



CHILD PROTECTION POLICY

Updated 2024-10-07

1) General principles held by the SRA community:

- 1.1 As persons of responsibility in our educational community, we commit ourselves to the protection and safekeeping of all, especially children and young people.
- 1.2 We reaffirm our primary principle of valuing children and young people because God created each person to have worth and rights.
- 1.3 Each of us is committed to the prevention of physical, emotional, and sexual abuse of all children and young people within the school.
- 1.4 As a community we will produce Procedures and Good Practice Guidelines for work with children and young people.
- 1.5 All regular teachers and aides in children's and young peoples' classrooms will be required to submit an application (including a police check or background check from their passport country for expatriate teachers) and be interviewed by the school administration. Any temporary workers used will be known to the school and be supervised. All volunteer teachers or aides will be required to complete an application for volunteer work.
- 1.6 Each employee or volunteer interacting with children at SRA will be asked to read and sign annually this document, thus accepting our procedures and guidelines for working with children and young people. [Appendix 1.]
- 1.7 In any situation where outside agencies require to be informed, the administration reserves the right to take whatever action needed to protect the safety of children and young people.

2) Definitions and types of abuse:

2.1 Types of abuse.

The school and all its appointed children and youth workers are committed to the protection of children and young persons from all types of abuse, whether physical, sexual or emotional abuse.

- 2.1.1 Physical where children or young persons' bodies are hurt or injured. This may take the form of slapping, punching, shaking, kicking, burning, shoving, or grabbing. The injury may take the form of bruises, cuts, burns or fractures.
- 2.1.2 Emotional where a child's self esteem is chronically attacked. This may take the form of name calling, threatening, ridiculing, intimidating, or isolating the child or young person or even being given responsibility beyond their years.
- 2.1.3 Sexual where adults (and sometimes other children) use children or young

persons to satisfy sexual desires.

- 2.1.4. Neglect where adults fail to care for children or young persons and protect them from danger, seriously impairing health and development.

2.2 Signs of Abuse

The following may indicate abuse, but do not jump to conclusions. There could be other explanations.

- 2.2.1. Physical Unexplained or hidden injuries, lack of medical attention
- 2.2.3 Emotional Reverting to younger behaviour, nervousness, sudden underachievement, attention seeking, running away, stealing, lying.
- 2.2.4 Sexual Pre-occupation with sexual matters evident in words, play, drawings. being sexually provocative with adults, disturbed sleep, nightmares, bedwetting, secretive relationships with adults or children, tummy pains for no apparent cause.
- 2.2.5 Neglect Looking ill-cared for and unhappy, being withdrawn or aggressive, having lingering injuries or health problems.

3) Requirements for all adults who interact with children at SRA:

3.1 All adults at SRA :

- 3.1.1 Must submit a background check appropriate to their country of origin.
- 3.1.2 Must go through the SRA Child Safety Training either in person or in digital format.
- 3.1.3 Must sign the Child Protection Mission Statement.

3.2 These three requirements must be fulfilled by all parents of SRA students in order for the student to be enrolled at SRA. If any of these requirements are not fulfilled by the parents, the child will not be able to be enrolled at SRA.

4) Good Practice with children for the prevention of abuse:

4.1 The school should ensure that.....

- 4.1.1 As far as possible, a worker is not alone with a child where their activity cannot be seen. On school premises this may mean leaving doors open or having more than one group in the same room. When counselling a young person where privacy and confidentiality are important, make sure another adult knows the interview is taking place and with whom. It is preferable that another adult is in the building and that the young person is aware of this.
- 4.1.2 Access to the building is safe, well lit and easily identifiable.
- 4.1.3 A system of Incident Recording is in place.
- 4.1.4 A record is kept of "Person to Contact" in the event of an accident to a child or young person, together with any relevant medical condition which could affect participation in activities is in place. (Every elementary classroom teacher and the front desk administrative assistant has these on hand).

