



## 5.2 Child Protection Policy

### **PURPOSE(S):**

At Little Haven Nursery we aim to safeguard and promote the welfare of the children and to give them the very best start in life. Staff members to take lead responsibility for safeguarding children and liaising with local statutory agencies as appropriate.

### **DESCRIPTION(S):**

#### **The Policy is in compliance with:**

- Local Requirements (ADEC and HAAD)
- UAE Federal Law No.3 of 2016 on Child Rights
- UAE Federal Law No.3 of 1987 on Penal Code
- The Statutory Framework for the Early Years Foundation Stage (EYFS) 2014

#### **Aim of the Child Protection Policy:**

- Creating an environment in which pupils feel secure, valued, listened to and taken seriously.
- Encourage children to develop a sense of independence and autonomy in a way that is appropriate to their age and stage of development
- Provide an environment where practitioners are confident to identify where children and families may need intervention and seek the help they need.
- Sharing information with other agencies as appropriate.

#### **Recruitment policy:**

Little Haven Nursery is committed to a safe, successful recruitment regime to ensure high standards are met consistently and the right candidates join our diverse team. All staff recruited to work in our setting (paid or unpaid) must provide evidence of a police check to ascertain their suitability to work with children (security clearance). The security clearance must be supported by confidential references from previous employers which state that they have no reason to suspect any wrongdoing or have any concern regarding the candidate's suitability to work with children.

#### **Media and online safety, including the use of the cameras and mobile phones:**

Digital still and video camera are used for recording special events as well as being essential tools for everyday learning experiences, as part of the pupil's induction parents need to sign a consent form for images of their children to be used for nursery purposes. Staff phones should be silent and kept in a locker, only the school's camera or I-pad must be used when taking photographs in school for educational purposes. All staff should be



made aware of the potential risk of using social networking sites or personal publishing either professionally with students or personally.

### **Intimate and safe care:**

Respecting each child privacy. changing nappy, dressing and undressing and toileting is coordinated by the key person so the child understands that not just anyone could undress them. Also ensuring using disposal latex gloves and aprons for each time the key person change nappy to a child and wiping and disinfecting the nappy change mat after each child and finally to be recorded in the child communication book and share with the parents.

### **Children's Collection:**

All Little Haven Nursery all visitors are required to sign-in. For the children's safety we ask all parents a prior notification (written or by phone) to the reception staff or class teachers if anyone other than parents/carers or the persons mentioned as authorized to collect their child. We will ask them to please provide detailed physical description of the person will collect the child with all information or even ask them to please create a password which then be shared with the staff on duty and to be asked from the person to collect the child. Staff will update the attendance register to show that the child has left.

We follow (Reporting of Attendance) system where class teachers will record children's attendance in the register everyday with the child full name, parent contact details and time Then teachers return register to the reception staff where they keep, distribute and check registers on a daily basis.

### **Whistle blowing policy:**

Following UAE Federal Law No.3 of 2016 On Child's right practitioners need to share the concern if a child's health and safety is in danger, also if one of the staff member is covering up a wrongdoing.

Staff should be alert to signs of abuse and know to whom they should report any concerns or suspicious. The setting's manager will have the responsibility for coordinating action within the setting and liaising with other agencies.

Whistle blowing is a crucial part of good practice in Little Haven Nursery, all staff members working with children need to be encouraged to raise a concern and never to cover up any unacceptable colleague behavior.

It is not only about a child abuse, it could be of an unacceptable practice or behavior from a member of the staff, not following the code of conduct or covering a wrong doing That they are aware of through their work.

Whistle blowing is different than raising genuine concerns or a grievance it is more like an early warning system were the "whistle blower" act as a witness about a danger or illegality that affects children and threatens other people with no personal interest in the outcome of the investigation.

The public interest disclosure Act 1998, known as the whistle blowing Act, states that a worker (whistle blower) has the right not to be subjected to any detriment by any act.



Whether it is a concern about child safeguarding, welfare systems, financial, malpractice, danger, illegality or other wrong doing.

The statutory guidance from the DFE, working together to safeguard children, makes it clear that all organizations working with children following a protection policy and whistle blowing procedure that enables raising concerns about safeguarding and welfare of children, all staff (volunteers, nurses, early years' practitioners, teacher assistance, students and managers) aware of the policies and procedures and how they can raise a concern and what their rights. The concern might be about something is happening now or likely to happen in the future or already happened.

**Procedures to be followed if a member of staff is accused of abuse:**

- The principle must be promptly informed.
- The person receiving the information or noticing any signs of abuse must make a note of it in the (Child Protection Incident Record).
- The person must write a description of the incident and sign it.
- The principle will meet the staff and start investigation.
- The member of the staff who had the allegation will be removed from working directly with children immediately.
- Local safeguarding Children Board will be notified immediately.

If the accusations are found to be true, this shall be taken as a gross act of misconduct and the disciplinary procedure must be followed.

UAE Regulations and Support  
In the event of an incident occurring, the school must report it directly to the Ministry of Interior (MOI) Child Protection Centre within 24 hours of suspicion.

**Hotline: 116111 MOI- CPC Federal Toll Free Hotline:**

<https://www.adec.ac.ae/en/pages/childabuserreportingabu-dhabiedusector.aspx>

1. If the child is in immediate danger (risk of serious harm), the police should be called on 999, followed by reporting to the Ministry of Interior- Child Protection Center within one hour upon discovery.

➤ Abu Dhabi Community Police: 02 4490008

➤ Social Support Centre Department- 02 6573666

