

Queen's Qatar Safeguarding Policy

Preamble

Child abuse and neglect are global concerns that undermine a child's human rights and hinder their overall development. Artemis Education aligns with the UN Convention on the Rights of the Child, affirming the need for a safe environment for children both at school and beyond. Schools, as custodians of children's safety, have a vital role in identifying and protecting students from abuse. Educators, through regular interactions with students, are uniquely positioned to recognise and act upon signs of abuse or neglect, fulfilling a professional and ethical duty to ensure that affected children and families access necessary services.

Policy Statement

This policy outlines the safeguarding practices for Artemis schools, emphasising the protection and emotional wellbeing of students. Educators have a professional, legal, and ethical duty to identify and report children in need of protection, ensuring appropriate action is taken.

At Queen's Qatar, we aim to be a safe haven for students facing abuse or neglect. Although schools are not social care centres, they act in loco parentis, extending their duty of care beyond the classroom. Staff must report any suspected abuse or neglect to ensure timely intervention.

Key Principles:

- The welfare of children is paramount in all decisions.
- Collaboration with children, families, and agencies is crucial for welfare promotion.
- All children, irrespective of personal characteristics, have an equal right to protection from harm.
- Additional safeguards may be required for vulnerable children.

Reporting Protocols:

1. Immediate Danger: The Designated Safeguarding Lead (DSL) must contact authorities if a child is in immediate danger.
2. Opposition from Guardians: If guardians oppose intervention, the Principal must notify authorities.
3. Criminal Activity: Any criminal behaviour must be reported to the relevant authorities.
4. Imminent Danger: For severe threats to a child's life or integrity, immediate protective measures must be taken, and authorities consulted.
5. Disciplinary Suspensions: The Principal may decide to inform authorities if a student's suspension is related to safeguarding concerns.

Organisation of the Safeguarding Function

Governors: The Board of Governors oversees safeguarding, supported by the Principal and Safeguarding Lead. Governors receive safeguarding training and can review related files with the Chair's approval.

Designated Safeguarding Lead (DSL):

- Responsibilities: Develop and review policies, implement procedures, conduct or assign investigations, and ensure awareness and compliance among staff.
- Training: The DSL and Deputy DSLs receive advanced safeguarding training every three years.
- Record Keeping: Maintain confidential records and ensure secure transfer of information when students move schools.

Designated Safeguarding Leads:

- DSL: Ann Djedid (ann.djedid@queensqatar.school)
- Deputy DSL: Amanda Smith (amanda.smith@queensqatar.school)
- Deputy DSL: Eleanor Duffy (eleanor.duffy@queensqatar.school)

Designated Safeguarding Focal Persons: For multilingual support, resources will be provided as available.

Safeguarding Commitment:

- Listen to and respect students.
- Appoint safeguarding leads and adhere to best practices in policies, procedures, and training.
- Ensure online safety and manage staff and volunteer training and recruitment safely.
- Record, store, and use information securely in line with legal requirements.
- Inform and involve families appropriately in safeguarding issues.
- Maintain an anti-bullying environment and effective complaint and whistleblowing mechanisms.
- Ensure a safe physical environment and build a culture of respect.

Recruitment and Training

Artemis Education and Queen's Qatar prioritise the recruitment of staff and volunteers who are fit to work with children. We implement stringent recruitment practices to ensure the safety of children, including:

- Rejecting unsuitable candidates.
- Addressing concerns during and after the recruitment process.
- Providing comprehensive induction programs covering child safeguarding.
- Outlining clear procedures to support the policy.

By adhering to these practices, Artemis Education and Queen's Qatar ensure a commitment to safeguarding and child protection in all aspects.

Please contact info@queensqatar.school for the detailed Safeguarding Policy.