



المدرسة الهندية النموذجية الجديدة NEW INDIAN MODEL SCHOOL

رقم التصريح التعليمي ٢٠١٨٦، هيئة المعرفة والتنمية البشرية، دبي، ا.ع.م.
Educational Permit No. 20186, Knowledge & Human Development Authority, Dubai, UNITED ARAB EMIRATES
Affiliation Nos. CBSE: 6630009, Kerala Board: 43092 (Grade 8 to 10): 15004 (Grade 11 & 12)



SAFEGUARDING AND CHILD PROTECTION POLICY 2023 – 2024



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SAFEGUARDING AND CHILD PROTECTION POLICY

Created Date	March, 2019
Last Reviewed Date	April, 2023
Reviewed By	Ms. Zainab Sunelwala
Review Approved on	June, 2023
Approved By	Principal
Date of Next Review	December, 2023
Related Policies	Bullying Prevention Policy

Principal: Ms. Karen Robinson



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NIMS Child Protection and Safeguarding Policy (CP & SP)

Introduction

New Indian Model School, Dubai is completely committed to the safety and protection of its students. It has always ensured that the students are given the best, safest and most welcoming environment in school. At NIMS Dubai, every child is so precious no matter who they are, where they come from and how able they are. The school never fails to value and respect them with absolute impartiality.

Children's rights

Federal Law No. 3 of 2016 concerning child rights, also known as Wadeema's Law, stresses that all children must be provided with appropriate living standards, access to health services, education, equal opportunities in essential services and facilities without any kind of discrimination. The law protects children against all forms of negligence, exploitation, physical and psychological abuses.

The law allows childcare specialists to remove children from their homes against parents' wishes and without judicial permission in cases of imminent danger. In less severe cases, specialists may intervene by visiting the child regularly, providing social services and mediating a solution between the family and the child.

Those who put children in danger, abandon them, neglect them, leave them without supervision, do not enroll them in school or register them upon their birth will be subject to a prison sentence or a fine or both. The law applies to all children up to the age of 18.



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AIMS

- Our aim is to ensure safety of all our stakeholders
- To provide clear direction to staff and others about expected codes of behaviour in dealing with Child Protection issues.
 - To make explicit the school's commitment to the development of good practice and sound procedures so that child protection concerns and referrals are handled sensitively, professionally and in ways that supports the needs of the child.
 - To integrate Child Protection issues into the curriculum.

Types of abuse

Neglect - The persistent or severe neglect of a child which results in impairment of health or development.

Physical Abuse - Actual or likely physical injury to a child, or failure to prevent physical injury or suffering.

Sexual – Actual or likely exploitation of a child by involvement in sexual activities without informed consent or understanding, or that violate social taboos or family roles.

Emotional – actual or likely severe adverse effects on the emotional and behavioural development of a child by persistent or severe emotional ill-treatment, neglect, or rejection.

Potential abuse – situations where children may not have been abused but where social and medical assessments indicate a high degree of risk that they might be abused in the future; including situations where another child in the household has been abused, or where there is a known abuser.

Bullying - any persistent and uninvited behaviour which insults, hurts or intimidates someone (includes cyber bullying).



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Stakeholders

Designated Safeguarding Lead (DSL) - **Ms. Zainab Sunelwala - Student Counselor (FN)**
Child Protection Officer (CPO) - **Ms. Zainab Sunelwala - Student Counselor (FN)**
Deputy Designated Safeguarding Lead - **Ms. Maria Brenda - Student Counselor (AN)**
Deputy Designated Safeguarding Lead - **Dr. Sofia Khan - Medical director (FN)**

Chief Executive Officers:

1. **Sobiya Manimuthu** – Student Counselor
2. **Soumya Ummachan** - SENCO
3. **Lucia Nassuna** – SENCO
4. **Nabah Munir** - SENCO

Policy statement

NIMS is fully committed to safeguarding the welfare of all our students, staff and other stakeholders. We fully recognize our responsibility to take all steps possible to promote safe practice and to protect children from harm, abuse and exploitation.

We acknowledge our duty to act appropriately in response to any reports, allegations and suspicions.



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Plan of action

Committee members are as follows:

Grades KG- 2	Grades 3-8 FN	Grades 3-8 AN	Grades 9-12 FN	Grades 9-12 AN
Ms. Nabah SENCO	Ms.Soumya SENCO	Ms. Lucia SENCO	Ms. Sobiya Counsellor	Ms. Maria SENCO
Ms. Nusrath	Ms. Kavitha K	Mr.Shihabudheen	Ms. Rani Vijayan	Ms. Isaac blandina
Ms. Annie Wilson	Ms. Vandana	Ms. Adheena	Ms. Misbah	Mr. Javed



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Identification and intervention

1. Abuse by Student

- Students report the case of abuse to the class teacher.
- Class teacher reports the case to the Counselor & HOS
- The Counselor speaks to the students involved in the case settles minor issues. In major issues, matter is taken up to the DSL, Vice Principal and Principal.
- Students are sent for counseling and for medical checkup to the clinic, if required. The concerned staff informs parent.
- The Counselor/Class teacher monitors the affected student for some period of time. The record is maintained for the same.
- The Student who has been the victim can refer the case directly or by the help of a student to the counselor.
- The counselor keeps the DSL updated about the sessions and plan of actions.
- In case of any legal action, the DSL in collaboration with principal will extend their support to both the parties in terms of counseling and providing any documents if required.

