



ABU DHABI GRAMMAR SCHOOL (CANADA)



STUDENT PROTECTION POLICY (ACADEMIC YEAR 2023-2024)

Abu Dhabi Grammar School (Canada) fully recognizes its responsibilities for child protection.

Our policy applies to all staff, administration and volunteers working in the school. There are five main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting pupils who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children can learn and develop.
- **Ensuring that corporal punishment is not used at any time as a form of discipline.**

We recognize that because of the day to day contact with children, school staff are well placed to observe the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the school who they can approach if they are worried.
- Include opportunities in the curriculum for children to develop the skills they need to recognize and stay safe from abuse.

We will take account of guidance issued by ADEC and the Nova Scotia Education Department to:

- Ensure we have a designated person (guidance counselor) responsible for child protection who has received appropriate training and support for this role. The designated persons responsible for child protection is the Principal, **Mr. Daniel Berry**, and the Guidance Counselor, **Jeff Green**
- Ensure every member of staff knows the name of the designated person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated person responsible for child protection.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus. Develop effective links with relevant agencies.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.



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- Ensure all records are kept securely; separate from the main pupil file, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.
- Ensure safe recruitment practices are always followed.

We recognize that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavor to support the pupil through:

- The content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued.
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with support agencies and services.

The following have been listed by ADEC as Student Abuse and Maltreatment. School personnel using any of these methods of discipline (not limited to the following) may be suspended or terminated from their duties

- Teasing, ridiculing or humiliating
- Shouting
- Hitting or slapping with bare hands or an object
- Using a stick or cane or hitting with the same
- Banning them from going to the toilets
- Threats and intimidation of any form
- Prohibit students from having their meals during mealtime, breaking for recess or going on trips, unless duly justified
- Exclusion from classroom during a school day

I have been informed, through Professional Development, of the Student Protection Policy at Abu Dhabi Grammar School (Canada) and agree to adhere to the policy.

Please find the contact numbers below to be used in the case of a suspected / reported incident of child abuse:

AGS Contacts: Mr. Daniel Berry ext 113, Mr. Jeff Green ext 103
Regional office colleagues : 026903219 (Mrs. Mariam Al Neyadi)

Abu Dhabi Community Police: 024490008

Signature: _____

Role at AGS _____

Date: _____