



1. Policy Statement

Brighton College Abu Dhabi is concerned about the welfare and safety of all its pupils and attempts to create an environment in which pupils feel secure and valued and in which they are listened to and taken seriously.

This policy provides all staff working within the College the necessary guidance for ensuring all pupils are safe whilst in the care of the school. It also informs parents and guardians how the school will safeguard pupils.

The school endeavors to work openly with parents wherever this is possible; however, the school reserves the right to contact the Police, without notifying parents if it is deemed this is in the pupil's best interests.

2. Aims

1. The purpose of this policy is to ensure that all schools have student protection measures in place to:
2. Protect them while in the school's care from all acts and omissions constituting physical abuse, emotional abuse, sexual abuse and exploitation, neglect, and bullying. The school also recognizes Mental Health and Wellbeing and will act in a pupil's best interest should their mental health be a concern.
3. Identify and support those pupils who may have suffered such abuse or neglect, as strongly enforced by the UAE Federal Law No.3 of 2016 on Child Rights, Federal Law No. 3 of 1987 on Penal Code, and other relevant UAE laws.
4. Emphasize that all Brighton College employees are mandated reporters of cases of abuse and/or suspected abuse inside and outside the school.
5. Define duties and responsibilities of the school staff for responding to suspected cases of child abuse and/or neglect.

We aim to safeguard and promote the welfare of children at the school in compliance with local requirements (ADEK, HAAD) and the DFE Statutory Guidance *Keeping children safe in education*, published in September 2019. The policy also complies with the UAE Child Protection Law 3 which became law on 15th June 2016. It is now mandatory to report suspected cases of abuse and non-reporting is a criminal offence with the possibility of a minimum 5000 AED fine or imprisonment.

All school staff are responsible for providing a safe environment in which our pupils can learn. The school takes all possible measures to protect students from any form of exploitation, abuse, oppression and insult and/or any other physical, sexual or emotional threat, danger or harm.

As recommended, the policy recognises the need for a designated practitioner to take lead responsibility for safeguarding pupils within the whole College setting, supporting staff to carry out their safeguarding duties and liaising with local agencies as appropriate.



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3. Practice and Procedure

3.1 Data confidentiality:

Case reports and student data are strictly confidential. The identities of the student subject to alleged abuse or neglect, the alleged perpetrator, and the person reporting the alleged case must be kept confidential by all parties involved in the case.

The data should be shared only with authorized individuals from the ADEK Division in charge of child protection and the Ministry of Interior – Child Protection Center and Social Support Center authorized staff.

School staff are strictly prohibited from discussing active or closed cases with the media, any third parties, other staff, or unauthorized ADEK staff, with the exception of investigative and judicial authorities who are working within their legal responsibilities.

3.2. Training

Given the critical importance of understanding and complying with all aspects of this policy to ensure the protection of students, the Ministry of Interior – Child Protection Center in coordination and collaboration with ADEK shall conduct child protection training for school leaders and other specified staff for which attendance is mandatory. All staff will attend annual Child Protection training delivered by the DSL's within the school.

