



# Child Safeguarding Policy

TUIS follows English National Curriculum of England in conjunction with Uzbek Education system.

Important Note: TUIS takes child safety very seriously. This document is also used for training as part of Induction program for new teachers on arrival during Induction week of August (before the whole school is in session) and also for TUIS Safeguarding & Child Protection Workshops & Seminars.

## Grooming in position of trust

It's an offence for a teacher or member of school staff to enter into a sexual relationship with a pupil whether the young person has consented to the relationship or not.

All staff should be aware of, and know how to respond to, signs of inappropriate relationships between staff and pupils.

A teacher or a member of staff must never hug, kiss or even touch a child. School must take appropriate measures to protect and safeguard their children at all times.

If an area of concern is seen then the Head Teacher must take firm action. That staff member must be removed from the class with immediate effect. A thorough investigation should be held.

TUIS use effective recruitment and selection procedures for staff and volunteers can help to screen out and discourage unsuitable people from working with children

Teachers play an essential role in protecting children from abuse. You have close, regular contact with children and young people. You are in a strong position to:

- identify child protection concerns early
- provide help and support
- help children understand how to stay safe from abuse
- refer a child to relevant agencies and child protection agencies in Uzbekistan.

## Safeguarding responsibilities

Teachers have a statutory duty to protect children in their care. They must have:

- All school staff needs to attend child protection training so they are better placed to recognise potential signs of abuse or neglect. It will also equip them in how to identify and respond to child protection concerns
- fully aware of child protection procedures
- a designated lead for child protection with level 3 training Ms Shoiria is available to discuss any serious or unresolved issue.

TUIS always try its best to provide a safe environment for children to ensure that adults who work in the school, including volunteers, don't pose a risk to children. Please report any incident, even a minor to Ms Shorira CPO (Child Protection Officer with level 3 training). She is responsible for taking appropriate action to safeguard children and even making referrals to other agencies.

## Identifying abuse and responding to disclosures

Concerns about a child's safety, allegations of abuse and disclosures must be reported. Please follow TUIS child protection policy and procedures.

Any concern or disclosure must be informed and is recorded by CPO, HT and Director, with a date and signature of the member of staff, and given to the school's designated safeguarding lead.

## Physical abuse

Teachers must be aware and report authorities that if:

- ✓ Children get bumps and scrapes all the time but a pattern or frequency of injury and change in a child's behaviour may be a cause for concern.
- ✓ For example, staff may notice that a child is reluctant to get changed for PE or swimming. This could be because they are trying to hide bruises or other injuries

## Sexual abuse

Sexual abuse can be a sensitive subject to approach but TUIS expects its staff to be trained and ready to help children to understand what it is and how to protect themselves.

Most children know their abuser so messages on how to protect themselves from abuse shouldn't just focus on "stranger danger". If a teacher spot a child who is abused then Our Underwear Rule school resources can help you start these conversations. Please consult our CPO.

## Emotional abuse

Emotional abuse is the 2nd most common reason for children needing protection. So we expect our staff to be prepared to help children understand what it is and respond if a pupil discloses that they're being emotionally abused.

Emotional abuse is often difficult to recognize. There may be other types of abuse happening, such as bullying and neglect. So please differentiate properly. TUIS Anti-bullying policy is available online along with other policies.

## Neglect

Neglect can be hard to recognise and individual instances of neglect such as dirty clothing or a missed breakfast can be easy to make excuses for.

School staff see children every day and so are in a position to build up a picture of what the child's home-life is like. Please report CPO for any inconsistencies and disturbances.

Teachers report even low level concerns about neglect as it can often form part of a larger picture of abuse over time. Referrals should provide as much detail as possible, as this will help children's services organizations (from the government) and local police can take action and provide the family with the support that they need.

## Child sexual exploitation and unhealthy relationships(Tab content expanded)

Pastoral teachers are responsible to teach and guide pupils how to make positive choices and decisions

in their relationships, so that they can protect themselves from sexual exploitation.

Pastoral teachers also encourage young people to disclose any worries that they have about the safety of other pupils.

Teachers must promote a healthy atmosphere in the class, emphasizing on;

- ✓ Using age appropriate language.
- ✓ For younger children teachers can guide and discuss topics such as friendships, appropriate touch, keeping safe and letting them know who to talk to if they need help.

### Online abuse

Teachers need to have a good understanding of how children interact online, so they can help them stay safe. Online abuse includes cyberbullying, online grooming and child sexual exploitation online.

Please visit your CPO if something has been sent to you or to the child in your class or if you or the child is worried about something you see online.

For further clearance, please visit school website for our Anti-Bullying Policy which includes Anti-Cyber Bullying.