



Child Protection and Health Policy

(Distance Learning & Face to Face Learning)



Academic Year 2021-2022

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Approved by:	School Officials		

Child Protection and Health Policy

Introduction:

At **Pamir Private School** we believe that all children have the right to be safe, protected from abuse and able to reach their full potential. The primary concern of all staff must be the interests and safety of children.

All staff members have a central role in keeping students safe. Staff has a duty in the initial identification of possible abuse and in monitoring the development and progress of children who have been identified as being at risk of significant harm. Staffs and Senior Management Team have an imperative role to play in ensuring children are safe at all times and in preparing children to resist abuse and to become responsible, caring and confident adults.

Pamir Private School believes that children spend a major amount of their time in school. All educators nowadays strive to provide a happy educational environment, but still there are some risks around. As the advancement is coming many societies have, in recent years, been devastated by horrific crime being perpetrated in school environments. These have ranged from violent incidents involving abuse of even very young children. Pamir Private School works to ensure that children are protected while at school and on their way to and from school.

Objective:

The intention of this policy is to ensure that appropriate action is taken where it is alleged that a child is suspected of being abused, or is actually being abused. Identifying and dealing with child abuse can only embark upon effectively when all concerned have a heightened awareness of the subject. Once child abuse is suspected the aim should be to minimize the damage to the child and promote recovery. This policy also serves to protect children when under the care of the school and to ensure they are safe at all times.

- To secure students' from physical abuse, emotional abuse and sexual abuse
- To ensure the students 'protection on roads and in transport
- To ensure the students' protection in school premises
- To ensure the students' protection in crisis and disasters
- To ensure the students' protection in public venues like trips and functions
- To ensure the students' protection against unknown persons (own transport students)
- To create awareness among the students on what is morally right and wrong

Applicability of the Policy: Distance Learning and Face to Face Learning:

This policy will be applicable for all PPS students'.

Safety of Students:

Pamir Private School has developed strong indicators for the safety of the students. We have divided these indicators in following sections:

- Students' Safety in School Transport
- Students' Safety in School Premises
- Students' Safety from Health Issues
- Food Safety at School Canteens
- Child Abuse
- Roles, Responsibilities and Procedures

Students Safety in School Transport:

PPS has taken strong indicators for the safety and security of the students in their buses.

Bus Exterior

- School bus body must be in yellow color.
- The door must operate automatically and must be equipped with a mechanism that prevents closing of doors in case of any obstruction.
- The door must be able to be opened manually from the inside and outside, in case of emergency.

Bus Interior/Rules

- Buses to be sanitized daily.
- Hand sanitizers should be installed in all buses.
- Temperature will be taken prior to students entering the bus.
- Students' will not be allowed to enter the bus if fever is apparent.
- All the seats in the bus must be equipped with three-point seat belts.
- All buses must be equipped with air conditioning.
- Two fire extinguishers should be in the cabin suitable for the size of school bus. One of them should be easily accessible by driver and the other one must be besides the door and clearly labeled of its uses and its expiration date.
- First aid kit suitable for the number of passengers should be carried in the bus and labeled clearly.
- Emergency medicine in the bus must have list and its expiry dates are written and properly monitored.
- The location of emergency exits must be clearly labeled.
- No obstacles should be placed in front of emergency exits.
- A CCTV system must have both audio and video recording capability.
- Bus Drivers must practice the safety procedures and protocols
- The bus supervisor and driver should be trained to use the fire extinguisher and first aid kit properly.

Students' Seating Criteria

Student seats must meet the following criteria:

- Reducing bus capacity to 50% and limiting safety physical distances by placing stickers on seats..
- Must be immovable, well-fixed and unfolded.
- Must be free from sharp edges, made from soft material that absorbs shocks, and made from fire resistant material.
- When equipped with a seat handle, it must be covered in a material to prevent injury in the event of a collision.

Rules to be followed by the students in the bus

- Students' must listen to the driver and follow the driver's instructions.
- Before boarding and after exiting the bus, students must keep a safe distance from the bus.
- Students' are to enter the bus promptly, immediately take their seats, and remain seated whenever the bus is moving.
- The driver has authority to prohibit any unnecessary conversation.