3.3 Guiding Principles

- ▶ The School publishes a Child Protection Policy to protect pupils from any abuse and neglect, all pupils and parents have access to the school's Child Protection Policy.
- ▶ The Head Master, acts as the guardian of all pupils while they are under school's care and has to take responsibilities that fall under this role.
- ▶ All pupils have equal rights for protection, safety, and security whilst in the school's care and when travelling to and from the school using school transport, and moving between, waiting for, and whilst taking part in all activities organized by the school inside and outside of the school.
- ▶ The School ensures the supervision of pupils before the start of the school day and after school hours. For safety and life reasons, pupils are to be never left unattended at any time.
- ▶ All school staff – including any person who, in the performance of his/her duties, has regular or temporary contact with students and who provides services to students or school – are authorized and mandated by the school to report all cases of suspected abuse and/or neglect (conducted by any perpetrator inside or outside of the school) directly to the Ministry of Interior – Child Protection Center within 24 hours upon suspicion.
- ▶ It is mandated to report using the telephone hotline (116111 –009712333999) and the electronic reporting link available at Childprotection@moi-cpc.gov.ae.
- ▶ If a child is in immediate danger (risk of serious harm), the police should be called using 999, followed by reporting to the Ministry of Interior – Child Protection Center within one hour upon discovery.
- ▶ In addition, staff must inform the Designated Safeguarding Lead immediately when they suspect the exposure of any pupil to any form of abuse and/or neglect.
- ▶ Neither the Head Master, nor any school staff, should impede or inhibit reporting or a suspected case of child abuse and/or neglect by a third party, nor shall they take any actions against the reporter nor threaten of doing so.
- ▶ The Ministry of Interior–Child Protection Centre shall adopt the case, the immediate communication with parents/guardians, investigation, and referral for treatment and rehabilitation of affected child and families, if required.
- ▶ The ADEK Division in charge of Pupil Protection in collaboration with the Ministry of Interior – Child Protection Center shall provide guidance to school staff for further immediate actions, taking into account



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confidentiality and privacy of the pupil and families affected, and laws, regulations and procedures relevant to the incident.

- The Article 272 of the UAE Law No. 3 (1987) “Federal Penal Code” states that: “Any public official or person in charge of detecting crimes and arrested the accused, who fails or defers to denounce a crime within his knowledge shall be punished by detention or a fine. A fine shall be imposed upon any official who is not in charge of detecting or seizing crimes, and who neglects or delays to notify the concerned authorities of a crime which becomes known to him, in the course of or in respect of his job performance”.
- School staff must raise the awareness of pupils of the importance to report any suspected case of pupil abuse and/or neglect inside or outside the school that becomes known to them, as stated in this policy.
- The welfare of the School’s pupils must be the primary concern. If there is disagreement regarding the rights of the parent or child, the child’s welfare should be paramount.
- All staff should be alert to the signs of abuse and neglect and know to whom they should report concern or suspicions. This is achieved by regular Safeguarding training.
- A Designated Safeguarding Lead with knowledge and skills in recognising and acting upon safeguarding concerns is the first point of contact for staff and parents where a concern is identified.
- Staff with designated responsibility for safeguarding should receive appropriate training.
- There is an effective whole school policy against bullying.
- We operate safe recruitment procedures (including DBS checks and local security checks). The school will ensure that any full, part-time, supply, peripatetic or volunteer staff are security checked prior to employment/engagement. This is a whole School requirement and should include all ancillary staff as well as academic teaching staff. All staff entering the school will receive mandatory child protection training delivered by the DSL’s of Brighton College Abu Dhabi.
- Any deficiencies or weaknesses in child protection arrangements will be remedied without delay.
- The Board of Governors will undertake an annual review of the School’s Child Protection policies and procedures and the efficacy with which they have been discharged. The Designated Safeguarding Lead will provide an annual report to the Board of Governors to assist them with this task.

3.4 Designated safeguarding lead

The **Designated Safeguarding Lead (DSL) for the whole school is the Lead School Counsellor Aine Knapton.** In the event that she is unavailable, then the following Deputy DSL should be contacted:

Whole school -Hayley Goodenough (School Counsellor)

Pre-Prep School- Caroline Mather (Deputy Head)

Prep School- Lisa Cunningham (Assistant Head Pastoral)

Senior School- Simon Baker (Assistant Head Pastoral)

Sixth Form School -Samina Jardaneh (Assistant Head Academic & Pastoral).

The Governor responsible for Safeguarding is Najib Fayyad and the Governor responsible for Health and Safety within the College is Saed Arekat.

