

SAFEGUARDING POLICY

At Grace Valley Indian School, student safety and well-being are supreme. We recognize that a secure and nurturing environment is essential for students to thrive academically, emotionally, and socially. In line with this commitment, we adhere to stern safeguarding protocols and procedures outlined by ADEK. This ensures that every student feels safe, valued, and supported, enabling them to flourish and reach their full potential in a positive learning environment.

PURPOSE(S):

Safeguarding and Student Welfare Policy at Grace Valley Indian School

- Delineate responsibilities within our school community to ensure the full implementation of safeguarding protocols.
- Establish comprehensive procedures for promptly identifying and reporting any instances or suspicions of student maltreatment, ensuring swift and appropriate action.
- Define stern security requirements to ensure effective supervision, duties of security personnel, visitor management protocols, and robust systems for managing security breaches.
- Adhere to ADEK's guidelines regarding the use of Closed-Circuit Television (CCTV) cameras, ensuring their deployment is in line with student privacy and safety concerns.
- Implement thorough training programs to equip all staff members with the necessary skills and knowledge to carry out their duties responsibly, effectively, and in a manner that fosters a safe environment for student growth and learning.

Policy:

Safeguarding Supervision

At Grace Valley Indian School, all teachers and staff members have a responsibility to take care of our students and keep them safe while they are at school (Loco parentis). The principal takes on the role of a parent when students are under the school's care

School-Based Safeguarding Policy

Policy Requirements:

Grace Valley Indian School develops and actively communicates a School-Based Safeguarding Policy to the entire school community. This policy shall include the following essential elements:

- A clear statement outlining the school's overall safeguarding processes, procedures, and aspirations.
- Safeguarding practices aligned with ADEK's wellbeing policies, ensuring sensitive and professional handling of all safeguarding matters to support student needs.
- A security policy detailing measures to protect students from physical and digital security breaches.
- Mechanisms for measuring and monitoring the implementation of safeguarding practices to ensure the health and development of students are protected.
- Identification of resources allocated to deliver safeguarding provisions for all students.

Appointment of a Safeguarding Committee or Lead:

Grace Valley Indian School appoints a Safeguarding Committee or Lead to oversee the school's safeguarding strategy. This committee or lead shall:

- Annually review the effectiveness of the Safeguarding Policy to ensure understanding and proper practice within the school community.
- Ensure full implementation and observance of safeguarding policies and procedures by the school's governing board.
- Inform all staff, volunteers, and visitors of their responsibilities regarding safeguarding procedures in coordination with the principal.
- Ensure parents have access to the Safeguarding Policy through various channels, including the school website.
- Develop an induction and training strategy to educate all staff and volunteers about the school's safeguarding arrangements.
- Ensure compliance with relevant processes outlined in the ADEK Student Protection Policy.

Safeguarding Awareness Strategies:

- Grace Valley Indian School ensures a nurturing environment where students feel safe to express themselves, aligning with the principles of the Dama Alaman in Schools and Nurseries Handbook.
- The school strictly prohibits student maltreatment and provides clear procedures for reporting concerns to any member of the school community, by the ADEK Student Protection Policy.
- The school identifies and monitors students at risk of harm, including those with additional learning needs, to ensure their safety and well-being.
- Staff are trained to respond effectively to safeguarding incidents and to provide support and reassurance to victims and witnesses who come forward.
- Grace Valley fosters an environment of transparency where students and staff can freely communicate with the Safeguarding Committee or Lead about any concerns regarding student, staff, or visitor behavior.
- The school remains vigilant about student safety in online spaces, adhering to the guidelines outlined in the ADEK Digital Policy.
- School policies are designed to prioritize student health and wellbeing, ensuring that no policy adversely affects student welfare, such as placing undue limitations on essential needs like washroom breaks, in line with the ADEK Wellbeing Policy.

- Grace Valley offers accessible and judgment-free support and counseling services to all students, ensuring they know where to seek assistance within the school community.
- The school emphasizes to parents their legal obligation to enroll their child in school as per Federal Law No. (39) of 2022 Concerning Compulsory Education and highlights the importance of communicating any sudden, unexplained withdrawal of a student, which may be reported as a maltreatment concern as per the ADEK Student Protection Policy.

Safeguarding Integration in the Curriculum:

- Grace Valley's curriculum emphasizes the cultivation of students' self-esteem and self-regulation skills, empowering them to navigate challenges with confidence.
- The curriculum fosters a culture of respect and civility towards all individuals, instilling values of empathy and understanding for people and the environment.
- Students develop strong communication skills and learn the importance of expressing consent in interpersonal interactions, promoting healthy relationships and boundaries.
- Our curriculum equips students with a comprehensive understanding of various risks, including online behaviors and social media usage, enabling them to make informed decisions and stay safe in digital spaces.
- Grace Valley teaches students practical strategies to protect themselves and others, empowering them to recognize and respond effectively to peer pressure and potential risks.
- Students learn the importance of personal and collective safety, fostering a sense of responsibility for their well-being and that of their peers, and creating a safer and more supportive school community.

Safeguarding the School's Security

Implementing a School Security System:

- Grace Valley ensures the continuous implementation of integrated access and security systems, including CCTV.
- Grace Valley consistently installs and maintains CCTV systems through licensed vendors, ensuring ongoing compliance with coverage guidelines.
- Maintenance contracts are continually upheld.
- Daily monitoring ensures functionality, with immediate action taken for any identified issues.
- Access remains restricted, with designated personnel consistently monitoring and controlling access.
- CCTV recordings are retained for a minimum of 180 days as part of Grace Valley's ongoing security measures.