- Students' must remain away from the driver's seat and refrain from unnecessary conversation with the driver while the bus is in motion.
- Students' are not to touch the emergency equipment in the bus (emergency doors, windows, roof hatches, body fluid/first aid kits, 2-way radios, hammers etc.) except as directed by the driver or during an actual emergency.
- The bus windows should not be opened without permission from the driver.
- Students' are not to throw objects of any kind either inside the bus, out of the bus, or around the bus.
- Students' are not to leave the bus without the driver's permission, except on arrival at their assigned bus stop or at school.
- After pick up and drop off time, the driver and bus attendant should carefully check the bus if there is any student remaining in the bus or not, after checking, the bus attendants will have to sign on their bus checking sheet. Signatures will be checked on daily basis.
- Signatures on the attendance of driver and attendant means they have to check the bus properly, if they forget to sign they have to bear a stern penalty of 100 AED in the school.

Students Safety in School Premises:

PPS has divided student's safety in school premises in following sections:

- Students' Safety Before Starting the Class
- Students' Safety within the Class room
- Students' Safety During Break
- Students' Safety After School Hours

Students' Safety before Starting the Class

PPS has taken following steps to ensure safety of the students:

- Develop morning duty schedule.
- Assign staff duty at school gate to manage traffic and smooth entrance of the students in the school.
- Allocate duties to staff members on all wings entrance.
- Ensure Coordinators and discipline in-charges presence in their respective wing ground.
- Presence of teachers in their respective class before time.
- Give trainings to the students for disembarking the bus and reaching the class.
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Students' Safety within the Classroom:

The following steps have been taken by PPS to ensure safety of students in their classes.

- Social Distancing of 1.5 meters must be observed in the class.
- Students' and Teachers' are expected to wear face mask at all times.
- No sharing of food and school things are allowed.
- Teacher must reach his/her respective class within three minutes of ringing of the bell.
- A teacher is strictly prohibited in threatening or giving physical punishment to any student.
- The teacher should not deprive any student from using toilet facilities and/or from eating and making sure that social distancing outside the classroom are monitored.
- The teacher should create a good learning environment for all students in class.
- The teacher should avoid discrimination among students on the basis of gender, race, religion, ethnicity or language.
- The teacher should discuss disciplinary issues according to school discipline policy and hand over the chronic cases to the disciplinary committee instead of taking any action.
- The teacher should provide counseling to the students for their conduct and behavior within the class and teacher will set class rules with the students.
- The teacher should ensure that students are following class rules effectively.
- The school should ensure students' trainings on handling emergency situations in school like use of fire extinguisher, emergency exit points, etc.
- In case of any injury or accident in class, the teacher will immediately refer the students to the school medical staff.

Students' Safety during Break:

- Stagger break times and class start/finish timings
- Break times must be spread out across all levels to maintain social distancing at the cafeteria.
- Have sign markings for students' to identify break places and to adhere to the physical distancing rules during break times.
- Develop duty schedule from staff to ensure social distancing and to ensure that students do not share foods.
- Allocation of duty points near entrance gate, ground, corridors and canteen.
- The students' will move in lines with 2 meters distance.
- The school management should ensure that the school is providing with nutritious food that is needed for students' growth and well-being.
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- School will provide trainings to the students on healthy eating habits and lifestyles to inculcate healthy eating habit in them.
- Food items should be checked regularly for the food quality as well as their expiry dates and should ensure that the food items are being sold as approved items by authorities per food price list.
- Allocate duty points to school prefects to maintain discipline during break time.
- Students will be trained how to behave during break time to avoid any sort of injury.
- If there is any unexpected injury or accident during break, the duty teacher will immediately refer the students to the school medical staff to avoid any chronic situation.

Students' Safety after School Hours:

- Develop duty schedule of teachers and staff.
- Availability of duty staff on their duty points ten minutes before off time.
- Teacher should send bus students on set time intervals and duty teacher will ensure that students are walking in queue smoothly towards their buses and in 2 meters social distance.
- All bus attendants should ensure that students are sitting in their buses with discipline ensuring that students are seated in their respective and assigned seat.
- Once all bus attendants have taken their students, own transport students will move in 2 meters distance in line with their teachers. Remaining students of all classes will sit in one room near exit gate undersupervision of teachers.
- Staff will be assigned at all entrance points, bus area, and school parking areas to ensure discipline and security of all students.
- For own transport students, teachers should take all the students in the allocated classroom should stay with them till the buses will depart.
- As the buses leave, the teachers should hand over the students to the duty teachers. The duty teachers should stay with the students till the arrival of their parents/guardians.
- PE teachers will also support the duty staff.