The Designated Safeguarding Lead’s main tasks are to:

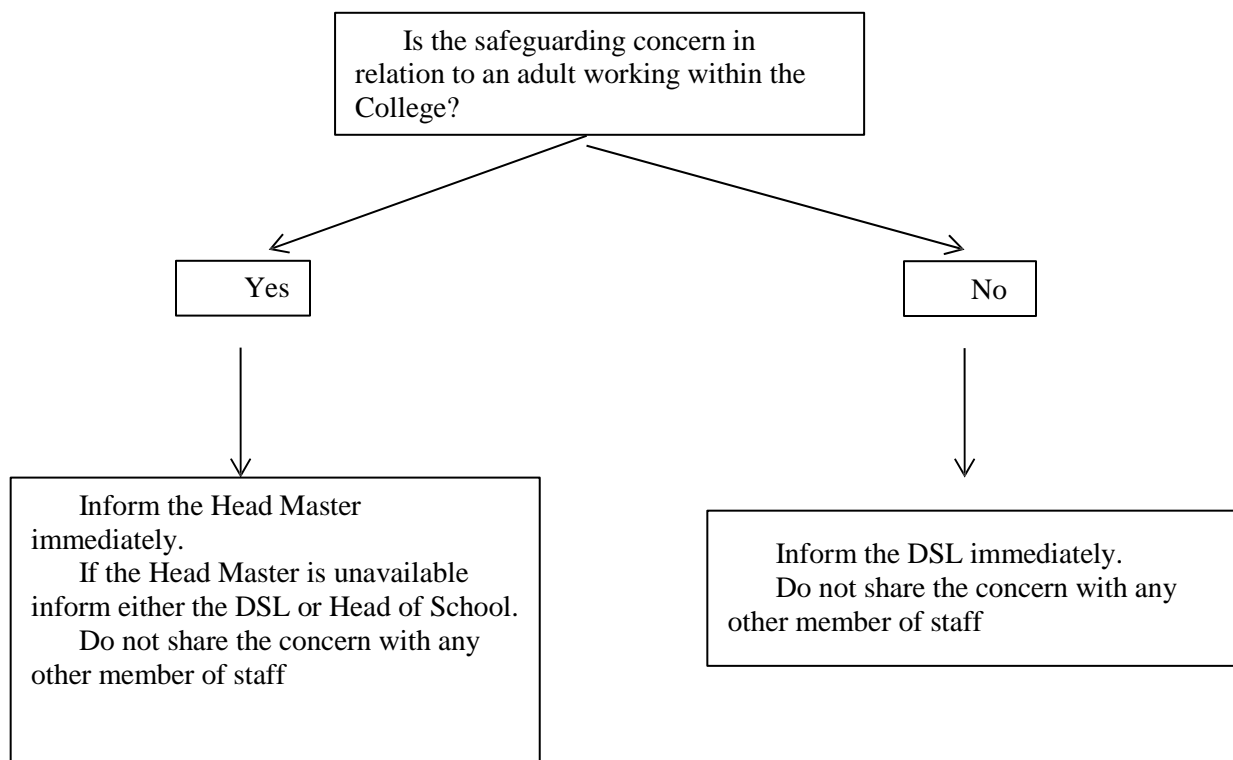
- Ensure that the Head Master and relevant Head of School are kept fully informed of any concerns.
- Ensure that all staff are aware of who the DSL is and their role and contact details.
- Ensure that all staff are aware of these procedures and what to do in the event they are concerned about a child.
- Ensure that the safeguarding procedures are followed in the school.
- Ensure that appropriate training and support is provided to all staff.
- Decide whether to take further action about specific concerns.
- Ensure that accurate records are maintained on individual cases and these are kept in a secure place and marked “strictly confidential”.



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- Provide guidance to parents and staff about obtaining support.
- Inform parents of any concerns and work with them to try and facilitate change, unless this would place the pupil at greater risk.
- Develop effective links with the police and MOI-CPT.
- The Designated Safeguarding Lead meets weekly with the Heads of School to discuss any safeguarding concerns within the College and will also meet with the senior leaders as required.
- Weekly Child Protection meetings will take place with The Designated Safeguarding Lead and the Deputy Safeguarding Lead's throughout the school.

3.4.1: Specifically



- The member of staff must record all factual observations/discussions regarding their concerns on the same day.
- The Designated Safeguarding Lead, in consultation with the Head Master, will decide whether the concern should be reported to ADEK and referred to the police through the hotline 116111.

