

# SAFEGUARDING CHILDREN POLICY (SMC)

(A KISC specific appendix to the HDCS child protection policy and should be read in conjunction with the HDCS child protection policy)

**DESIGNATED SAFEGUARDING OFFICER:** Miss Hannah Stewart

## KISC VALUES

We have been inspired by the teaching of Christ who said ‘Let the children come to me’ which makes it clear that God’s heart was to protect and defend children as ‘the kingdom of God belongs to such as these’. Our KISC Vision and Values compel us to safeguard and protect the children in our care.

## INTRODUCTION

In accordance with the HDCS child protection policy and the school’s Vision and Values, we are determined to create an environment in school in which children feel valued, cared for and secure so they can truly grow and flourish. As well as the principles and values that inform this policy, there is also a legal basis for KISC's commitment to the protection, promotion and welfare of all people. This policy is developed on the legal basis of the constitution of Nepal 2072 (2015), various Acts that relate to children and vulnerable adults (Example: The Act Relating to Children -2018), Labour Act of Nepal 2074 (2017) and other international legislation ratified by Government of Nepal like UN Convention on the Rights of the Child (UNCRC).

At the heart of the commitment to enabling children to truly grow and flourish is the notion of the uniqueness and infinite worth of each individual. We therefore have a special responsibility to care for troubled and vulnerable children who may be suffering from neglect, physical injury, sexual abuse or emotional abuse. Although the school is not an investigation or intervention agency, we nevertheless do have a crucial role to play in recognition and referral. This policy is to be reviewed annually.

## THE DEFINITION OF A CHILD

A child for the purposes of this policy is any person under the age of eighteen years as defined by the “Act Relating to Children 2018, Nepal” and UN Convention on the Rights of the Child (UNCRC).

## SPECIFIC SAFEGUARDING ISSUES

The Primary and Secondary sections of KISC are International Schools. International schools are known to be targeted by abusers and it is important that all staff are alert to unusual conduct by colleagues towards children such as grooming or predatory behaviour. They should report this immediately to a KISC Child Safeguarding Focal Person.

Abuse of children is not always obvious. It is therefore important to recognise the early warning signals for child abuse because the injury or concerns may not be related to the degree of abuse apparent at the time. In all cases there must be an assessment of the nature of the injury or allegation. Staff need to be vigilant in spotting signs of neglect, sexual abuse and child exploitation, physical and emotional abuse. We believe that it is the role of **all** staff to be alert to signs of abuse as part of their pastoral duties. If any member of staff has a Safeguarding (child protection) concern about a student s/he will immediately inform a KISC Child Safeguarding Focal Person (CSFP) and accurately record the event/s giving rise to the concern.

## TRAINING

To recognise abuse, annual training is required that ensures that all staff are aware of the signs to look out for, the processes to be followed whenever abuse is suspected, and the lessons being learnt about the way abuse is developing. Sadly, we acknowledge that abuse may not only be the product of an individual's self-gratifying behaviour but may also be the product of organised criminal activity for the purpose of exploitation and extortion. Training is required to address both of these aspects of recognising abuse.

Additional regular training is provided for designated Child Safeguarding Focal Person (CSFP) posts to ensure they have the necessary understanding of how to support staff in dealing with issues of abuse and maintaining a culture that is always seeking to ensure it is seen as the duty of all staff to make child protection their first priority.

## CHILD SAFEGUARDING FOCAL PERSON

KISC will ensure that there are several suitably trained Child Safeguarding Focal Person posts including the Head of Primary, the Head of Secondary, The Director of EQUIP and the Director of KISC. The names and photographs of the designated Child Safeguarding Focal Person staff will be promoted throughout KISC so that all are aware of who they are and that they can be approached at any time to report any suspected abuse. There is **NEVER** a situation where there is a need to report any suspected abuse to anyone apart from the designated Child Safeguarding Focal Person staff.

## VISITORS AND VOLUNTEERS

KISC will ensure that visitors and volunteers are aware of the expectation that they abide by the safeguarding procedures and that they are aware of what to do if they suspect abuse.

## RECRUITMENT

KISC will ensure that in its recruitment processes, it builds in steps to discourage any candidates who may wish to work at KISC to gain access to children for the purposes of abuse. This will include clearly indicating that KISC takes child protection seriously on application forms, asking appropriate child protection screening questions as part of an interview and carrying out appropriate checks on candidates to ensure their suitability to work with children.

<b>Policy established:</b>	<b>August 2021</b>
<b>Reviewed:</b>	<b>November 2023</b>
<b>Review date:</b>	<b>November 2024</b>