



BRANKSOME
HALL ASIA

INTERNATIONAL SCHOOL FOR GIRLS

Empowering Women

CHILD PROTECTION AND WELFARE HANDBOOK

2019 - 2020

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Child Protection and Welfare Policy

Child abuse and neglect are violations of a child's human rights and are detrimental to the child's education as well as to her physical, emotional, and spiritual development. Branksome Hall, Asia endorses the *UN Convention on the Rights of the Child*, of which our host country, the Republic of South Korea, is a signatory.

Child abuse and neglect are defined according to four categories that include four types of maltreatment: neglect, physical abuse, sexual abuse, and emotional abuse. While Branksome Hall Asia acknowledges that cultural values may differ among members of our international parent population, maltreatment of a child is never justified under any circumstance.

Faculty and staff members are required to report possible signs of abuse and neglect to their Division Head of School.

Definition of Child Protection and Child Welfare

WHAT CONSTITUTES CHILD ABUSE OR NEGLECT?

In keeping with practices from a variety of countries, Branksome Hall Asia recognizes four major types of maltreatment: neglect, physical abuse, sexual abuse, and emotional abuse. Although any of the forms of child maltreatment may be found separately, they often occur in combination. Branksome Hall Asia acknowledges that although many families come from different cultural backgrounds, with varying disciplinary practices, maltreatment of a child is never justified. Therefore, we define abuse and neglect as follows.

Definitions of Abuse:

- The deliberate inflicting of physical injury on a child by other than accidental means, causing death, disfigurement, skin bruising, impairment of physical or emotional health, or loss or impairment of any bodily function, and/or
- Creating a substantial risk of physical harm to a child's bodily functioning, and/or
- Committing or allowing to be committed any sexual offense against a child as defined in either the criminal code of the host country or school policy, or intentionally touching, either directly or through clothing, the genitals, anus, or breasts of a child for other than hygiene or child care purposes, and/or
- Committing acts that are cruel or inhumane regardless of observable injury. Such acts may include, but are not limited to, instances of extreme discipline demonstrating a disregard of a child's pain and/or mental suffering, and/or
- Assaulting or criminally mistreating a child as defined by either the criminal code or school policy, and/or
- Engaging in actions or omissions resulting in injury to, or creating a substantial risk to the physical or mental health or development of a child and/or
- Failing to take reasonable steps to prevent the occurrence of all of the above

Definitions of Neglect:

Neglect is failure to provide for a child's basic needs. Neglect may be:

- Physical (e.g., failure to provide necessary food or shelter, or lack of appropriate supervision—this would include failure to provide proper adult guardianship such as leaving children unsupervised at home for any extended period of time. Note: At Branksome Hall Asia, the parent or legally registered guardian remains responsible for the child, even in situations where the parent is opting to utilize Homestay as a means of housing the child.
- Medical (e.g., failure to provide necessary medical or mental health treatment)
- Educational (e.g., failure to educate a child or attend to special education needs)
- Emotional (e.g., inattention to a child's emotional needs, failure to provide psychological care, or permitting the child to use alcohol or other drugs, specific examples may include verbal humiliation,

refusing to acknowledge presence of child, invasion of privacy for no specific reason, violent threats, a pattern of actions that show contempt).

Possible Signs of Physical Abuse

(Behavioral indicators do not constitute abuse. Together with other indicators they may warrant a referral).

- Unexplained, new, or repeated patterns of bruising on any part of the body.
- Bruises of different ages (various colors)
- Injuries reflecting shape of article used (electric cord, belt, buckle, ping pong paddle)
- Injuries that regularly appear after absence or vacation
- Unexplained burns, especially to soles, palms, back, or buttocks
- Burns with a pattern from an electric burner, iron, or cigarette
- Rope burns on arms, legs, neck, or torso
- Injuries inconsistent with information offered by the child
- Immersion burns with a distinct boundary line
- Unexplained laceration, abrasions, or fractures

Possible Signs of Sexual Abuse

- Venereal disease in a child of any age
- Evidence of physical trauma or bleeding to the oral, genital, or anal areas
- Difficulty in walking or sitting
- Refusing to change into PE clothes
- Child running away from home and not giving any specific complaint
- Pregnancy with no history of peer socialization
- Sexual knowledge, behavior, or use of language not appropriate to age level

Possible signs of Psychological/Emotional Abuse or Neglect:

- Significant changes in behavior that include becoming withdrawn from contact
- Sudden withdrawal from friends or others
- Changes in acting out behavior
- Changes in body weight
- Arriving at school in dirty clothes and/or appearing unkempt; poor hygiene