3.5 Safeguarding training:

- All Teaching Staff including instrumental teachers, Learning Support Staff, Bus Monitors, Bus Drivers and Administration Staff have received annual training on the signs and symptoms of abuse and the procedures within Brighton College Abu Dhabi. This will be repeated on a yearly basis and is delivered in a range of languages including Hindi and Arabic.
- The Designated Safeguarding Lead, Deputy Safeguarding Lead's, House Masters/Mistresses and members of the school Leadership Team have received Advanced Child Protection Training.
- The Board of Governors have received training on the signs and symptoms of abuse and the procedures within Brighton College Abu Dhabi.



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- Volunteer staff and parents who have frequent contact with pupils have received the safeguarding training. This will be repeated on a yearly basis.
- Staff have access to On Line training which must be completed annually .
- The Central Registrar is updated regularly to ensure all training of staff is noted.

3.6 Recognising Child Abuse – When to be concerned

It is important that all members of staff, including visiting staff both paid and unpaid, should be aware and alert to possible outward signs of abuse or neglect. There are four categories of abuse: emotional abuse, physical abuse, sexual abuse and neglect as defined in Part 1 of the KCSIE 2019. These signs may include one or more of the following. This list is not definitive and cases may occur where none of the following are present.

- An injury that is not typical of the bumps and scrapes associated with everyday activities, or an injury that is not consistent with any explanation given.
- Frequent injuries even when apparently reasonable explanations are given.
- Sudden changes in behaviour, performance or attitude.
- Knowledge of sexual matters beyond what would normally be expected, or sexual behaviour that is unusually explicit or inappropriate to the pupil's age.
- Disclosure of an experience in which the pupil may have been significantly harmed.
- Staff should also be alert to additional safeguarding challenges which may exist for pupils who have SEN and/or disabilities, for example pupils may be more vulnerable to being bullied; pupils may also be unable to effectively communicate an abusive situation.

Where the School uncovers a case of severe abuse to a pupil outside of School, it must take the matter seriously and follow up the case with the designated person (see 3.2.1). The School will take the necessary steps to protect them by communicating with the Parent/Guardian to discuss the matter where this is appropriate, or by forwarding the case to the relevant official entities in the UAE (social support institutions).

3.7 The abuse of a pupil by another pupil:

All staff should be aware of the potential for a pupil's relationship with another pupil to be or become abusive and staff should be alert to this possibility and the requirement for concerns of this nature to be referred under the procedures detailed in this policy. Staff should also refer to the Anti-Bullying policy. Bullying is a subset of abuse that can take different forms including physical, sexual (including sexting), emotional and verbal. Peer on peer abuse should never be excused as 'teasing/banter/children growing up'. It is acknowledged that a pupil may be abused by more than one child. Suspected cases should be referred to the Designated Safeguarding Lead in the same way as any other safeguarding concern.

3.8 Online safety:

Teaching and learning is increasingly involving online work. It is essential that pupils are safeguarded from harmful material, which may be accessed online. The school should ensure that there are appropriate filter and monitoring systems to ensure pupils are safeguarded. Pupils are also taught e-safety as part of the curriculum.

The School also installs IT measures to protect the confidentiality of pupil's personal data.



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3.9 Dealing with a Disclosure

- Listen to what is being said without displaying shock or disbelief.
- Accept what is being said.
- Allow the child to talk freely.
- Reassure the pupil, but do not make promises which it might be impossible to keep
- Do not promise confidentiality, as it might be necessary to refer the case to the MOI-CP Team, Social Police and ADEK.
- Reassure the pupil that what has happened is not their fault and stress that it was right to talk. Listen rather than ask direct questions; asking minimal open rather than leading questions. Explain what has to be done next and who has to be told.
- Refer the concern immediately to the Designated Safeguarding Lead and in their absence to any of the Deputy Safeguarding Lead's throughout the school.
- Whilst the initial referral may be verbal, all referrals must be followed up by completion of the referral form by the member of staff making the referral. (Referral form is in Appendix 2).
- Following a referral, the DSL will gather information before deciding whether there is sufficient evidence for suspecting abuse in which case she will speak with the Child Protection Officer at the MOI child protection team and a referral to ADEK and/or the police will be made.
- In the event that there is a physical injury, the pupil will be seen by the school nurse who will be asked to record the nature of the injuries on a body map (Appendix 3).
- The DSL will contact the pupil's parents where this is an appropriate course of action and where the pupil will not be placed at greater risk.