Security Guards:

- Security guards are continuously stationed at all entry points, ensuring the ongoing safety and security of Grace Valley's premises.
- Guards remain vigilant at all times, supported by Grace Valley's security systems.
- They consistently maintain a detailed visitor log, recording essential information for ongoing security monitoring.
- Passes are issued only after thorough verification of identification, ensuring continuous adherence to security protocols.

School Visiting Procedures: Grace Valley maintains clear procedures for visitors, ensuring they sign in at the security gate and obtain access passes as an ongoing security measure.

School Departure Procedures: Grace Valley ensures that only parent-authorized individuals can pick up students as part of its ongoing commitment to student safety. Ongoing verification of unknown persons' IDs at the gate is part of Grace Valley's continuous efforts to maintain security protocols.

Acceptable Drop-off and Pick-up Timings: Grace Valley consistently ensures supervision during specified timings, maintaining a continuous focus on student safety.

Special Events Security: The ongoing restriction of events to immediate family or pre-registered guests reflects Grace Valley's ongoing commitment to event security.

Managing Security Breaches: Grace Valley maintains ongoing systems for handling security breaches, including lockdown procedures and emergency planning, to ensure continuous readiness for any security challenges.

Training and Continuous Professional Development (CPD):

Grace Valley ensures that safeguarding training is provided to all staff, including the governing board and volunteers, during their induction process. This training includes

- Identification of signs indicating student maltreatment or safeguarding issues, along with protocols for reporting concerns.
- Vigilance towards the specific needs of students at risk, including those with additional learning needs.
- Awareness of behaviors that may contribute to an unsafe environment, emphasizes the importance of creating a culture where students feel safe to report concerns.
- Proper documentation of events while maintaining confidentiality, aligning with the ADEK Digital Policy.
- Actions to be taken during emergencies to ensure student safety.
- Confidentiality protocols, emphasize sharing information on a need-to-know basis and providing support to individual staff members as per the ADEK Staff Wellbeing Policy.
- understanding of the school's security system and protocols for handling security breaches.

While formal training is not required for invited visitors, Grace Valley ensures that all visitors read and sign the school's Safeguarding Policy, emphasizing their understanding and commitment to maintaining a safe environment.

Whistleblowing Mechanism:

- Grace Valley implements a whistleblowing mechanism that allows any individual to raise concerns or allegations of organizational malpractice in confidence. This mechanism ensures that individuals feel safe and supported when reporting concerns.
- Anyone raising a concern is assured that their identity will be protected, and they will not face any repercussions such as harassment, reprisal, or stigmatization for speaking up.
- If the identity of the individual raising a concern becomes known, Grace Valley takes immediate measures to safeguard them from any negative repercussions. This includes

providing support and ensuring their confidentiality is maintained throughout the process.

- Similarly, if a concern is raised against an individual, the school ensures that their identity is protected to the best of its ability until any investigation process is completed. This ensures that individuals are treated fairly and without bias during the investigation.
- The school ensures that any concerns raised through the whistleblowing mechanism are thoroughly investigated, and appropriate action is taken based on the findings of the investigation.

Inclusive Provision:

- Grace Valley ensures collaboration between key stakeholders, including the Safeguarding Committee or Lead, Wellbeing Committee or Lead, Head of Inclusion, School Counselor, Social Worker, Health & Safety Officer, teachers, and parents. This collaborative approach facilitates the promotion of safeguarding and security for all students.
- The school recognizes the importance of considering the individual needs of all students, including those with additional learning needs. Safeguarding practices and associated policies and initiatives are tailored to accommodate diverse needs, communication styles, and behavior patterns.
- Grace Valley ensures that its safeguarding practices align with the ADEK Inclusion Policy. This policy framework guides the school in creating an inclusive environment where every student feels valued, supported, and safe.
- Safeguarding initiatives at Grace Valley are designed to promote the active engagement of all students, including those with additional learning needs. The school fosters an inclusive culture where every student's voice is heard, respected, and considered in matters related to safeguarding and security

Undertaking for Compliance with Grace Valley School's Safeguarding Policy

I,, hereby acknowledge and agree to comply with Grace Valley School's Safeguarding Policy, effective from the start of the Academic Year 2024/25. I understand that this policy is designed to ensure the safety and well-being of all individuals within the school community, including students, staff, and visitors.

As a member of Grace Valley School, I undertake to:

1. Familiarize myself with the provisions outlined in the Safeguarding Policy and adhere to its guidelines and procedures.
2. Actively participate in any training and professional development activities related to safeguarding provided by the school.
3. Report any concerns or incidents of organizational malpractice, misconduct, or safeguarding issues by the whistleblowing mechanism outlined in the policy.
4. Respect the confidentiality of sensitive information and handle all safeguarding matters with discretion and professionalism.
5. Collaborate with relevant stakeholders, including the Safeguarding Committee, Wellbeing Committee, and other staff members, to promote a safe and inclusive environment for all students, particularly those with additional learning needs.

I acknowledge that my commitment to upholding Grace Valley School's Safeguarding Policy is essential for creating a secure and supportive educational environment. By signing this undertaking, I affirm my dedication to safeguarding the welfare of every individual associated with the school.

Signature: _____

Date: _____