2. Abuse by Parent

- Student report to the Class Teacher/Counselor.
- The matter is brought to the notice of the DSL, HOS and Principal
- The parent is called to the school for investigation and guidance.
- The student is sent for Counseling to the school Counselor.
- The counselor updates the DSL about the case and together they decide on further plan of action.
- The DSL in collaboration with principal will report the incident to legal authorities if required.



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3. Abuse by the Relative

- Students report to the class Teacher/Counselor
- The matter is brought to the notice of the DSL, HOS and Principal.
- The parent is called to the school and the matter is discussed for further actions. The student is sent to the School Counselor.
- Any further action taken from parents, the counselor and DSL will provide the required support.



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Disclosure procedure

What to do on Disclosure Stay calm

(Don't over-react, however shocked you may be)



Listen, hear and believe

(Listen carefully, take it seriously)



Give time for the person to say what they want

(Don't make assumptions and don't offer alternative explanations; ask questions beginning with Tell me about...Explain...Describe... Avoid „who, what, when, where“ questions)



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

(Do not promise confidentiality; explain that only those professionals who need to know will be informed)



Record in writing as near verbatim as possible and as soon as possible on a Disclosure Form

(Use the child's own words, make your record as soon as possible after the event, so that you don't forget anything, and include information about what action was taken afterwards)



Report to the concerned authority



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Role of safeguarding team

- Have individual responsibility for reporting child protection concerns.
- Keep written records of concerns about children – Safeguarding form 1
- Where there is cause to take the matter further, the member of the committee must ensure that the case is discussed with all relevant parties and that there are set procedures for reporting and following up concerns.
- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to.
- Ensure that children know that there are adults and persons in the school whom they can approach if they are worried or in difficulty.
- The Principal, along with Vice Principals and the Safeguarding team will meet regularly to discuss Child Protection and Safeguarding within the school and to review policies and share best practices and procedures.

Plan of action

When a child reports abuse, the teacher will inform the DSL/DDSL, (Designated Safeguarding lead) immediately. The teacher should also inform the DSL/DDSL as soon as possible if there is reasonable cause to believe that abuse is occurring. The DSL/DDSL will take initial steps to gather information regarding the reported incident. At this stage she/he will- Interview staff members as necessary and document information relative to the case. Consult school personnel to review the child's history in the school.



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The DSL/DDSL will then inform a school-based response team to address the report. The response team may include the school doctor, nurse, counselor, teacher, and other individuals as the DSL/DDSL sees fit. In all cases, follow up activities will be conducted in a manner that ensures that information is documented factually and that *strict confidentiality is maintained*.

Based on acquired information, a plan of action will be developed to assist the child and family. Actions that may take place are:

- Discussions between the child and the DSL/DDSL in order to gain more information.
- In-class observations of the child by the teacher, counselor, or administrator.
- Meetings with the family to present the school's concerns.
- Referral of the student and family to external professional counseling.
- Consultation with local authorities.

Subsequent to a substantiated case of child abuse or neglect, the following actions may take place:

- The DSL/DDSL will maintain contact with the child and family to provide support and guidance as appropriate.
- The DSL/DDSL will provide the child's teachers ongoing support, and provide strategies for the teacher to use.
- The DSL/DDSL will maintain contact with outside therapists, in order to update the leadership team about the progress of the child, and to keep the SLT informed about the progress of the therapy sessions delivered inside the school as well.



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- The School Principal and DSL may refer the case to local authorities for further action, if necessary.

Records and Monitoring:

- Well-kept records are essential to good Child Protection and Safeguarding practice. Concerns and disclosures should be recorded in writing by the members of staff who receives them and passed to the Designated Safeguarding lead without delay.
- The Designated Safeguarding lead in consultation with the Principal will then decide on further action and any appropriate monitoring program for the pupil.
- Records are stored in a proper filing system maintained by DSL.

Involvement of External Agencies including referral system

Dubai Foundation for Women and Children (DFWAC):

The Foundation provides a helpline, emergency shelter, and support services to women and children victims. DFWAC aims to protect physically, sexually and emotionally abused women and children, prevent ongoing abuse and the escalation of violence and promote social awareness through education and outreach programs.

DFWAC provides:

- A safe shelter
- Case management
- Medical care



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- Psychological Care, Support & Counseling,
- Legal, consular and immigration assistance

Helpline 800 111 or email help@dfwac.ae; Website – www.dfwac.ae

Ministry of Interior (MoI):

You can report child abuse to MoI through the hotline number 116111 or through the MoI Child Protection Centre's website and the 'Hemayati' (Arabic for protect me) app (available on Android and iOS).

Related links:

- Hotline for UAE school students - video - Emirates 24/7
- Ministry of Interior launches child safety hotline – UAE Interact

Community Development Authority:

Any child in Dubai who needs help, protection from abuse, or advice can pick up the phone and

dial 800-988 any time. The Child Protection Center in Al Barsha is on standby to assist residents less than 18 years of age to ensure their rights are protected and upheld. The recently opened center under the Community Development Authority (CDA) is part of CDAs comprehensive strategy to make Dubai the most secure and ideal for living. The center is providing rehabilitation and counseling services to children in need.

Dubai Police Child Protection Hotline.

Contact Number: 800-243 Website: www.dubaipolice.gov.ae

AL Ameen Service Contact Number 800-4-88



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FLOW CHART FOR RAISING SAFEGUARDING CONCERNS ABOUT A CHILD

Appendix – 2