3.10 Allegations Involving School Staff

Allegations against staff, volunteers or the Designated Safeguarding Lead should immediately be reported to the Head Master or in his absence to either the Head of School or DSL (if the concern is not related to him/her).

In the event that an allegation is made against a member of staff at the school. The Head Master will take advice from the Designated Safeguarding Lead (unless the allegation involves the DSL) on how to investigate the matter.

In the event of an allegation against the Head Master, this should be reported to the Designated safeguarding Lead who will inform the Chairman of the Board of Governors without notifying the Head Master first.

If the member of staff is deemed unsuitable after an internal investigation, then the school reports it to ADEK PSQA immediately and ADEK approval will be taken away and all necessary actions to end the staff member's ability to work in the UAE will be taken.

3.10.1 Independent Safeguarding Authority (ISA) and Relevant Local Authorities

The school undertakes to report to the ISA and any relevant local authorities within one month of leaving the school any person (whether employed, contracted, a volunteer or pupil) whose services are no longer used because he or she is considered unsuitable to work with children.



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3.11 Guidelines for Staff - Roles and Responsibilities

This guidance is issued within this policy for the protection of both staff and pupils. In education, all relationships are founded on trust. It is vital for those in positions of trust to understand the power this gives them over those in their care, and the responsibility they must exercise as a consequence.

The Head Master will:

- Comply with the provisions of this policy.
- Publish a Child Protection policy to protect pupils from any abuse and neglect provided it meets the minimum requirements as stated in official ADEK guidelines.
- Ensure that procedures to prevent situations that could lead to the abuse or neglect of pupils are in place and understood by all school staff and leaders
- Always ensure the supervision of pupils while in school's care.
- Ensure that there is priority emphasis within the school on the protection of the pupils and for taking immediate actions when there is suspicion of cases of pupil abuse or neglect.
- Ensure that pupils can safely report their concerns about abuse and/or neglect without fear of retribution or punishment.
- Ensure that staff and others can safely report their concerns about the potential exposure of any pupil to abuse and/or neglect without fear of retribution or punishment.
- Gain views from pupils and parents regarding security and protection within the school.
- Immediately report any case of potential abuse and/or neglect of pupils as stated by this policy.
- Ensure that all staff and administrators targeted for pupil protection training are fully attended and participate in all training sessions.
- Conduct orientation sessions for parents/guardians upon pupil registration or enrollment and at the start of every school year to promote this policy and to inform them of their roles and responsibilities, and their rights and duties.
- Maintain pupils' records in compliance with Pupil Records policy and ensure confidentiality of open and closed cases.
- Immediately suspend any staff member who is suspected of an offence involving pupil abuse and/or neglect on a temporary basis until the suspicion is adjudicated.

All **School Staff** will:

- Report a suspected case of abuse and/or neglect upon immediate discovery.
- Always supervise pupils while in the school's care.
- Understand this policy to address suspected or alleged pupil abuse or neglect cases.
- Attend and participate in mandated child protection training.

