

CHILD PROTECTION POLICY

Our Vision

Empowering students with values and skills to excel in a dynamic world.

Our Mission

To deliver high-quality, forward-thinking education that equips every student with the knowledge, skills, attitudes and global competencies to excel.

To create a nurturing, inclusive environment where all learners are enabled to contribute meaningfully to their communities and beyond.

To inspire a passion for discovery, nurture innovative mindsets.

To develop individuals to embrace every learning experience, build emotional and mental fortitude and a growth mindset to navigate challenges confidently.

Key Contacts (Within School)

Child Protection Officers Name:

Ms Shabana Shaik

Contact Number: 04 2505806 Ext.126

Email: shabana.shaikh@sisdubai.com

Name: Sinimol Skaria

Contact Number: 04 2505806 Ext. 114

Email: nurse@sisdubai.com

Name: Amit Pradhan

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Name: Mr. S. Hamid

Ext.102

Contact Number: 04 2505806

Email: admin@sisdubai.com

Name: Ms. Huraira Zaheen
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Asst. Governor for Child Protection

Name: Ms. Rinu Jose
Contact Number: 04 2505806 Ext.107
Email: rinu.jose@sisdubai.com

Governor for Child Protection

Name: Ms. Clara Martin
Contact Number: 04 2505806 Ext.103
Email: principal@sisdubai.com

Key Contacts (Within Local Area)

Dubai Police Child Protection Hotline

Contact Number : 800 – 243 www.dubai.police.gov.ae

Community Development Authority

Contact Number : 800-988

Al Ameen Service

Contact Number : 800 – 4 – 888

*All concerns / referrals for Child's safety and welfare during the School hours should be Immediately reported to Child Protection Officer or any accessible Child Protection Team (as mentioned above) at Sabari Indian School , Dubai.

Proactive approach to Child Protection

Sabari Indian School, Dubai believes in being proactive in creating a safe and nurturing environment for all of its children. Hence, Child Protection and Safety procedures are in place and have to be followed by all Sabari Indian School, Dubai personnel at all times.

Professionals at Sabari Indian School, Dubai are trained to ensure the safety, security and welfare of all of the children at all hours during the school term. A clear policy ensures that the child protection concerns, referrals and monitoring may be handled in the best possible manner.

The three-pronged approach to Child Protection includes:

1. Prevention of Child Abuse and Neglect through the creation of a positive school environment and the teaching, and support offered to students
2. Protection of Child Abuse and Neglect by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns
3. Support to students who may have been abused or neglected

This policy applies to all students, staff, administrators, volunteers and visitors of Sabari Indian School, Dubai.

What is Child Abuse?

'Child Abuse' or 'maltreatment' constitutes all forms of:

- Physical ill treatment or neglect
- Emotional ill treatment or neglect
- Sexual abuse, neglect and/or exploitation

resulting in actual or potential harm to a child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power.

4 major categories of Child Abuse:

- a. **Neglect:** Persistent or significant overlooking of a child's needs, or the failure to protect a child from exposure to any kind of danger, including starvation, or persistent failure to carry out

important aspects of care, resulting in the significant impairment of child's health or development

- b. **Physical:** Physical injury to a child whether deliberately inflicted or knowingly
- c. **Sexual:** The sexual exploitation of a child or a young person for an adult's or another young person's own sexual gratification, the involvement of children or young people in sexual activities of any kind or exposure to pornography, to which they are unable to give informed consent or that violate normal family roles.
- d. **Emotional:** Persistent or significant emotional ill treatment or rejection, resulting in severe adverse effects of the emotional, physical and/or behavioral development of a child.

Sabari Indian School, Dubai seeks always to work in ways that are culturally sensitive and that respect the diverse nature of the children we work with.

Roles and Responsibilities

All adults working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. The Key Personnel in Sabari Indian School, Dubai, however have specific responsibilities to ensure that the Child Protection Policy is implemented.

Child Protection Officer will ensure the following:

- a. Training others for identification of signs of abuse and making a referral when required
- b. Give access to and develop understanding of School's Child Protection Policy in each member of the staff, especially new or part-time staff via training
- c. Have a working knowledge of how Child Protection agencies operate, the conduct of a child protection case conference, and be able to attend and contribute to these effectively when required to do so
- d. Be able to keep detailed, accurate and secure written records of referrals/concerns
- e. Obtain access to resources and attend any relevant or refresher training courses regarding Child Protection
- f. Conducting awareness workshops to build clear understanding on Child Protection Policy for students, staff and parents
- g. Providing training/workshops to teachers, students and parents around areas pertinent to Child Abuse and Neglect (Self-esteem, motivation, parent-child bonding)
- h. Updating and reviewing the Child Protection Policy annually
- i. Where children leave the school, ensure their child protection file is copied for the new school as soon as possible, but transferred separately from the main pupil file.

Asst. Governor for Child Protection/Principal will ensure the following:

- a. The policies and procedures adopted by the School management are fully implemented and followed by all staff
- b. Sufficient resources and time is allocated to enable the Child Protection Officer and other staff to carry out their duties properly
- c. Create a conducive environment for whistle-blowers, addressing the concerns sensitively and in a timely manner
- d. Implementation of behavior management policies

Procedures

- I. Class teachers have the primary pastoral care responsibility for all the students in their class
- II. Referrals are then made to , the Child Protection Officer (or to the next person(s) in-charge according to the cover sheet in case of absence or inaccessibility of Child Protection Officer)
- III. An initial meeting is conducted by the SENCo/Nurse/Counselor of Sabari Indian School, Dubai to obtain details of the child in distress and to understand the severity of the situation.
- IV. Regular Counseling sessions may be conducted if deemed required by the Counselor in order to ensure the safety and welfare of the child
- V. In cases where a physical injury is involved, visual records are maintained and the details of injury are discussed with the parent(S) to cross check the facts shared by the child
 - a. Physical injuries include unexplained bruising or marks
 - b. Complaints of pain with no visual evidence of injury
 - c. Comments of a child that are cause for concern
 - d. Deterioration in a child's general well being
 - e. Sudden behavior change – either withdrawn/aggressive
- VI. Child Protection records are kept securely and separately from Child's school file
- VII. Child Protection Officer will work together with the student, teacher(s), parent(s) and counselors as required, facilitating support for the child
- VIII. School may be the only positive environment for some of the children struggling with abuse. Hence, while their behavior may be defiant and challenging, the school will try its best to provide for healthy personal and social development of such children as long as other children can also be kept safe.
- IX. Students not showing improvement and where parent support is minimal or absent, the child will be reported to external support agencies that can facilitate the child and family.
- X. If the child is suffering or may be at risk of suffering significant harm, the school will follow government procedures.

Proactive/Preventive steps by Sabari Indian School to ensure Student Safety

- Security personnel (male and female)
- Guided and restricted use of internet at school
- Separate toilets for different age groups and gender
- Use of mobile phone prohibited on campus
- Teachers prohibited from interacting with students except for school related activities
- Constant monitoring of school corridors by staff and student council
- Use of Exit pass during classroom instruction
- Designated staff for restroom duty
- ID card for bus/own transport/walk home students
- Permission slips to enter school late or leave school early.

Ms. Clara Martin
Principal

Ms. Huralra Zaheen
Head of Inclusion

