

CHILD PROTECTION POLICY

NESTAS INTERNATIONAL SCHOOL

1. PREAMBLE

Nestas International School is fully committed to safeguarding and promoting the welfare, rights, dignity, and safety of all children in its care. The school recognises that every child has the right to grow, learn, and develop in a safe, secure, and supportive environment free from abuse, neglect, exploitation, and harm.

This Child Protection Policy outlines the principles, responsibilities, and procedures for preventing harm to children and responding appropriately to child protection concerns.

2. PURPOSE OF THE POLICY

The purpose of this policy is to:

Protect children from all forms of abuse and neglect

Provide clear guidance on safeguarding responsibilities

Establish procedures for reporting and responding to concerns

Promote a child-centred and rights-based approach

Ensure compliance with national laws and education regulations

3. LEGAL AND POLICY FRAMEWORK

This policy is informed by and aligned with:

Children's Act, 1998 (Act 560)

Domestic Violence Act, 2007 (Act 732)

Criminal Offences Act, 1960 (Act 29)

Ghana Education Service (GES) Child Protection and Safeguarding Guidelines

United Nations Convention on the Rights of the Child (UNCRC)

4. SCOPE OF APPLICATION

This policy applies to:

All learners from Crèche to Junior High School (JHS)

Teaching and non-teaching staff

Volunteers, interns, and service providers

Parents, guardians, and visitors

The policy applies during school hours, school-related activities, excursions, and any activity where children are under the care or responsibility of the school.

5. DEFINITION OF A CHILD

For the purposes of this policy, a child is any person below the age of eighteen (18) years, in accordance with the Children's Act, 1998 (Act 560).

6. FORMS OF ABUSE

Child abuse may take various forms, including but not limited to:

6.1 Physical Abuse

Intentional use of physical force that causes or may cause injury.

6.2 Emotional or Psychological Abuse

Behaviour that harms a child's emotional development or self-worth.

6.3 Sexual Abuse and Exploitation

Any sexual activity involving a child, including inappropriate touching, exposure, grooming, or exploitation.

6.4 Neglect

Failure to meet a child's basic physical, emotional, educational, or medical needs.

6.5 Bullying and Harassment

Persistent behaviour that intimidates, humiliates, or harms a child, including cyberbully.

7. PRINCIPLES OF CHILD PROTECTION

Nestas International School shall uphold the following principles:

The best interest of the child is paramount

Zero tolerance for abuse and exploitation

Shared responsibility for child protection

Confidentiality and respect for privacy

Timely reporting and appropriate response

8. ROLES AND RESPONSIBILITIES

8.1 School Management

Management shall:

Ensure implementation and enforcement of this policy

Appoint a designated Child Protection/Safeguarding Officer

Ensure safe recruitment and vetting of staff

Provide resources and support for safeguarding

8.2 Child Protection/Safeguarding Officer

The Safeguarding Officer shall:

Receive and document child protection concerns

Coordinate investigations and referrals

Liaise with parents and relevant authorities

Maintain confidential records

8.3 Staff and Volunteers

All staff and volunteers shall:

Adhere strictly to this policy and Code of Conduct

Act in the best interest of children at all times

Report any suspicion or allegation of abuse immediately

Maintain appropriate professional boundaries

8.4 Parents and Guardians

Parents and guardians shall:

Support the school's child protection efforts

Report concerns affecting their wards

Respect safeguarding procedures

9. SAFE RECRUITMENT AND STAFF CONDUCT

All staff shall undergo appropriate background checks where applicable

References shall be verified prior to employment

Staff shall sign and comply with the school's Code of Conduct

Corporal punishment and abusive disciplinary methods are strictly prohibited

10. GUIDELINES FOR APPROPRIATE CONDUCT WITH CHILDREN

Staff must:

Treat all children with respect and fairness

Avoid being alone with a child in secluded areas

Use appropriate language at all times

Obtain consent and ensure transparency in physical contact necessary for care

Staff must not:

Engage in inappropriate physical or emotional relationships with children

Use humiliating, threatening, or degrading language

Share personal contact details unnecessarily

11. REPORTING AND RESPONDING TO CONCERNS

11.1 Duty to Report

Any suspicion, disclosure, or allegation of abuse must be reported immediately to the Child

Protection/Safeguarding Officer or school management.

11.2 Reporting Procedure

Listen calmly and reassure the child

Do not investigate or promise confidentiality

Record facts accurately and promptly

Refer the matter to management and appropriate authorities

11.3 External Referrals

Where necessary, cases may be referred to:

Department of Social Welfare

Domestic Violence and Victim Support Unit (DOVVSU)

Ghana Police Service

12. CONFIDENTIALITY AND RECORD KEEPING

All child protection records shall be kept confidential and secure

Information shall be shared only on a need-to-know basis

Records shall be maintained in accordance with data protection principles

13. SUPPORT FOR AFFECTED CHILDREN

The school shall:

Provide emotional support and counselling where possible

Ensure the child's safety and wellbeing

Work collaboratively with parents and professionals

14. TRAINING AND AWARENESS

Regular child protection training shall be provided for staff

Learners shall be educated on personal safety and reporting concerns

Parents shall be sensitised on child protection matters

15. MONITORING AND REVIEW

This policy shall be monitored by school management

It shall be reviewed periodically or as required by law

Updates shall be communicated to all stakeholders

16. ACCEPTANCE AND COMPLIANCE

All members of Nestas International School community are required to comply fully with this Child Protection Policy. Any breach may result in disciplinary action or legal consequences.

Approved by: Management of Nestas International School
Effective Date: _____