Parents/Legal Guardians will:

- Cooperate with the school administration and staff, answer all inquiries related to the pupil's behaviour, academic performance and respond to their feedback and guidance.
- Attend all scheduled school parent meetings.
- Communicate any concerns, observations, or changes in their child's



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General Guidance

- Do not let suspicion, disclosure or allegations of abuse go unreported or unrecorded.
- Do provide access for pupils to talk to you about any concerns they may have.
- Plan activities that involve more than one other person being present or are at least within sight or hearing of others.
- If it is necessary to speak to a child alone, always inform another member of staff where you are. It is advisable not to close the door of the room.
- Recognise that caution is required in sensitive moments of counselling on matters such as bullying, bereavement or abuse.
- On residential trips, pupils and staff must have separate sleeping accommodation.
- Do not have inappropriate physical or verbal contact with pupils. Avoid suggestive remarks or gestures, even in fun.
- Do not jump to conclusions about others without checking the facts.
- Do not rely on your good name to protect you.
- Staff are advised to avoid transporting a single pupil in a vehicle except in case of an emergency. Remember that someone else may misinterpret your actions, no matter how well intentioned.
- **Do not believe “it could never happen to me”.**
- Avoid situations that compromise your relationship with pupils and are unacceptable within a relationship of trust.
- During coaching of sport or instrumental teaching, where a degree of physical contact may be inevitable, staff must be particularly aware that this should only be used to develop skills/techniques or to treat or prevent injury.

3.11.2 Whistleblowing:

All staff and volunteers working within the school must report to the Head Master (or Chair of Governors in his absence) any concerns they may have regarding poor safeguarding practice or any behaviour by staff which may place a pupil at risk. There will be no retribution or disciplinary action taken against the member of staff if he/she has reported the concern in good faith.

4. Assessment and Record Keeping

- In the event of a disclosure, best practice is as soon as is practically possible, you should verbally pass the concern to the Designated Safeguarding Lead. Listen but do not ask leading questions. Your role is not to investigate the disclosure
- Make notes as soon as possible after the conversation. These notes should be passed to the DSL as soon as they have been taken
- Do not destroy the original notes in case they are needed by a court.
- Record the date, time, place and any noticeable non-verbal behaviour **and the words used by the pupil.**
- Record on a body map (appendix 1) the site of any injury.
- Record statements and observations, not interpretations or assumptions.
- All information relating to safeguarding is maintained within a confidential file and is stored securely either in a locked cabinet or through a password protected data file.
- The School shall protect the confidentiality of reports and investigations related to any kind of student abuse and communications when dealing with the Council and relevant UAE government entities.



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5. Staffing and Resources

5.1 UAE Regulations and Support

- The UAE does not currently have an equivalent to social care within the UK. Article 5 of the ADEK Student Protection Regulations and Policies states that in the event of an incident occurring, the school must report it to ADEK – PSQA (Licensing and Accreditation Division), verbally as soon as possible after it has occurred and in writing within 24 hours. (see contact number on page 6). Any case of suspected abuse must also be referred to the MOI-CPC hotline on 116111 or 0097123333999.
- **It is the sole responsibility of the Designated Safeguarding Lead and Head Master to contact the MOI- CPC about any concerns within the school environment and staff should not contact them directly without written permission from the Head Master.** Depending on the severity of the case, the school may then need to report it to the Higher Committee of Child Protection- part of the Ministry of Interior Affairs.
- There is a Family Protection Centre opened by HH Sheikh Fatima Bint Mubarak which provides advice and counselling, medical and psychological checks as well as follow up. It also provides accommodation and support homes for abused women and children (up until 14 years of age).

5.2 School Contact Telephone Numbers

- Simon Corns (Head Master) 02 815 6505
- Andrew Noakes (Head of Prep School) 02 815 6440
- Kelly Mansbridge (Head of Pre-Prep) 02 815 6447
- Emma Parsons (Head of Senior School) 02 815 6500

5.3 Contact Details for Outside Involvement:

- ADEK Regional office colleagues : **Mohamed Al Sayed** mohammed.alsayed@adec.ac.ae
- Rasha Mohamed Said El Sayed rasha-ms.elsayed@adec.ac.ae
- Abu Dhabi Social Support Unit: 02 333 3999
- **MOI CPC Hotline: 116111 or 0097123333999**
- Childprotection@moi-cpc.gov.ae.



