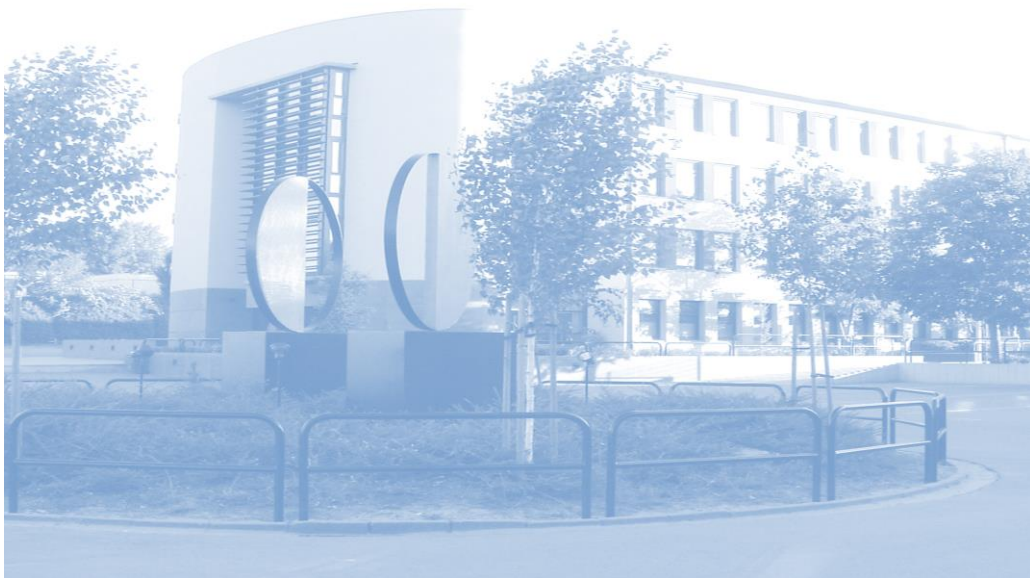




CHILD PROTECTION POLICY



European School Brussels II

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1. Introduction

The protection, care and welfare of children within the European Schools system are of paramount importance. As part of our duty of care in The European School Brussels 2, all those entrusted with overseeing the system (which includes those involved in the appointment of staff and the management of the school) are required to do everything they can to ensure that everyone working with our students is fit to do so, and that as safe and secure an educational environment as possible is established.

The ethos of our school is founded on a basis of mutual respect between all members of the school community in order to encourage the self-respect of the pupils and preserve their right to emotional and physical privacy. In any conflict between disclosure and privacy, the rights and protection of the child are paramount. We acknowledge that personal freedom and the right to human dignity are fundamental human rights, actively prohibit not only physical but also mental aggression and maintain that the human rights of our pupils are not linked to the fulfilment of their obligations at school.

Any information that raises concerns about the welfare and protection of any pupil is transmitted to the appropriate school staff and any allegation is treated as a matter of utmost seriousness. It is understood and respected that sensitivity and understanding in dealing with a child protection case is of extraordinary importance. It is our aim that a culture of openness exists throughout the school, where all members of the community feel able to express their concerns and anxieties without fear of retaliation or humiliation and have confidence that they will receive a serious, sensitive and professional response from those in positions of responsibility.

The statutory responsibility for child protection in Belgium lies within Belgian law.

2. Students' and Parents' Awareness

Opportunities are created at the start of the year for students to develop an understanding of what constitutes acceptable/unacceptable behaviour on the part of others and to develop their own self-confidence and awareness. At the start of each school year all class teachers are required to inform their students about these issues. In the Secondary School this includes explanations about the legal position regarding the age of consent and abuse of trust.

Pupils are informed about this policy and about sources of help and advice including the counselling service, medical centre and the school psychologist. Attention is also drawn to other policies designed to safeguard their well-being, for example school policies on bullying and internet safety.

The school establishes open and professional communication with parents in which the safety and well-being of all pupils is a clear priority.

3. Staff Recruitment, Employment and Training

Students of every nationality are guaranteed the same level of security and care through the school's appointment procedures and the way all newly recruited staff are checked.

The European School believes that the first step to safeguarding all pupils is to appoint staff who share its commitment to their welfare through rigorous recruitment procedures.

Staff who have access to children will be asked to provide a criminal record check document (disclosure certificate) before beginning their term of employment. This is also the case for religion and ethics teachers.

Seconded staff

Each member state is responsible for ensuring that staff seconded to a European School, whether in their country or another, are fit to be in contact with children and that the national legislative requirements for teachers have been met, including child protection legislation.

Teachers of Religion

In the case of teachers of religion it is the responsibility of the religious authority which nominates the teachers to ensure that they are fit to be in contact with children and that the local legislation (particularly child protection legislation) is observed.

