



DREAM LAND

INTERNATIONAL SCHOOL

Child Protection Policy

1. Purpose

The purpose of this Child Protection Policy is to ensure the safety, dignity, and rights of every student at Dream Land International School. The school is committed to creating a secure learning environment where children are protected from all forms of abuse, neglect, exploitation, and discrimination.

2. Scope

This policy applies to:

- All school staff (administrators, teachers, assistants, support staff)
- Volunteers and interns
- Contractors and service providers
- Visitors participating in school activities
- Students and parents/guardians

3. Guiding Principles

- **Best Interest of the Child:** All decisions and actions prioritize student safety and well-being.
- **Zero Tolerance for Abuse:** Any form of physical, emotional, sexual abuse, neglect, or exploitation is strictly prohibited.
- **Confidentiality:** All reports and information related to child protection cases are handled discreetly and sensitively.
- **Shared Responsibility:** Protecting children is the collective responsibility of all school stakeholders.
- **Respect & Non-discrimination:** All children are protected regardless of gender, race, religion, ability, or background.

4. Definitions

- **Child Abuse:** Any action that harms a child physically, emotionally, sexually, or psychologically.
- **Physical Abuse:** Hitting, beating, choking, or any act causing physical harm.
- **Emotional Abuse:** Verbal threats, humiliation, intimidation, or constant criticism.
- **Sexual Abuse:** Any sexual act with a child, including inappropriate touching, exposure, or exploitation.



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- Neglect: Failure to meet a child's basic needs (food, safety, supervision, medical care).
- Child Protection Concern: Any suspicion, disclosure, or evidence indicating a child may be at risk.

5. Roles and Responsibilities

a. School Management

In the absence of a Child Protection Officer, the School Management team assumes all child protection responsibilities:

- Ensuring all staff are trained in child protection policies, procedures, and awareness.
- Implementing clear reporting procedures for suspected or disclosed abuse.
- Acting immediately to safeguard students in any reported case.
- Maintaining a safe campus environment, including supervision, safety protocols, and secure facilities.
- Documenting, reviewing, and monitoring all child protection cases confidentially.

b. Teachers and Staff

- Supervise students responsibly during classes, breaks, school activities, and trips.
- Model safe, respectful, and professional behaviour at all times.
- Report any suspicion or disclosure of abuse directly to school management.
- Maintain professional boundaries with students and avoid behaviour that could be misinterpreted.

c. Parents/Guardians

- Support the child's well-being both at home and in school.
- Collaborate with the school in child protection matters.
- Follow school policies to maintain a safe learning environment.

d. Visitors

- Sign in at reception and obtain a visitor pass.
- Remain in designated areas unless accompanied by authorized staff.
- Direct contact with students (other than their own child) is prohibited unless authorized.
- Report any concerns observed during visits (bullying, unsafe practices, or suspicious behaviour) to school management immediately.



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- Breach of safety rules will result in removal from campus and, if necessary, reporting to authorities.

6. Code of Conduct for Staff

Respect and Dignity

- Treat all children fairly and respectfully.
- Encourage a positive, inclusive, and supportive learning environment.

Positive Discipline

- Use constructive discipline techniques; corporal punishment is strictly prohibited.
- Reinforce rules with clear guidance, praise, and age-appropriate consequences.

Professional Boundaries

- Avoid private, unsupervised one-on-one situations in low-visibility areas.
- Maintain safe and minimal physical contact when necessary.
- Avoid gestures or language that could be misinterpreted.

Communication and Contact

- Do not share personal contact information without authorization.
- All communication with students outside school hours must be via official school channels.

Safe and Professional Behaviour

- Refrain from any behaviour perceived as unsafe, abusive, discriminatory, or inappropriate.
- Report incidents, suspicions, or breaches immediately to school management.

Role Modeling

- Demonstrate integrity, empathy, and responsibility in all interactions with students, parents, and colleagues.

7. Prevention Measures

Mandatory Background Checks

- Criminal record checks, employment verification, and reference checks for all staff, volunteers, and visitors.



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Child Protection Training

- Comprehensive training at onboarding and annually for all staff, covering abuse recognition, professional boundaries, safe interactions, reporting, and online safety.

Safe Campus Design

- CCTV in common areas, open-door policies, supervised playgrounds, controlled access, emergency plans, and regular safety audits.

Awareness Programs for Students

- Age-appropriate lessons on personal safety, boundaries, safe vs unsafe touch, consent, online safety, and reporting procedures.
- Delivered via workshops, role-plays, posters, counseling sessions, and curriculum integration.