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6. Associated documents:

The Child Protection policy should be read alongside the following policies:

- Brighton College Abu Dhabi Parental Involvement Policy in College Matters Policy.
- Brighton College Abu Dhabi Pastoral Care & Welfare Policy.
- Brighton College Abu Dhabi Behaviour Policy.
- Brighton College Abu Dhabi Incident Reporting Policy
- Brighton College Abu Dhabi Counselling Policy Brighton College
- Abu Dhabi Bus Policy
- Brighton College Abu Dhabi Facilities Policies pertaining to buildings/classrooms & facilities within the College
- Brighton College Abu Dhabi Anti-Bullying Policy
- Brighton College Abu Dhabi Responsible use of Computers (pupils)
- Brighton College Abu Dhabi Trips policy
- Ministry of Interior Child Protection Centre Reference Guide
- UAE Federal Law No.3 of 2016 on Child Rights
- ADEK-MOI CPC Memorandum of Understanding of 2015 Ministry of Interior – Child Protection Center website (www.moi-cpc.gov.ae)
- UAE Federal Law No. 3 of 1987 on Penal Code

7. Monitoring and Review

This policy is monitored on a yearly basis by the Designated Safeguarding Lead and is under constant review.

8. Definitions

1.1. A **Child** under this policy is a person who has not attained 18 years old.

1.2. **Child protection**, for the purpose of this policy, is defined as all measures, steps and actions that must be taken to protect students from risks that may cause harm or injury while they are in the school's care, travelling to and from the school using school transport, and moving between, waiting for, and taking part in, all activities organized by the school inside or outside the school campus.

1.3. A **school day** is the time period spent by a student under school supervision. It includes the time spent by the student inside the school and includes the time spent by the student in school buses from and to the school and in extra-curricular school activities.

1.4. **Abuse** refers to **physical abuse, corporal punishment, emotional abuse, sexual abuse** and also includes **bullying, exploitation, and neglect**.

- **Physical abuse** is the deliberate physical injury to a student, or the intentional neglectful failure to prevent physical injury or suffering. This involves actions including, but not limited to, hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, confinement, or giving the student drugs not prescribed by a physician to control behavior or to cause harm. Refer to APPENDIX 1 For common signs that indicate physical abuse.
- **Corporal punishment**, a physical punishment inflicted on a child by a teacher or any adult in authority, such as the guardian, as a form of discipline, and is considered as Physical abuse.



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- ▶ **Emotional Abuse** is the persistent emotional ill-treatment of a student such as to cause severe and persistent **adverse** effects on the student's emotional growth and development. It involves actions such as, but not limited to, conveying to students that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It involves causing students to feel bullied, frightened or in danger, or the exploitation or corruption of students. Some levels of emotional abuse is involved in all types of ill-treatment of a student, though it may occur in isolation. Refer to APPENDIX 2 For common signs that indicate emotional abuse.
- ▶ **Sexual Abuse and Exploitation** involves but not limited to forcing or enticing a student to take part in sexual activities. The activities involve, actions including, but not limited to, physical contact, including penetrative or non-penetrative acts. They include non-contact activities such as involving students looking at or in the production of, pornographic material or, watching sexual activities, sexual hinting or encouraging students to behave in sexually inappropriate ways. Refer to APPENDIX 3 for common signs that indicate sexual abuse.
- ▶ **Bullying** is unwanted aggressive behavior(s) from a student or more to another student and involves an observed or perceived power imbalance and is repeated (or is highly likely to be) multiple times. Bullying, as a form of violence, includes physical (hitting, tripping), verbal (name calling, teasing), relational/social (spreading rumors, leaving out of group), and cyber-bullying aggression (occurs through e-mail, a chat room, instant messaging, a website, text messaging, or pictures or videos sent through cell phones or posted on websites). A student can be a perpetrator, a victim, or both.