Students' Safety from Health Issues:

Research has shown that healthy students tend to have higher academic achievements. Therefore, PPS has established the School Children's/student's' Health and Protection Team to ensure that basic health services are provided within school premises as well as promoting a healthy lifestyle among the students.

We believe that this early adaptation of a healthy lifestyle greatly contributes to students' health in the future. Some of the focus of the team includes:

- a. Medical Screening
- b. Vaccinations (as needed)
- c. Health Education Workshops
- d. Licensed School Nurses

Medical Screening

Medical screening is provided to the students in Grades KG I-Grade 6. These medical screening services include:

- Medical history
- Physical examination
- Counseling
- Body Mass Index
- Vision
- Hearing
- Dental screening
- Complete Blood Count

These screening results help school for future recommendations on health issues of the students. The focus of the screening is to identify the students' diseases and health problems that could affect his/her learning such as: low vision, obesity, diabetes, dental problems and spinal deformities.

Health Education Workshops

PPS provides health education workshops/training to school staff and students to promote health and well-being. These workshops will be provided on an on-going basis to ensure that the new students who are enrolled are made aware and trained accordingly. The topics of workshop include but are not limited to:

- Covid-19 Awareness
- Stress Management
- Cleanliness
- Personal Hygiene
- Dental Care
- Healthy Life Styles
- Bullying

- Good touch, bad touch
- CPR
- Cyber bullying
- Healthy Diet
- Road Safety
- Stranger Danger
- Basic First Aid
- Adolescent Challenges
- Foul Language
- Self Esteem
- Game Addiction

Licensed School Nurses:

The school has full-time licensed nurses in school clinic. The nurses provide basic health services which includes vaccination, counseling, referral (if needed), basic life support, etc.

Food Safety in School Canteen:

Our goal is to ensure that our school environment remains suitable for our students by enacting high standards and practices of health and safety.

For this goal, good quality and healthy food items are provided to students through canteen.

In addition to this, we are also trying to follow guideline of authorities for maintaining canteen standards. These guidelines include standards and specifications of healthy food to be used in school canteens, as well as for the identification of permitted and banned items in the school

cafeteria. The guidelines also include a list of healthy meals and nutritional values for each grade level.

Our school canteen is also ensuring that:

1. The food items are bought from the companies which are approved and licensed by Municipality and Planning Department
2. Food should be free from any material causing harm to the general health of the students.
3. Food should be prepared, manufactured, packaged, transported, displayed or stored under hygienic conditions in order to be protected from contamination and deterioration.
4. Food should be sealed in appropriate containers, which require having packaging materials that are safe to the health of students.

5. For packaged food products, the following information should be indicated on the food label:
 - All food must be Halal
 - Name of the food product
 - Ingredients
 - Nutritional Data
 - Validity Date (Production and Expiry)
 - Storage conditions
 - Name and address of factory or producer
 - Country of origin
 - Weight
 - Commercial Name (Trade mark)
6. Food should not be high in fat.
7. Food should not be high in sugar and salt.
8. Food should not contain any spicy ingredients, such as liquid or dry chili.
9. Mono Sodium Glutamate should not be used in food.
10. Food should not contain any unauthorized preservatives, artificial colors, sweeteners or flavorings derived from any chemical materials.

Child Abuse:

Child abuse and neglect are generic terms that encompass all ill treatment of children including serious physical and sexual assaults as well as cases where the standard of care does not adequately support the child's health or development. Children may be abused or neglected through the infliction of harm, or through the failure to act to protect harm.

There are seven broad categories of abuse which are generally recognized

1. **Neglect:** persistent failure to meet a child's basic physical and/or emotional needs
2. **Physical abuse:** causing injury, harm or suffering to a child through means such as: hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, etc.
3. **Bullying** - any persistent and uninvited behavior which insults, hurts or intimidates someone (includes cyber bullying).
4. **Sexual abuse:** involvement of a child in sexual activity, whether or not the child is aware of what is happening.

5. **Emotional abuse:** persistent emotional ill treatment of a child. For example: conveying to a child that he/she is worthless, unloved, inadequate, imposing age or developmentally inappropriate expectations, causing feelings of fright or danger.
6. **Self-harm or self-abuse:** These categories overlap and an abused child does frequently suffer more than one type of abuse.
7. **Potential abuse** – situations where children may not have been abused but where social and medical assessments indicate a high degree of risk that they might be abused in the future, including situations where another child in the household has been abused, or where there is a known abuser.