8. Reporting Procedures

- Stay calm and listen if a child discloses abuse.
- Do not promise secrecy—explain the need to share information to protect them.
- Record facts accurately (what was said, when, who was present).
- Report directly to school management within 24 hours.
- School management assesses the situation and ensures the child's safety.
If the child is in immediate danger, the school:
 - Protects the child physically
 - Informs parents (unless they are the suspected abuser)
 - Contacts relevant authorities if required

9. Confidentiality

- Share information only on a need-to-know basis.
- Store records securely, both physically and electronically.
- Protect the child's identity during investigations.

10. Disciplinary Measures

Violations of this policy may result in:

- Immediate suspension pending investigation
- Formal disciplinary action (warning, termination)
- Referral to legal authorities if criminal acts are involved



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11. Staff Training

All staff must complete:

- Annual child protection training
- Positive discipline workshops
- Emergency response procedures

12. Safe Use of Technology

No photographing or video recording of students without approval.

No online communication with students via personal accounts.

Cyberbullying is prohibited and investigated.

13. Student Awareness & Education

Dream Land International School is committed to **empowering students with knowledge, skills, and confidence** to protect themselves and make safe choices. All programs are **age-appropriate**, interactive, and integrated into the school curriculum.

1. Personal Safety Lessons

Students are taught to recognize **safe and unsafe situations** both on campus and at home.

Lessons include:

- Identifying safe vs unsafe touch
- Recognizing personal boundaries and respecting others' boundaries
- Understanding consent and privacy

Activities include role-plays, storytelling, and scenario-based exercises to reinforce practical understanding.

2. Guidance on Reporting Unsafe Situations

Students are guided on **how, when, and whom to report concerns** to within the school.

Emphasis is placed on **speaking up without fear** of punishment.

Reporting lessons cover:

- Bullying or harassment by peers



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- Unsafe behaviour by adults or visitors
- Unsafe situations online (cyberbullying, grooming)

Teachers and counselors provide support, ensuring students know they are **not alone** when seeking help.

3. Anti-Bullying Programs

Programs aim to create a **respectful and inclusive school environment**.

Students learn:

- What constitutes bullying (physical, verbal, social, or cyber)
- How to respond safely if they witness or experience bullying
- Strategies to support peers and foster empathy

Activities include group discussions, peer mentoring, conflict resolution workshops, and awareness campaigns.

4. Digital Citizenship & Online Safety

Students are taught responsible and safe **digital behaviour**.

- Key topics include:
- Safe use of devices and social media
- Protecting personal information online
- Recognizing and reporting cyberbullying or inappropriate content
- Online etiquette and ethical behaviour

Interactive sessions may include videos, quizzes, and simulated online scenarios.

Outcome:

By implementing these programs, students develop **confidence, awareness, and skills** to recognize danger, protect themselves, support others, and report unsafe situations effectively. This strengthens the overall **safeguarding culture** of the school.

14. Review of the Policy

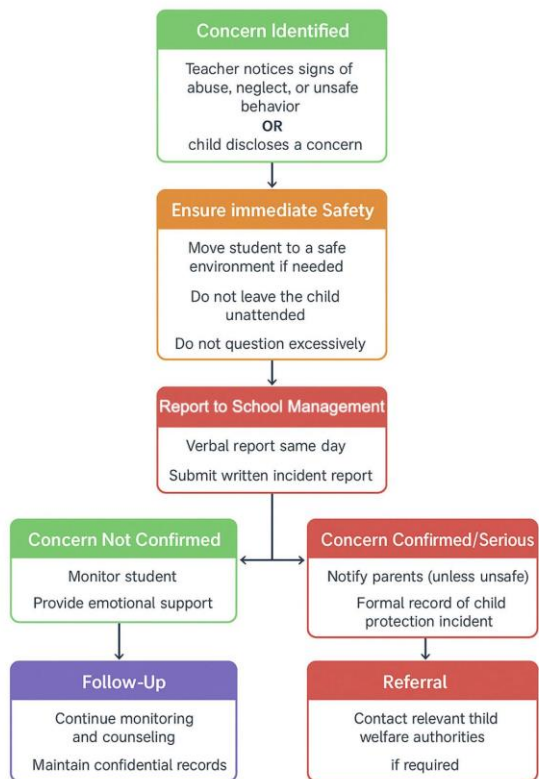
This policy will be reviewed annually or after any major incident to ensure it remains effective and up-to-date.



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Child Protection Reporting – Teacher/Staff Version



Child Protection Reporting – Student Version

