



مدرسة الدوحة البريطانية  
DOHA BRITISH SCHOOL  
AIN KHALED

# Child Protection Policy



Last Review: June 2025

Next Review: June 2026

Reviewer: Policy Committee



## 1. Purpose

The purpose of this policy is to:

- protect children and young people who attend Doha British School (DBS) or who participate in activities held on school premises;
- provide staff and members of the wider school community with the overarching principles that guide DBS' approach to child protection;
- ensure that all staff know that child protection is everyone's responsibility;
- emphasise the importance of early help and intervention in order to support pupils and families;
- ensure that the curriculum includes activities and opportunities which equip our pupils with the skills they need to stay safe from abuse, including e-safety, and to know to whom to turn for help, if necessary.

## 2. Scope

The policy applies to all DBS schools.

## 3. Definitions

Types of abuse include:

**Physical** Physical abuse may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocation, or otherwise causing physical harm 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.

**Emotional** Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may involve overprotection and limitation of the exploration and learning, or preventing the child participating in normal social interaction. It may involve serious bullying (including cyber-bullying), causing children frequently to feel frightened or in danger, or in the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone.

**Acts of Intimacy** Abuse of a child may involve forcing or enticing a child or endangering young person to take part in inappropriate activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. This can include any form of physical misconduct, such as inappropriate contact, including acts of assault and any other criminal offences Abuse may also involve non-contact activities, such as exposing children inappropriate content, encouraging or influencing improper, illegal, illegal, immoral behaviours. It may also include grooming for exploitation, including through digital platforms. Abuse can be perpetrated by adults, both male and female adults, as well as by other children.



This is not an exhaustive list and there are other forms of abuse as outlined in Part 1 of Keeping Children Safe in Education (2020) or any subsequent updates to the guidance.

#### 4. Policy statement

DBS firmly believes that all children and young people have the right to be protected from any form of abuse. The school recognises its responsibility to promote the welfare of all children and young people and to keep them safe. DBS is committed to practices that protect them.

This policy, along with our protection and safeguarding protocols, has been developed in accordance with UK guidance (as listed below) and the relevant laws and regulations applicable in the State of Qatar, including, without limitation, the following:

- Keeping Children Safe in Education, 2024
- Children Act 1989
- Working Together to Safeguard Children 2018
- Qatari Criminal Code (Law No. 11 of 2004)
- Qatari Juvenile Law (Law No. 1 of 1994)
- Qatari Anti-Human Trafficking Law (Law No. 15 of 2011)

There are three main elements to DBS' approach to Child Protection:

1. Prevention: inclusive of a positive school atmosphere, a school culture where staff refer to any concern at an early stage, effective PSHE, E- safety and pastoral support available to pupils and associated policies. DBS aims to support students in developing responsible behaviour in order to mitigate risks, including the safe use of electronic devices and internet access. The School regularly informs its students about associated issues through curriculum inclusions, notably through PSHE.
2. Protection: including by following agreed published procedures; by ensuring that staff are trained and supported appropriately and sensitively in associated matters; and by ensuring that the school has robust recruitment procedures.
3. Support to pupils and staff, inclusive of provision of counselling by a trained member of staff.

#### Key personnel

At DBS there are Designated Safeguarding Leads for Primary and Secondary as well as Deputy Safeguarding Leads. Designated Safeguarding Leads are responsible for:

- Attending to all concerns recorded on the MyConcern platform;
- Providing advice, guidance and support to staff in child protection matters;
- Liaising with the Principal to inform him / her of any issue and ongoing investigations;
- Organising child protection training for all school staff;
- Providing the Executive Principal with an annual report for the governing body, detailing any changes and reviews of relevant policy and procedures; training undertaken by the Designated Safeguarding Leads, and by all staff and governors; number and trends related to incidents/cases (anonymised).



All disclosures of abuse must be reported to the Designated Safeguarding Leads. Pupils, staff and parents should feel at ease to discuss any concerns relating to the welfare of a student with the Designated Safeguarding Leads no matter how trivial they may appear.

### **Record keeping**

All concerns are recorded via the MyConcern platform. Designated Safeguarding Leads keep accurate and up to date records of child protection concerns and ensure the security of information.

### **Staff training**

All staff, including administration and site staff will have this policy and the Child Protection Procedure disseminated to them as part of their induction. All teaching staff will be trained within their teams through a series of workshops. In addition to this there will be safeguarding briefings throughout the year. Key personnel will undergo updated Child Protection training every two years at a minimum, online or face-to-face.

### **Monitoring of attendance**

The school monitors attendance closely and contacts parents where attendance is a cause for concern. Each case will be judged on individual circumstances as there may be a reasonable explanation for such absence.

### **E-safety**

Most pupils will use tablets and computers at some time, including through DBS' Bring Your Own Device programme. These devices are a source of communication and learning. However, these technologies may be used to harm children and young people. The harm might range from sending hurtful or abusive texts and emails. The **E-safety policy** explains how DBS acts to protect pupils in the school in this regard.

### **IDs**

All staff (academic and support), parents, carers and Sixth Form pupils are required to wear an ID on a colour coded lanyard while on school premises. All visitors during the school day are required, on arrival, to wear a visitor's ID issued to them.