Locally Recruited Staff

Each locally recruited teacher is asked to provide a criminal record document before beginning their term of employment.

Each member of the ancillary staff is asked to provide a criminal record document before beginning their term of employment.

Others Working with Children Unsupervised

If other categories of persons than ordinary teaching staff are to have access to children for a specific project or for a certain task, these persons are asked to provide a disclosure certificate before the work starts.

The school will exercise all possible means to ensure that unauthorised persons cannot gain entry into school and that unauthorised visitors can be easily identified.

Appropriate training for Deputy Directors and other key persons concerning their responsibilities for child protection in this area will be provided.

4. Security, Health and Safety

It is essential that a safe, healthy and comfortable environment is provided for all working in the European School. To ensure this, the school carries out comprehensive risk assessments, regular inspections, frequent cleaning of the site, care for the promotion of hygienic behaviour and healthy eating, as well as appropriate and comfortable classrooms and a medical centre.

The school undertakes to ensure that there will be a rapid response in the case of accidents or illnesses, including the designation and training of teachers or non-teaching staff as 'first aiders' and the keeping of an accident register.

The school undertakes to provide training for staff in the awareness of drug abuse and other health related matters.

Parents are required to provide medical information about their children, particularly information about allergies and special medical conditions on a 'need-to-know' basis at the beginning of the school year. All information is treated confidentially.

Parents/legal guardians must inform the Director immediately of any infectious disease their child contracts. See Article 30, 3dv.

Drugs are prohibited. The school has a zero tolerance policy and can carry out sporadic searches for drugs. Any breaches of the school's rules will result in a disciplinary procedure as laid out in the general rules (Articles 43 and 44).

5. Responsibilities and Procedures

The school's designated person responsible for child protection matters is the Deputy Director (primary/secondary). All concerns should be passed to him/her in the first instance (except for concerns about the abuse of pupils by a member of the administrative staff, which should go directly to the Director). In the absence of the Director, suspected cases of abuse should be passed to the person who is replacing him/her. The school's leadership team regularly reviews whether policy and practice in safeguarding are effective and compliant with current legislation. All members of the leadership team are aware of their responsibility to act as role models for staff and pupils in all areas of school life but particularly with regards to safeguarding students' welfare.

Staff members are informed about individual child protection issues on a need-to-know basis. The school endeavours to achieve the best balance between the desire for confidentiality on the

part of the child and the need to give members of staff sufficient information for them to fulfil their role responsibly.

Every effort is made to support any children who are known to have experienced abuse of any kind. In everyday school life the school seeks to provide a stable, secure and consistent environment and to create opportunities to build a sense of self-worth. External professional help is found if appropriate. The school recognises that children who have suffered abuse may display challenging or withdrawn behaviour. While making it clear that some behaviour is unacceptable, the school also ensures that the student knows s/he is valued and not blamed for any abuse that has occurred.

The school's Anti-Bullying Policy can be found at:

[Primary Child Protection Policy](#)

[Secondary Child Protection Policy](#)

6. Procedures for Dealing with Allegations of Abuse

If there is an allegation of abuse, the Deputy Director will examine the case in the most appropriate way in cooperation with the school medical and psychological services and take necessary steps. This can include contacts with the local authorities. A written report will be made and the Director of the school will decide on further disciplinary steps to be taken if school personnel are involved. Different types of professional help will be sought where necessary.

The health and safety programme is included in guidance to staff in relation to recognising signs and symptoms of child abuse, including physical indicators or behavioural/developmental indicators.

A disclosure from a child must be taken seriously by every member of staff. The person to contact immediately is the Deputy Director, who will ask for a written declaration including precise reports of dates and times of any observations made. He/she will contact the appropriate partners for cooperation in the actual case and make the necessary investigations.

It is the responsibility of the Director/Deputy Director in cooperation with the school's medical and psychological services to contact national authorities if need be.

Every member of staff has the obligation to forward in writing any necessary information to the Deputy Director concerning possible abuse.

A written record of measures taken is kept by the Director/Deputy Director. The facts are treated as confidential.

For information on sanctions, see the school regulations, pages 10 and 14 for secondary school and the primary school Internal School Handbook chapter 14: School Policies (14.1.1)

Projects on personal, social, citizenship and health education take place every year under the following headings:

Primary	Secondary
The dangers of the use of the internet and Facebook	The dangers of the use of the internet and Facebook
What to do if you are being bullied	Civic responsibility
Civic responsibility	Drug awareness
	Dependency: meeting with Alcoholics Anonymous
	The struggle against forgery and pirating
Road safety	Road safety: a demonstration by the traffic police

The policy is reviewed every three years.