Roles, Responsibilities and Procedures

The Senior Leadership Team and the Health and Protection Team are responsible on the following roles:

- To ensure that all staff members are well knowledgeable in the Health and Safety of all students across the school specifically on the COVID-19 protocols.
- To ensure all staff members are familiar with school guidelines for identifying and reporting abuse, including allegations of abuse against staff.
- To ensure that the school operates an effective child health and protection policy.
- To ensure that all staff members receive foundation training in child protection.
- To be responsible for co-coordinating action and liaising with other agencies and support services over child protection issues.

Class Teachers

Class teachers will, in most cases, be the first person that a concern is raised by. They will collate detailed, secure, accurate written records of concerns and liaise with the designated child protection staff.

The School Nurse

Their role is to ensure that relevant information obtained in the course of their duties is communicated to the Designated Teacher/Staff member. Types of injuries, attendance and frequency are recorded.

The Responsibilities of the whole School Staff

a) All school staff has a responsibility to identify and report suspected abuse and to ensure the safety and wellbeing of the pupils in their school. In doing so they should seek advice and support as necessary from the concerned authority.

b) Staff is expected to provide a safe and caring environment in which children can develop the confidence to voice ideas, feelings and opinions. Children should be treated with respect within a framework of agreed and understood behavior.

c) All school staff is expected to:

- Be aware of signs and symptoms of abuse
- Report concerns to the Designated Teachers as appropriate
- Keep clear, dated, factual and confidential records of child protection concerns.

Allegations against staff:

If a child, or parent, makes a complaint of abuse against a member of staff, the person receiving the complaint must take it seriously and immediately inform the Principal. Any member of staff who has reason to suspect that a pupil may have been abused by another member of staff, either at school or elsewhere, must immediately inform to the Principal for immediate necessary action.

Staff contact with Student:

In order to minimize the risk of accusations being made against staff as a result of their daily contact with students, staff should ensure that they consider the following points of guidance:

- Staff is responsible for their own actions and behavior and should avoid any conduct which would lead to any reasonable person to question their motivation and intentions.
- Staff should work, and be seen to work in an open and transparent way (especially when working with individual pupils). Staff should not allow pupils to visit their place of residence.

- Records should be made of any such incident and of decisions made or further actions agreed and the Principal should be informed.

Conduct and Discipline of Students:

Pamir Private School adheres to all guidelines in regards to student conduct expectations and discipline. Physical punishment of any kind is strictly prohibited. The school has zero tolerance policy towards physical punishment. Staff working with young children should avoid holding children, picking children and any physical contact.

All measures of restraint must be used with the minimum force necessary, in order to prevent harm or injury to the child. Staff must be mindful of the nature in which they use verbal or non-verbal communication. Discipline measures should always be handled in a manner that protects the child's dignity and self-esteem.

Any inappropriate measures of conduct or discipline that results in harm to a child, by a member of staff, that constitutes any form of abuse, will result in disciplinary action.

Confidentiality of Students' Personal Data:

All staff members are required to hold fast to the confidentiality of the students' information, which includes the release of students' personal information, contact, medical history, results or any other details. When requested by individual parents/ guardians, staff members are directed to protect the students by not allowing photocopy, photography or any other form of video data to be collected and distributed.

Training:

All teachers and staff members are given proper training for the child protection, evacuations and first aid procedures. All aspects of policy and critical importance of understanding and complying with all aspects are also made clear to ensure the protection of students. All safety KPI's are to be shared with all the staff members to see the shortcomings and improve our performance.

Child's Health and Protection Team:

Mr. Muhammad Zahid Azeem	Child's Health and Protection Head
Ms. Aswathi	Child's Health and Protection In-charge
Members :	
Ms. Ms. Sally David Mr. Shoaib Ms. Naila Yasmeen Ms. Amina All Teachers	

Review and Monitoring:

The Senior Leadership Team, will monitor and evaluate the outcomes of this policy to ensure that our students are taught the importance of Health and their protection. This policy will be reviewed every 6 months, or more often if necessary, due to changes in regulations or circumstances.

CONFORME:

We understand the Child Protection and Health Policy.

We accept and we will adhere to every rule about it.

Parents Name and Signature

Student Name

Class

Date