

CHILD PROTECTION POLICY

Rationale

The physical and mental wellbeing of students in Medan Independent School is of paramount importance.

Purpose

At Medan Independent School, we are committed to providing a safe and nurturing environment for all of our students. We recognise that child abuse and neglect are serious issues that can have a profound impact on the physical, emotional, and psychological well-being of our students. To that end, we have developed this Child Protection Policy (and Child Protection Procedures) to ensure that all students are protected from abuse and neglect while they are in our care.

Guidelines

1. *Identification and Reporting of Child Abuse and Neglect*

All employees, volunteers, and other individuals associated with Medan Independent School are required to report any suspected child abuse or neglect to the school's designated Child Protection Officer (CPO) as soon as possible. The CPO will then make a report to the appropriate authorities, as required by law.

2. *Training and Education*

All employees, volunteers, and other individuals associated with Medan Independent School will receive training and education on child abuse and neglect, including how to recognize the signs and symptoms of abuse and neglect, and how to report it.

3. *Background Checks*

All employees, volunteers, and other individuals associated with Medan Independent School will undergo a criminal background check before beginning work or volunteering at the school.

4. *Supervision*

All activities involving students will be appropriately supervised to ensure their safety and well-being.

5. *Confidentiality*

All information related to child abuse and neglect will be kept confidential to the extent permitted by law.

6. *Cooperation with Authorities*

Medan Independent School will cooperate fully with any investigation of child abuse or neglect by the appropriate authorities.

7. *Prevention*

Medan Independent School will take all necessary steps to prevent child abuse and neglect, including providing a safe and nurturing environment for students, educating students on personal safety, and implementing appropriate boundaries between adults and students.

8. *Consequences*

Any employee, volunteer, or other individual associated with Medan Independent School who is found to have engaged in child abuse or neglect will be subject to disciplinary action, up to and including termination of employment or volunteer service.

Definitions:

For the purposes of this policy, the following definitions shall apply:

- "Child abuse" refers to any intentional harm or threatened harm to a child's health or welfare, including physical, sexual, or emotional abuse, or neglect.

- "Neglect" refers to the failure of a parent or other person with responsibility for a child to provide for the child's basic needs, such as food, shelter, clothing, medical care, or supervision.
- "Mandated reporter" refers to any person who, by virtue of their profession or occupation, is legally required to report suspected child abuse or neglect to the appropriate authorities.