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Procedures for reporting suspected cases of child abuse or neglect

1. If a staff member suspects that a case of abuse or neglect exists, he/she will report this to the appropriate Head of School and the Child Protection Officer (Noeline Young) and provide all available detail. Staff members are not to engage in extensive questioning or examination of students who may be affected.
2. The Head of School will weigh the available evidence and decide if the situation warrants further investigation. The Head of School may opt to have the student examined by the nurse and may also opt to have the Counselor talk with the student. If suspected the nurse finds evidence of physical abuse, he/she will photograph the affected areas (such as bruises, burns, welts, or cuts) and record the date that the pictures were taken.
3. If a Head of School believes that there is sufficient evidence of abuse or neglect, he/she will contact the Child Protection Officer.
4. The Child Protection Officer or designate will weigh the evidence and determine if an official report to child services or the police is required. Members of the Traumatic Incidence Response Team may be requested to:
 - a) Interview staff members as needed,
 - b) Conduct a review of documentation related to the child's history,
 - c) Consult with an attorney or other sources.
5. The Child Protection Officer reports the case to the Principal.
6. If a case of Abuse or Neglect is suspected, the Principal will make the determination to contact Child Protective Services and/or the Police.
7. The School Counselor may be invited to draft and implement a plan of continued support for the student and family where the situation warrants.

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Child Protection Case Management Team (CPCMT)

The purpose of this team is to manage traumatic events, including cases of abuse. It is essential for the School Case Management Team to recognize the limitations of their expertise and to involve local resource or other consultant expertise as necessary.

The team will gather needed information to determine whether the situation should be handled by the school, referred to outside support services or reported to authorities.

PERSON ASSIGNED	ROLE	RESPONSIBILITY
Dr. Cinde Lock	Principal Incident Team Leader	Verification of facts Spokesperson for the School Responsible for overall management Delegates responsibility
Ms. Jamie Lee	Communications Coordinator	Executes communications with various stakeholder groups under the direction of the Principal
Ms. Noeline Young	Traumatic Incident Team Leader and Child Protection Officer	Accountable to the Incident Team Leader Compiles lists of students at risk Addresses follow up issues Coordinates contact with parents
Ms. Karlee Anderson	Counselor	Counseling and Intervention Identification of High Risk Students Addresses follow up issues with high risk students and parents
Ms. Yoon Jeong Kim	Nurse	Gather any evidence of physical abuse Provide any needed medical follow up

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Child Protection Advisory Team

The Child Protection Advisory Team consists of:

- Child Protection Officer: Ms. Noeline Young
- School Counselor
- Nurse
- Teacher representative from each level within the school (i.e. Junior School, Middle School, Senior School).
- Administrator – Principal or designated Head of School according to need (Noeline Young)
- At least two members of the community who work in child protection related professions (lawyer, social worker, psychologist)

The role of the Child Protection Advisory Team (CPAT) is to ensure that there is a comprehensive Child Protection Program (CPP) in place at the school and to annually monitor the effectiveness of the program.

Specific tasks include:

- Work within the school's existing structures to ensure development and adoption of a Child Protection curriculum that will meet the needs of the school.
- Ensure that child protection curriculum is taught and assessed annually.
- Support teachers and counselors in implementing Child Protection Curriculum
- Ensure/guide Professional Development for training for all staff including teachers and volunteers

The school-based child protection team will meet at least twice annually. The first meeting is to plan for the school year.

Preparation planning items for the successful teaching of personal safety lessons include:

- Discuss readiness of the teachers to teach personal safety
- Review personal safety protocols and guidelines
- Schedule future school-based support team meetings

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Prevention Practices

HIRING PRACTICES

In order to protect the safety of students, the following hiring practices are implemented at Branksome Hall Asia.

1. Branksome Hall Asia will reference the ITFCP recommended screening and assessment practices for International School Recruitment.
2. A country-wide police check will be requested from all new international and domestic hires from their previous place of employment prior to contracts being offered. A criminal records check must also be provided from the country where the candidate holds a passport.
3. Candidates must provide at least two confidential references from positions held by the candidate over the previous 6 years.
4. Referee questions include:
 - Do you have any concerns about the candidate working unattended with children?
 - Did any of the candidate's colleagues, students, or parents express such concerns?
 - Would you rehire the candidate? (why or why not according to the response received).
5. Referees are contacted through telephone numbers or business email addresses. Personal numbers are checked through available online directory services. Required documentation is collected and reviewed before a final decision is made.
6. Branksome Hall Asia conducts internet checks as a precondition of employment.
7. Branksome Hall Asia conducts checks of available sex offender registries as a precondition of employment.

