

**International School Bangkok
Student Safeguarding Policy
Approved 21 April 2015**

Safeguarding refers to the measures taken by ISB to ensure that our students experience a safe and nurturing environment in which they can grow and develop to their full potential, and are protected from harm. Educators at ISB have a professional and ethical obligation to identify children who are in need of help and protection and to take appropriate action to ensure their wellbeing.

Child abuse and neglect are violations of a child's human rights and are obstacles to children's education as well as to their physical, emotional, and spiritual development. International School Bangkok is guided by the UN Convention on the Rights of the Child and acts in compliance with the Thai Child Protection Act (2003) to protect all children from harm.

Definition of Terms

Definitions of abuse are complex and can differ across various cultures. ISB defines abuse and neglect as follows:

Physical Abuse is any nonaccidental physical injury to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child.

Neglect is the failure of a parent or other person with responsibility for the child to provide needed food, clothing, shelter, hygiene or medical care where there is an ability to do so, or failure to provide supervision, resulting in threatened harm to the child's health, safety, and well-being.

Emotional Abuse is persistent emotional maltreatment that impacts on a child's emotional development. Emotionally abusive acts include restriction of movement, degrading, humiliating, bullying (including cyber bullying), and threatening, scaring, discriminating, ridiculing or other non-physical forms of hostile or rejecting treatment.

Sexual Abuse involves forcing, coercing or enticing a child to take part in sexual activities whether or not the child is aware of what is happening. The activities may involve physical contact or non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet).

Risk Assessment and Mitigation

1. ISB will conduct risk assessment for all appropriate events/activities involving children and for programs/projects that involve children and develop strategies to minimize risk.
2. ISB will employ safe recruiting practices as detailed in the Student Safeguarding Manual to ensure the suitability of prospective employees to work with children.
 - a. Background checks must be conducted for all contracted ISB employees. Background checks will be part of the hiring process for new employees. Applicants for ISB positions (and current employees) will agree in writing with the terms of this policy as part of the contracting process.
 - b. Checking evidence of identity and the authenticity of qualifications, requesting self-declarations about previous convictions, and a minimum requirement of at least two references are carried out in all cases.
3. ISB will make an assessment of the safeguarding practices of partner organizations prior to engagement.
4. ISB will remain accredited in Child Protection from a reputable agency.

Behavior Protocols and Code of Conduct

1. ISB Code of Conduct (see Student Safeguarding Manual) details the specific expectations regarding relationships with students, the publication of student images and identifying information, and social media use.

Education and Training

1. ISB will communicate this policy annually to staff, parents and students (where appropriate).
2. Child abuse prevention and awareness training will be provided for ISB employees, students and parents as specified in the Student Safeguarding Manual.
3. Reporting procedures are detailed in the Student Safeguarding Manual and will be communicated to all stakeholders annually.
4. Partner organizations will be briefed on child protection and their responsibilities under the policy upon engagement with the organisation.
5. Children and families will be informed about ISB's commitment to child safeguarding and what to do if they have concerns about a child.

Reporting

1. ISB will develop and maintain Student Protection Procedures for faculty and staff to address the prevention, reporting, and investigation of child abuse.
2. All ISB employees and associates must immediately report suspected incidences of child abuse or neglect whenever there is reasonable cause to believe that a child has suffered or is at significant risk of suffering abuse or neglect. ISB employees must report to the Head of School, Division Principal, or Counselor any suspected abuse or neglect either in or out of school.
3. Reporting and follow-up of all suspected incidences of child abuse or neglect will proceed in accordance with administrative regulations respective to this policy (see the Student Safeguarding Manual). If abuse or neglect has occurred the school will assess the need for medical attention or intervention to safeguard the safety of the child, and develop a follow-up plan. Furthermore, cases of suspected child abuse or neglect will be reported to the Thai authorities when required by Thai law.
4. Information related to the suspected abuse or neglect is strictly confidential and shall only be shared with those with a need to know within the school. Information related to the suspected abuse or neglect shall not be disclosed to the public or made known to the public, advertised or disseminated by means of the media or any other kind of information technology in any manner whatsoever. Violation of confidentiality laws may result in criminal liability.
5. In the case of a staff member reported as an alleged offender, ISB will conduct a full investigation following a carefully designed course of due process, keeping the safety of the child at the highest priority.

Monitoring and Review

1. This policy, and all procedures, guidelines and programs developed under it, will be consistent with Thai law.
2. The policy will be reviewed at least once every three years by the Board of Trustees and annually by the ISB Leadership Team.
3. The implementation of this policy will be monitored by the Head of School, who will report on the effectiveness of the implementation to the Board of Trustees.

Note: Policy to be effective 13 August 2015.