



Child Protection and Safeguarding Policy -Abridged Version for Visitors/Volunteers

Definitions

Safeguarding and promoting the welfare of children refers to the processes of protecting students from harm, preventing the impairment of their health and development, ensuring that we seek to improve the general health and well-being of all students in our care. Child Protection is the core element of safeguarding and is defined as the responsibility to protect children who are suffering or likely to suffer from harm as a result of abuse or neglect. One principle should always underpin everything we do in our engagement with children: **“The Child’s Welfare is paramount.”**

Forms of Abuse and Specific Safeguarding Issues-4 main categories of abuse:

- Neglect -This is the persistent failure to meet a child’s basic physical or psychological needs likely to result in the serious impairment of the child’s health or development.
- Physical Abuse -a form of abuse which may involve hitting, shaking, throwing, poisoning, burning, scalding or otherwise cause harm to a child
- Sexual Abuse -involves forcing or enticing a child into sexual activities, whether or not the child is aware what is happening. This includes non-contact activities over social media or the internet.
- Emotional Abuse -the persistent maltreatment of a child such as to cause severe and adverse effects on the child’s emotional development. This may involve conveying to a child that they are worthless, unloved or valued only in so far as they meet the needs of another person.

Note: While the above are the 4 broad main areas of potential abuse, abuse itself can take many forms, involving one or more of these areas. Some examples of additional safeguarding situations/issues can be found on our full policy document (the list is not exhaustive).

If you are concerned about a student (KEY POINTS)

- ❖ If you suspect that a child may be a victim of abuse, you should not try to investigate, but should immediately report this to the DSL.
- ❖ Everyone must make sure they know who the DSLs are in our school (refer to Visitor Code of Conduct, which is on our website/at all reception areas).
- ❖ Safeguarding and promoting the welfare of children is everyone’s responsibility, including staff and volunteers.

Guidelines at Our School (Volunteers, 3rd Party/External Staff)

- Unless all required documentation/checks are submitted to our HR team, regular volunteers (or any other external/3rd party staff) should not be left unsupervised. All regular volunteers, including external/3rd party staff, will be required to sign on our Child Protection and Safeguarding Policy and attend a debrief training session.
- *Any concern/allegation about any adults at school should directly go to the School Principal.*

Allegations Against Adults Working with Children

An allegation can be defined as a concern suggesting one of the following: an adult has...

- Behaved in a way that has harmed, or may have harmed a child;
 - Possibly committed a criminal offence against or related to a child: or
 - Behaved towards a child or children in a way that indicates he or she would pose a risk of harm.
- The NAE allegations policy relates to members of staff (including volunteers) who are currently working in any school regardless of whether that school is where the alleged abuse took place. Historical allegations against a member of staff who is no longer working at a Nord Anglia school may still need to be referred to the police or relevant authorities.

Allegations can be avoided by following the school’s Guidance for Safer Working Practice (please refer to the abridged version of this document).

儿童保护和保障政策-访客/志愿者简略版

定义

保障和促进儿童福利是指保护学生不受伤害/虐待、防止其身心健康和发展受到损害、确保学校一直致力于改善在校学生的健康和福利状况。儿童保护是保障的核心要素，其意指防止儿童因虐待或忽视而遭受或可能遭受伤害的责任。在从事与儿童相关工作时，以下原则重于一切：**儿童福祉具有最高优先性。**

虐待形式和具体保障问题表中，主要将虐待分为以下四类：

- 忽视 -指长期未能满足儿童的基本生理或心理需求，其可能导致儿童的健康或发展受到严重损害。
- 身体虐待：指可能涉及到殴打、摇晃、投掷、中毒、燃烧、烫伤或其他对儿童造成伤害的虐待。
- 性虐待：包括强迫或引诱儿童从事性活动，无论儿童是否意识到事情的发生。此类型的虐待也包括通过社交媒体或互联网进行的非接触性活动。
- 情绪虐待：持续对儿童进行虐待，如对儿童的情绪发展造成严重不良影响的粗暴对待。此类型的虐待可能包括通过向某个孩子传达该孩子无用、不受疼爱或无价值的信息来满足其他孩子的需求。

注释：以上是潜在虐待的四个主要领域，但虐待本身可能包含涉及其中一个或多个领域的多种形式。您可在完整版的政策文件中找到其它一些与保障问题相关的实例（此列表并不详尽）。

如您对某个学生的情况存在关切（重点）

- ❖ 如果你怀疑一个孩子可能是虐待的受害者，不要试图去调查，而应该立即报告给指定保障负责人。
- ❖ 每个人必须确保他们知道谁是我们学校的指定保障负责人（参阅访客行为规范。您可以通过网站或招待服务区获得此文件）。
- ❖ 保护和促进儿童福祉是每个人的责任，包括工作人员和志愿者。

学校指南（志愿者、第三方/外部人员）

- 除非所有必需的文件/检查已提交给我们的人力资源团队，否则常规志愿者（或任何其他外部/第三方工作人员)在校园内不能处于无人监督的状态。所有定期志愿者，包括外部/第三方工作人员都必须在儿童保护和保护政策上签字确认，并参加简短的培训。
- 所有有关在校成人的问题或指控都应直接向校长报告。

针对从事儿童工作的成年人的指控

涉及下列某一情况的可定义该指控为关注点：成年人有...

- 存在有伤害或可能伤害儿童行为的;
 - 可能存在针对儿童或与儿童有关的刑事犯罪行为；或
 - 对待一个或多个孩子的行为表明孩子很可能会造成伤害的风险。
- NAE 的指控政策涉及目前在任何一所学校工作的工作人员(包括志愿者)，无论该学校是否发生了所谓的虐待事件。针对已经从我们离职的员工的历史指控也需要提交给警方或相关的主管机关。

遵循学校的《安全工作实务指南》，则相关人员可避免指控（参照本文件的简略版）。