4.1.5 An appropriate First Aid Procedure is in place.

4.2 The worker shall

4.2.1 Treat all children and young persons with respect and dignity befitting their age, watch language, tone of voice and general physical contact.

4.2.2 Not engage in any of the following:-

- ◆ rough, physical or sexually provocative games
- ◆ inappropriate and intrusive touching of any kind
- ◆ making sexually suggestive comments about a child or young person.
- ◆ any scapegoating, ridiculing or rejection of a child or young person.
- ◆ invading the privacy of children or young persons during showering or toileting

4.2.3 Never use physical discipline of children or young persons.

4.2.4 Never allow young persons to involve you in any excessive attention seeking that is overtly sexual or physical in nature.

4.2.5 Never invite a child or young person to your home alone, instead invite a group or ensure someone else is in the house. Never take a child off the school campus or to your home without parental consent.

Note: Due to the multicultural nature of our community, workers need to be aware of differing cultural standards and act in accordance with the expectations of the more conservative cultures.

4.3 Good practice with Colleagues

4.3.1 If you see another member of staff acting in ways which might seem inappropriate or be misunderstood, be prepared to speak to them and to your principal or other member of administration about the situation.

4.3.2 Teachers and administrators should encourage an atmosphere of mutual support and care which allows workers to be comfortable enough to discuss inappropriate attitudes or behaviour.

4.4 Good practice in supervision.

4.4.1 Conduct Supervision Training at the start of the year and evaluate several times during the year.

4.4.2 Take or create opportunities for observing the teacher with children or young persons.

4.4.3 Keep a brief written record of facts of each meeting and anything of note which is observed.

4.4.3 Watch for any child or young person receiving exceptional treatment, either highly favored or unduly harsh.

4.5 Good practice for Incident Recording.

- 4.5.1 An incident reporting log is located in the forms binder at the front desk. This will be used to record incidents that require medical attention. (eg. Abuse, injury requiring medical treatment, fire or other emergency)
- 4.5.2 Incident recording will be completed and kept with the administrative assistant.
- 4.5.3. In the event of a serious incident, individuals involved must be interviewed by the Director accompanied by one other person in administration. If necessary, the procedures for discovery of abuse will be implemented.

5) Procedures if abuse is disclosed or discovered:

5.1 If abuse is disclosed or discovered

- ◆ Do not delay
- ◆ Do not act alone
- ◆ Do not promise individual confidentiality
- ◆ Do not start to investigate
- ◆ Contact the Director immediately

5.2 What will happen next.....

- 5.2.1 A strategy discussion with the administrator, other significant professionals, and the person suspecting abuse or to whom the child or young person talked.
- 5.2.2 A decision will be made as to whether an investigation is warranted, and if so it will be planned.
- 5.2.3 The investigation may include:
 - ◆ An informal talk with the child
 - ◆ Contact of parents
 - ◆ Request of a medical evaluation
 - ◆ Preliminary family assessment
 - ◆ Conversation with the accused
- 5.2.4 If there is sufficient concern, a child or young person protection conference will be held to decide the best course of action to protect the child or young person and help the family.

SILK ROAD ACADEMY

CHILD PROTECTION MISSION STATEMENT

As a school we recognize the value and importance of children’s and young people’s growth in our community.

We will always regard them as a sacred trust from God.

We will endeavor to show them the love and respect characterized by the Lord Jesus Christ during His earthly ministry.

We will always take time to listen to their needs and problems.

DECLARATION

To be completed by anyone employed or volunteering to work at SRA.

I, _____ understand the nature

of the work I am to do under my contract/agreement with SRA.

I have read SRA’s guidelines for safeguarding children and young persons.

I understand it is my duty to protect the children and young persons with whom I come into contact. I understand that my first duty when there is an incident is to insure the immediate safety of the child and contact the principal immediately.

I know what action to take if abuse is disclosed or discovered according to the policy guidelines.

SIGNATURE:-

DATE:-