes a variety of forms:

PHYSICAL abuse involves the hitting, shaking or other physical treatment of a child that may cause actual bodily harm or be psychologically distressing;

SEXUAL abuse involves forcing or enticing a child into sexual activities, whether or not the child is aware what is happening; this includes non-contact situations, such as showing children pornography or encouraging inappropriate sexual behavior.

EMOTIONAL abuse is the persistent psychological ill-treatment of children, such as persistent bullying, frightening, threatening or otherwise intimidating them; emotional abuse can also consist in degrading children or making them feel worthless, uncared for or unloved;

- Children have a basic right to live their lives free from abuse. Furthermore, children suffering any kind of abuse will be unable to learn effectively and will not achieve their full potential.
- Children can develop a special and close relationship with school staff and come to view them as significant and trustworthy adults.
- Children may therefore, if they have been abused, confide or disclose to a teacher or other member of staff. Sometimes school staffs are also in a unique position to notice any significant change in behavior or circumstances. There are opportunities in school to notice injuries, marks or bruises, for example, when children are doing PE, games or swimming, which might indicate a child, has been abused.

RESPONSIBILITIES & REPORTING

Policy Review: by the Head of School, DCPO & the Sexual Harassment Committee in Sep 2020. (Done in Jan 2021)

Designated Child Protection Officer (DCPO)

It is the responsibility of the Head of School/DCPO to ensure all of the following:

- that the School adopts appropriate policies and procedures to safeguard children in the school;
- that all staff are sufficiently trained in child protection to enable them to be fully aware of all relevant issues and actions which they should take if they suspect abuse;
- that this policy and related practices are implemented by all staff;

- that sufficient resources and time are allocated for staff to carry out their responsibilities effectively;
- that all staff and adult helpers in the school are able to voice their concern if they feel that a child is vulnerable or may be suffering abuse, or that there are any particular school practices which may put children at risk.

The Head of School will ensure that the school has a senior member of staff designated to take lead responsibility for dealing with child protection issues. The Head of School and the DCPO will regularly monitor and review the implementation of this policy.

Reporting

The DCPO is guided by two principles: in accordance with the current enforcement practice (POSCO), the welfare of the child is always paramount; Confidentiality should be respected whenever possible.

A key role of the DCPO's is to be fully conversant with the procedures as determined by the Head of School, and to ensure that the school acts to support any child who may be at risk. The coordinator must also make sure that all staff, teaching and non-teaching are aware of their responsibilities in relation to child protection. The DCPO's will work closely with the Head of School as well as local agencies who are involved, when investigating any allegations of abuse. All parties involved will handle such investigations in a sensitive manner, always remembering that the interests of the child are of paramount importance. All staff has a responsibility to report to the DCPO's any concern they have about the safety of any child in their care. The DCPO will keep all written concerns in a locked cabinet, with the School Head being the only other person with access to this. Procedure to be followed if an adult has concerns about a child. Any action taken by the DCPO's when dealing with an issue of child protection must be in accordance with the procedures outlined by the Head of School in compliance with applicable.

Regulations and Legislation

All adults in our school share responsibility for keeping our children safe. We may on occasion report concerns which, on investigation, prove unfounded. All staff will be reminded regularly about the importance of the school's policy and procedures, to ensure that everyone is aware of their responsibilities. As part of their induction, the Head of School is responsible for ensuring that all new academic staff have this policy and procedures explained to them. If teachers suspect that a child in their class may be a victim of abuse, they should not try to investigate, but should immediately inform the DCPO about their concerns. Abuse can be of a physical, sexual or emotional nature. It can also be the result of neglect. Staff must not keep to themselves any information about abuse which a child gives them.

If a child chooses to disclose, you SHOULD:

- Be available and amenable;
- Listen carefully and at the child's pace;
- Take what is said seriously;
- Tell the child that you have to pass this information on;
- Make a careful, handwritten record of what was said verbatim;
- Avoid too many questions.

You should NEVER:

- Take photographs or examine a child;
- Investigate a disclosure or allegation;
- Make promises to a child;
- Speculate or accuse anybody;
- Forget to record what you have been told;
- Fail to pass the information on to the correct person;

Allegations against staff

If an allegation of abuse is made against a member of the school staff (or a volunteer helper), it will always be investigated by the Head of School. If it is felt, after these initial investigations, that a further enquiry is needed, then this could lead to the suspension of the member of staff. Suspension is a neutral act, and in no way implies that the person is guilty of any wrong-doing. However, it is acknowledged that this would be distressing for the person concerned, and the school will do all it can to balance the interests of any individual with that of the need to keep children safe. The school will seek legal advice and comply with national and locally agreed guidance.

Staff training

All adults in the school receive regular training annually to raise their awareness of child protection and abuse, and to improve their knowledge of the child protection procedures that have been agreed locally. The maximum period of time before refresher training must take place is two years.

Confidentiality

We regard all information relating to individual child protection issues as confidential, and we treat it accordingly. We pass information on to appropriate persons only. We comply with the requirements of POSCO Regulations and Legislation. The Head of School ensures that the DCPO's are fully cognizant with these requirements particularly, with regard to confidentiality. Information from third parties will not be disclosed without their prior consent. Working notes are not subject to disclosure but will be summarized and then kept on file.

Definitions

Child Protection - the protection of children from violence, exploitation, abuse and neglect. Safeguarding - action that is taken to promote the welfare of children and protect them from harm.

DCPO – Designated Child Protection Officer

APPROVAL AND REVIEW DETAILS

Approval Authority : K.R. Mangalam Global School

Reviewed in : Jan 2021

Next review in Jan 2023