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Prevention Practices

STAFF CODE OF BEHAVIOR

Branksome Hall Asia is committed to the safety and protection of children. Branksome Hall Asia Employees must, at all times, be aware of the responsibilities that accompany their work with children.

Employees are responsible for maintaining physical, emotional, and sexual boundaries in all interactions with children. This includes: a) the avoidance of any covert or overt sexual behaviors, b) seductive speech or gestures and c) physical contact that exploits, abuses, or harasses.

Employees must show prudent discretion before touching children and be aware of how physical touch can be perceived. Branksome Hall Asia personnel and volunteers are prohibited at all times from physically disciplining a child or using what may be termed to be corporal punishment.

We must report when there is evidence or cause to suspect that child abuse or neglect that might involve staff, peers, parents, or others. Suspected abuse or neglect must be reported to the appropriate Head of School.

Faculty, staff, employees, and volunteers should refrain from the illegal possession and/or illegal use of drugs and/or alcohol at all times and from the use of tobacco products, alcohol and/or drugs when working with children. Adults should never buy alcohol, drugs, cigarettes, videos, or reading material that is inappropriate and give it to young people. Staff members and volunteers should not give gifts to children without the knowledge of their parents or guardians.

Communication with children is governed by the key safety concept of transparency. The following steps will reduce the risk of inappropriate communication between Branksome Hall Asia parents, administration, teachers, personnel, volunteers, and minors:

- Communication between Branksome Hall Asia (including volunteers) and minors that is outside the role of the professional or volunteer relationship (teacher, coach, host, etc.) is prohibited.
- Email exchanges between a student and a teacher are to be made using a school email address.
- Electronic communication that takes place over a school network or platform may be subject to periodic monitoring.
- Faculty, staff, and volunteers who use any form of online communications including social media (Facebook, Twitter, etc.) and text messaging to communicate with minors may only do so for activities involving school business.

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Prevention Practices

STUDENT DATA COLLECTION

Annual data is collected relating to the health and self-efficacy of students within particular divisions in the school. This data assists the Senior Leadership team to understand student perception of constructs related to student sense of well-being and overall self-efficacy.

STUDENT TRAINING

Students receive training through the PE and Health programs in healthy living choices. They also receive education in sexuality and healthy choices. They also receive training in personal grooming, safety, and healthy sexual behavior.

TRAINING OF FACULTY AND STAFF

Appropriate in-service training will be provided annually to staff that will include:

- Warning signs of abuse and neglect
- The needs of the abused or neglected child and
- The important role teachers may need to play in assisting the child's recovery and future development
- The process the school will follow in suspected abuse cases.

CLASSROOM DOORS

It is recommended that all classroom and specialist doors have clear glass which allows an individual outside of the room to see in at all times.

WASHROOM POLICY

Junior School Staff and Visitor Toilets are separate from JS student toilets. Adult staff members will be in student washrooms when required to assist a student and to supervise washroom visits.

OTHER PERSONNEL INCLUDING VOLUNTEERS

Other personnel having direct contact with students must follow the guidelines within this handbook, including having a valid criminal history check.

A valid criminal history check for other personnel is defined as;

- 1) A current (within/2months) local (Korean) history check, and
- 2) A criminal history check no earlier than 8 months from the date of arrival in Korea from the country where the person holds a passport.

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Digital Citizenship

Branksome Hall Asia students recognize the rights, responsibilities, and opportunities of living, learning and working in an interconnected digital world. They demonstrate ways that are safe, legal, and ethical.

Issues related to digital citizenship are embedded through JK-12 technology curriculum. These include processes and procedures related to internet safety, cyberbullying, relationships, and communication, information literacy, privacy and security, information literacy, and self-image and identity. Further, students learn about issues related to their responsibilities as stewards of the digital environment, their digital footprint, reputation, liability and ethical behavior as this relates to topics such as hate speech and online interactions.

Staff are trained to ensure that the delivered curriculum reflects these issues and themes.

SCHOOL ADDRESS AND CONTACT INFORMATION

Branksome Hall Asia

234 Global Edu-ro,
Daejeoung-eup
Seogwipo City,
Jeju Special Self-Governing Province
Korea, 63644

Website

www.branksome.asia

Telephone +82.64.902.5000

Fax +82.64.902.5481

