







Title: **Policy for Managing Child Protection and Safeguarding in QatarEnergy Schools**

Status: **Current**

Approval Date: **January 2021**

Department	Prepared by		Reviewed by	Approved by
Human Capital Education				 Digitally signed by ABDULAZIZ MOHAMMED A E AL-MANNAI Date: 2022.04.18 11:54:41 +03'00'
January 2020	VHE/1	VHE/2	VHE	VH

*“Our vision is for our students to be high achieving, healthy and happy individuals, well prepared to take their place as global citizens and leaders of the future.”*

## **CONTENTS**

Foreword

1. Purpose
2. Scope
3. Definitions/Abbreviations
4. Responsibilities
5. Compliance

## **FOREWORD**

This document has been developed by the Education Section (VHE) of the Human Capital Directorate (VH) and circulated for review by stakeholders before endorsement for use by the Executive Vice President (EVP) for Human Capital.

This document is published for use by the Education Section of the Human Capital Directorate. This policy is an operational/business level policy which is aligned with corporate policy regarding safety and also supports the QatarEnergy values. Reference is also made to the Articles of the Permanent Constitution of the State of Qatar. This policy is supported by the Procedure for Managing Child Protection and Safeguarding in QatarEnergy Schools. Other relevant policy and procedure documents include 'ICT Acceptable Use' and 'Volunteers in Schools'.

This document in its present form reflects, as far as possible, the current corporate requirements.

This document is subjected to periodic review to re-affirm its adequacy or to conform to any changes in the corporate requirements or to include new developments on its subject matter.

All comments/views, recommendations etc. regarding this document should be forwarded to the Head, Education Section.

## **CHILD PROTECTION STATEMENT**

At QatarEnergy Schools, we recognise our moral and professional responsibility to safeguard and promote the welfare of all our students. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of abuse and neglect and follow our procedures to ensure children receive support and protection.

### **1. PURPOSE**

- 1.1 QatarEnergy schools are committed to safeguarding and promoting the welfare of all students, this policy sets out how QatarEnergy schools aim to safeguard and support student welfare and to ensure consistent, quality practice across both schools.
- 1.2 The policy reinforces our core safeguarding principles which are that the safety and welfare of students are paramount and that children who feel safe and happy make more successful learners.
- 1.3 The policy outlines procedure via the aligned document, 'Procedure for Managing Child Protection and Safeguarding in QatarEnergy Schools', whereby signs of abuse are recognised and acted upon, as well as outlining the role of the Designated Safeguarding Lead (DSL) within each school.
- 1.4 The policy reinforces the concept that all adults working in the school have a responsibility to safeguard and promote the welfare of students and as such need to be aware of the policy and procedures.
- 1.5 The policy reinforces Article (22) of the Constitution of State of Qatar that *'The State shall provide care for the young, and protect the same from corruption, exploitation, evils of physical, mental and spiritual neglect.'*

### **2. SCOPE**

- 2.1 This Policy applies to QatarEnergy schools and as such includes all students regardless of age. The welfare of students is not confined to school premises only and may include concerns around the student's home circumstances or off-site activities.
- 2.2 The expectation is that all teaching and non-teaching staff, including administration and support staff are aware of policy and procedure and of the schools commitment to safeguarding and promoting the welfare of all students. As such, all staff are required to attend appropriate training as required by the school.
- 2.3 The Policy procedure includes advice and guidance regarding safer recruitment, use of volunteers in schools, students at risk of self-harm and whistleblowing.

### 3. DEFINITIONS/ACRONYMS

- 3.1 Schools  
Principal  
Senior Leader  
Staff  
Volunteer  
Safeguarding  
Child Protection
- QatarEnergy schools at Dukhan and Mesaieed
  - Principal of a QatarEnergy School
  - Member of school senior management team
  - All those employed by QatarEnergy who are working for the school, full time or part time, temporary or permanent in a paid capacity
  - As defined by The Police Act 1997 (Criminal Records) Regulations 2002 (UK)  
*'A person engaged in an activity, which involves spending time, unpaid (except for travel and other approved out-of-pocket expenses), doing something which aims to benefit some third party other than or in addition to a close relative.'*
  - the action that is taken to promote the welfare of children and protect them from harm
  - Process to protect children and young people from violence, exploitation, abuse and neglect

### 4. RESPONSIBILITIES

#### 4.1 Principal

The Principal is responsible for ensuring that child protection policy is in place and that the procedures outlined are followed appropriately. This includes Safer Recruitment procedure including the management of volunteers in school.

The Principal must ensure that a Designated Safeguarding Lead is identified and that this member of staff is known to parents, students and other members of staff.

#### 4.2 The Designated Safeguarding Lead (DSL)

The DSL ensures child protection policy and procedure are updated regularly and acts as a source of support and expertise with regard to child protection for the school community. The DSL will coordinate training as appropriate, liaise closely with the Principal and keep confidential, detailed reports of all child protection concerns.

#### 4.3 All staff

Be fully aware of school child protection policy and procedure and attend training as appropriate. Staff have a duty to immediately inform the DSL of any concerns and identify students who may be at risk.

### 5. COMPLIANCE

Any matters concerning the implementation of this Policy in any particular school should be raised with the Principal or Senior Leaders with a view to reaching a mutually workable solution. Any matters of non-compliance should be raised with the Head of Education.