### **Visiting speakers and volunteers**

Any person who is visiting the school to work directly with young people for a 'one off' activity (e.g. a visiting speaker) or on an ongoing voluntary basis should wear a visitor's ID and may not be left unsupervised with children. All volunteers are required to undergo training which includes an overview of safeguarding and child protection procedures at DBS.

### **Internationally hired staff**

In accordance with Qatari regulations and the principles of safeguarding upheld in Islamic culture, internationally hired staff are required to undergo a criminal record check (e.g., Disclosure and Barring Service for the UK) and present the attested documents. As an additional safeguard, the school also requires a criminal record check from all countries where the staff member has previously been employed. This aligns with best practices for international schools and reflects the school's commitment to maintaining a safe and ethical environment in line with Islamic values and Qatari legal requirements.

### **Locally hired staff**

Locally hired staff who have not undergone a criminal record check will be required to do so before they are employed, at their own expense. Safer Recruitment Guidelines in carrying out thorough



checks on the suitability of all staff prior to appointment for the responsibilities they are undertaken. The HR Department will confirm that a prospective employee is not listed as 'a person unsuited to working with either children or young persons'.

Checks will be made through the Disclosure and Barring Service (DBS) for overseas appointments and relevant checks for local-hire appointments will also be carried out by the HR Department.

### **Third party groups**

Third party groups hiring school facilities are required to state that if this activity involves children or young people (under the age of 18) that all staff working have undergone a criminal record check.

### **Whistleblowing**

If a teacher or member of staff has concerns about the behaviour of another member of staff towards a pupil, he or she should report it at once to the Principal. Any concern will be thoroughly investigated. DBS is committed to ensuring that no one who reports a genuine concern in good faith will face any form of retaliation.

### **Confidentiality**

DBS abides by the principle that the welfare of the pupil is paramount. Privacy and confidentiality will be respected where possible but if doing so leaves a pupil at risk of harm then the pupil's safety has to come first.

## **5. Infatuations/ Inappropriate Interactions**

The school upholds strict professional and ethical boundaries and remains vigilant in monitoring any form of inappropriate interactions. DBS staff members are expected to maintain the highest standards of conduct, ensuring that all interactions remain appropriate. Any situation that may compromise these boundaries will be addressed with utmost seriousness to safeguard all individuals involved and uphold the integrity of the school environment. Where necessary, appropriate legal action will be taken, including pressing charges in cases of misconduct.

In such situations, staff must exercise professional judgment and report any concerns to the designated safeguarding team. If a potential issue arises, appropriate steps will be taken to ensure the well-being of all parties involved while maintaining professional boundaries.

Whilst the risk of inappropriate attachment is not limited to any particular group of staff, new teachers must remain particularly mindful of maintaining professional boundaries. If a member of staff is concerned that interaction with a pupil could be misinterpreted or become inappropriate, they must take proactive steps to uphold professional conduct and seek guidance from the designated safeguarding team if necessary.



## 6. Use of Reasonable Force

On rare occasions, a staff member may have to make physical interventions to a child that is not expected. Members of staff should only do this:

- Where action is necessary in self-defence or because there is imminent risk of injury
- Where there is a developing risk of injury, or significant damage to property

Examples of such situations are:

- A child attacks a member of staff, or another child
- Children are fighting
- A child is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials substances or objects
- A child appears to be under the influence of alcohol or illegal substances
- A child absconds from school (only applicable of a child is at serious risk if not kept in school)

Physical intervention can take a number of forms. It might involve staff:

- Physically interposing between children
- Blocking a child's path
- Leading a child carefully by the arm
- Shepherding a child away by placing a hand in the centre of the back or in extreme circumstances using more restrictive holds.

Reasonable force should only be used as a last resort when absolutely necessary to:

- prevent harm to a child or others;
- stop a criminal offence or property damage;
- maintain discipline in exceptional circumstances.
- An emphasis on proportionality - force used must be reasonable and justifiable.

## 7. Roles and responsibilities

The Principal is to:	<ul style="list-style-type: none"> <li>● oversee the fulfilment of the requirements of this policy and the Child Protection Procedure;</li> <li>● ensure that the school's Child Protection Policy and the Child Protection Procedure are available to the school community.</li> </ul>
The Head of Corporate Services is to:	<ul style="list-style-type: none"> <li>● action the part of the <b>Hire of School Facilities Procedure</b> related to children and young people involved in activities on school premises organised by third parties.</li> </ul>
Designated Safeguarding Leads are to:	<ul style="list-style-type: none"> <li>● fulfil the responsibilities of Designated Safeguarding Leads, ensuring that proper training is / has been provided;</li> <li>● include the dissemination this policy and the Child Protection Procedure during the induction of new staff;</li> <li>● ensure that they are up to date with related training (e.g. through online provision, local provision).</li> <li>● ensure that related curriculum inclusions are delivered, e.g. E-safety.</li> </ul>



All staff are to:	<ul style="list-style-type: none"><li>● read this policy as well as the Safeguarding Policy and Procedures.</li><li>● act on child protection issues early and in line with Child Protection Policy.</li></ul>
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## 8. Related documents

The following documents are referred to within this policy. They are set out in separate documents, reflecting the consideration we give to the protection of our students.

**E-safety Policy**

**Recruitment Procedure**

**Anti-bullying Policy**

**Behaviour Policy and Procedures**

**Health & Safety policy**

**Trips and Visits policy**

**Hire of School Facilities Procedure**

**Appendix**

[Document Control](#)



Thank you