1.5. **Neglect** is the persistent failure to meet a student's basic physical, emotional and/or psychological needs, likely to result in serious impairment of the child's health or development. It involves failing of a parent or a guardian to take actions that are considered necessary to care for children including, but not limited to:

- ▶ provide adequate food, clothing and shelter
- ▶ protect the child from physical harm or danger;
- ▶ provide adequate care (including the use of adequate caregivers)
- ▶ provide healthcare and appropriate medical treatment
- ▶ provide education and regular school attendance
- ▶ maintain personal hygiene
- ▶ ensure adequate stimulation.

Refer to APPENDIX 4 for common signs of neglect.

APPENDICES

APPENDIX 1

Possible signs of physical abuse can include:

- Unexplained bruises or injuries
- Injuries which have not received medical attention
- Repeated abdominal pain
- With drawl from physical contact
- Arms and legs covered in scalds
- Fear of returning home
- Fear of contacting caregivers/parents
- Self-destructive tendencies
- Displaying aggression towards others
- Unusual passive behaviour
- Repeated running away from home
- Cigarette burns
- Human bite marks
- Broken bones
- Multiple burns with a clearly demarcated edge

APPENDIX 2

Possible signs of emotional abuse can include:

- Regular tiredness
- Fear of a new situation
- Low self esteem
- High levels of anxiety
- Unusually passive or aggressive
- Delayed speech
- Inappropriate emotional responses to painful situations
- Running away
- Lying
- Neurotic behaviour e.g. sulking, hair twisting, rocking
- Fear of making mistakes
- Self-harm
- Developmental delay in terms of emotional progress

APPENDIX 3

Possible signs of sexual abuse can include:

- Unusual behaviour which could be general or sexual
- Age inappropriate sexual behaviour
- Sexually transmitted diseases
- Physical indicators in the genital and anal areas
- Pain or itching in the genital area
- Bruising or bleeding near genital area
- Vaginal discharge or infection
- Discomfort when walking or sitting down
- Pregnancy

APPENDIX 4

Possible signs of neglect can include:

- Stealing
- Poor social relationships
- Failure to thrive
- Poor personal hygiene
- Frequent hunger
- Untreated medical complaints
- Frequent lateness or absence from school
- Inappropriate clothing
- Substance or alcohol misuse

APPENDIX 5

Process to report a suspected case of abuse and/or neglect in Abu Dhabi schools:

APPENDIX 5

Process to report a suspected case of abuse and/or neglect in Abu Dhabi schools:

- Recognize the signs of child abuse and/or neglect
- Refer to possible signs of Child Abuse in APPENDICES 1-4 of the Child Protection Policy



- Report the case to the Ministry of Interior – Child Protection Center using the telephone hotline (116111) and the electronic reporting link available on the ADEC website
- Record the case reference number and the date of reporting



- Inform the School Principal when suspect a case of student abuse and/or neglect



- Ensure confidentiality and privacy of reported cases
- Cooperate with the Ministry of Interior – Child Protection Center by implementing the required measures

Emergency Child Protection Procedures during a pandemic.



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EMERGENCY SAFEGUARDING PROCEDURES DURING FULL SCHOOL CLOSURE

Aim:

- Ensure all pupils have contact from staff via email or Teams, at least once per week.
- Where possible, learning can continue at home through work provided.
- Staff continue to have an oversight of academic progress through monitoring.
- All vulnerable families have additional contact and support from DSL's with any concerns reported and recorded.

Current child protection concerns:

- Email contact once a week.
- Liaising with all necessary professionals, as usual.
- Weekly child protection meetings to continue with all DSL's across the college.

Teachers:

- Any cause for concerns to be recorded and reported via usual means of completing the CP form and emailing to Aine Knapton (Lead CPO/DSL) unless there is an immediate danger/ safety risk call to Aine Knapton via Teams.
- Do not give your personal contact details to pupils/parents.
- Do not contact pupils via teams on a 1-1 basis.

It is essential that there is maintained contact between staff, always seek advice if concerns are raised.

Personal numbers **MUST NOT** be shared with parent/carers.

Contact details below if immediate safeguarding concerns:

Aine Knapton counsellor@brightoncollege.ae

Hayley Goodenough hgoodenough@brightoncollege.ae