

Child Protection Policy

1. The aims of the policy

This document is based on the School's quality vision.

- To guarantee the welfare of all students at the school through maintaining an open and secure environment for all students
- To work together as a whole community, staff, students and parents
- To protect staff from false allegations and to help them to avoid placing themselves in unnecessarily exposed situations
- To demonstrate to interested parties that the school has appropriate Child Protection measures in place.
- To work together as a whole community, staff, students and parents

2. Welfare of students

Categories of Abuse

There are five categories of abuse from which students need to be protected.

- Physical Abuse
- Sexual Abuse
- Emotional Abuse
- Neglect
- Self-harm

Bullying

At Lyceum Alpinum Zuoz we aim to promote a culture of tolerance and anti-bullying throughout the school, however bullying can unfortunately occur and present itself in a variety of ways including within some of the categories mentioned above.

Bullying of any kind will not be tolerated and will be subject to disciplinary sanctions.

Not all incidents that will be reported will necessarily constitute abuse and may be completely unfounded. Bearing in mind the following factors, the Child Protection Officer(s) (CPO) may decide that the school's standard discipline policy should rather be followed:

- The nature, frequency and severity of the incident(s)
- To what extent, if at all, physical force and/or fear was used by a pupil or a group of pupils in a position of power over the victim(s)
- The possible criminality of the act
- Where events took place

Measures to be taken if signs of the above are noticed or a student appeals for help.

If a student or member of staff becomes aware of any of the above - regardless of who the alleged perpetrator might be (fellow student, staff, parent, adult outside the school, etc) - they must write down on paper all the information they have and pass it on to the CPO within 24 hours.

(For further guidance on what to do in this instance, please refer to the **Child Protection Action Plan**.)

They must not question the student any more than the bare minimum and it is essential that questioning is open:

- What happened?
- Who saw it?
- Where did the events take place
- **NOT** why? what for? was it Mr X? etc

To that end, staff and senior students must never promise confidentiality to a student in matters of Child Protection.

If a student is deemed to be at risk by the CPO, he/she will organise appropriate protective measures.

These may include:

- Moving the child to the medical centre
- Asking the parents to remove the child from the school
- Requiring the child to stay with a guardian

Education of Students

Opportunities to make students familiar with child protection and peer welfare are implemented across the various curricula, through the medium of assemblies and via a mentor program for new students.

A climate of awareness is encouraged where students are familiar with the members of staff or senior students they can talk to about Child Protection matters.

Recording

All data kept on students/staff should be kept securely and in accordance with data protection legislation.

- The CPO will keep a record of all information he/she receives pertaining to CP matters.
- Boarding Houses keep a log of relevant CP concerns and events.

3. Allegations against staff

Self-protection

Staff should do their utmost to ensure that they are exposed as little as possible to allegations of abuse.

There are several ways staff can protect themselves:

- Ensure that they are never alone with students. Where this is difficult, such as in private tuition, it is good practice to leave a door open and to be near a colleague.
- Staff should avoid touching students. Exceptions might be sports staff, for coaching purposes, and in rare instances of emotional need, where it is judged appropriate by the staff in question or sought by the student.
- Staff should consider how their language or behaviour is interpreted by students.
- If a member of staff encounters a student whose behaviour demands attention or who expresses an attraction to that member of staff, they should deal with this sensitively but appropriately.
- Moreover, they should be sure to inform the CPO.

Dealing with an allegation

If a member of staff is made aware of an allegation of abuse against another member of staff [or a student], they must write down on paper all the information they have and pass it on to the Child Protection Officer within 24 hours.

(For further guidance on what to do in this instance, please refer to the **Child Protection Action Plan**.)

They must not question the student any more than the bare minimum and it is essential that questioning is open, as outlined in section 2.

The Child Protection Officer will then choose the appropriate action(s) from the following:

- Inform an external agency;
- Question the person making the allegation further;
- Inform the Headmaster;
- Inform the Governor responsible for Child Protection;
- Investigate the allegation further.

The member of staff concerned has a right to be informed if either an external agency or the Headmaster is informed of the allegation.

4. Training in the principles of Child Protection

All Staff are required to be familiar with this document and to be made aware of any changes or additions. Although the students are encouraged to talk to the CPO when necessary, all staff should understand when they might need to listen - and record - carefully.

- Academic & Pastoral Staff are to be trained upon appointment and every 2 years or upon subsequent major changes.
- Non-academic staff are to be trained upon recruitment and made aware of any subsequent significant changes to the policy.
- Senior students (Captains) are to be trained upon induction.
- The Child Protection Officer is required to liaise with the relevant external agencies in order to develop a productive and informative working relationship. The CPO is also required to undertake external training on a regular basis.

5. Recruitment

Staff recruited from countries whose governments provide such a service should be required to undergo Criminal Disclosure at the cost of the school.

This policy applies to all academic and non-academic staff, students, parents, governors and visitors to the school.

The persons responsible for this Policy are the Child Protection Officers:

1 August 2016/Corinna Badilatti & Martin Stupan