



CHILD PROTECTION & SAFEGUARDING POLICY

(2025-2026)

Early Childhood to Lower Secondary

1. POLICY STATEMENT

Our school is fully committed to safeguarding and promoting the welfare of all children and young people in our care. We believe that every child has the right to feel safe, secure, respected, and protected from harm, abuse, and neglect.

This policy is guided by: - The UN Convention on the Rights of the Child - The Children Act of Seychelles - International safeguarding best practices

All staff, volunteers, parents, and visitors share responsibility for protecting children from harm.

2. PURPOSE OF THIS POLICY

This policy aims to: - Protect children from all forms of abuse and neglect - Provide clear procedures for reporting concerns - Ensure staff understand their safeguarding responsibilities - Promote a safe and supportive school environment

3. SCOPE

This policy applies to: - All teaching and non-teaching staff - School management - Volunteers - Contractors and visitors - Parents and guardians

It covers all children from Early Childhood to Lower Secondary.

4. DEFINITIONS OF CHILD ABUSE

4.1 Physical Abuse

Intentional physical harm such as hitting, shaking, burning, or causing injury.

4.2 Emotional Abuse

Persistent behaviour that damages a child's emotional well-being, including humiliation, threats, and rejection.

4.3 Sexual Abuse

Any sexual activity involving a child, including inappropriate touching, exposure to sexual content, or exploitation.

4.4 Neglect

Failure to provide a child's basic needs such as food, shelter, medical care, supervision, or education.

4.5 Online Abuse

Harm through digital platforms including cyberbullying, grooming, or exposure to harmful content.

5. CODE OF CONDUCT FOR STAFF

All staff must: - Treat children with respect and dignity - Maintain professional boundaries at all times - Avoid being alone with a child in unsupervised situations - Use appropriate language and behaviour - Never use physical punishment - Never engage in personal social media contact with students - Report any safeguarding concerns immediately

6. RECOGNISING SIGNS OF ABUSE

Possible indicators include: - Unexplained injuries - Fearful or withdrawn behaviour - Sudden changes in behaviour or performance - Poor hygiene or frequent hunger - Sexualised behaviour inappropriate for age

7. SAFEGUARDING ROLES & RESPONSIBILITIES

7.1 Designated Safeguarding Lead (DSL)

The school shall appoint a DSL OR The Head Teacher responsible for: - Receiving and recording concerns - Liaising with authorities - Ensuring child protection procedures are followed

7.2 All Staff

All staff must: - Be alert to signs of abuse - Follow reporting procedures - Maintain confidentiality

8. REPORTING PROCEDURES

If a concern arises: 1. Record the concern in writing immediately 2. Report to the Designated Safeguarding Lead 3. Do NOT investigate personally 4. Maintain confidentiality

If the child is in immediate danger, contact: - **Seychelles Police / Child Protection Services**

9. RESPONSE TO DISCLOSURE

If a child discloses abuse: - Listen calmly - Reassure the child - Do not promise confidentiality - Record the information accurately - Report to the DSL immediately

10. DEALING WITH ALLEGATIONS AGAINST STAFF

Any allegation against a staff member must be: - Reported to the School Management and DSL - Investigated in line with legal procedures - Handled confidentially and fairly

Children's safety will always be the priority.

11. RECRUITMENT & SCREENING

The school will: - Conduct background checks - Verify references - Provide safeguarding training - Ensure staff understand this policy

12. TRAINING & AWARENESS

- All staff receive annual safeguarding training
- Parents are informed of safeguarding policies

- Children receive age-appropriate safety education

13. ONLINE SAFETY

The school will: - Monitor internet use - Educate students on digital safety - Address cyberbullying seriously

14. CONFIDENTIALITY & RECORD KEEPING

All safeguarding records: - Are stored securely - Are shared only with relevant authorities - Follow data protection laws

15. POLICY REVIEW

This policy will be reviewed annually or when laws change.

16. DECLARATION

We confirm our commitment to child protection.