



CANADIAN  
INTERNATIONAL  
SCHOOL  
Bangalore, INDIA

**CHILD PROTECTION** POLICY  
ADDENDUM FOR EMERGENCY  
SCHOOL CLOSURE AND  
BLENDED LEARNING (2020)

## EMERGENCY SCHOOL CLOSURE AND BLENDED LEARNING ARRANGEMENTS FOR SAFEGUARDING AND CHILD PROTECTION

### CONTEXT

From March 2020 as a response to the COVID-19 pandemic, parents were asked to keep their children at home, and for schools to conduct remote learning practices. This addendum of the Canadian International School, Bangalore (CISB), Child Protection Policy contains details of our individual safeguarding arrangements in the following areas:

### CHILD SAFEGUARDING TASK FORCE (CSTF)

ROLE	NAME	MOB. NO	EMAIL
Child Safety Lead	Ted Mockrish	9741777509	hos@cisb.org.in
Elementary Counselor	Ashwini K.R.	8892526025	escounselor@cisb.org.in
MS/HS Counselor	Manisha Ninan	8762502912	ms-hscounselor@cisb.org.in
Boarding Counselor	Tanusree Durairaj	8095891465	boardingcounselor@cisb.org.in
Elementary Principal	Rekha Sachdej	9740848787	esprincipal@cisb.org.in
Middle School Principal	Regis Caudrillier	96321774444	msprincipal@cisb.or.in
High School Principal	Don Macmillan	9686346555	hsprincipal@cisb.org.in
Dean of Studies	Jane Macmillan	9740843131	deanofstudies@cisb.org.in
Head Nurse	Rekha Tharanath	8971489800	school-nurse@cisb.org.in

## VULNERABLE STUDENTS

Vulnerable students include those who have a Child Protection Safety Plan and those who are looked after by a Local Authority. Those with a safety plan will be risk-assessed to decide next steps, including contacting local authorities and providing safe haven to the child on a temporary basis at school, or whether they can safely have their needs met at home. Members of the CSTF know who our most vulnerable children are. They have the flexibility and will continue to work with and support vulnerable children. The Child Safety Lead (CSL) will assume responsibility remotely for coordinating safeguarding on site. To support the above, CISB will, when communicating with parents and/or carers, confirm emergency contact numbers are correct and ask for any additional emergency contact numbers where they are available.

In all circumstances where a vulnerable child does not reside at school, or discontinues residing on campus or withdraws from school, the school will notify their identified guardians/care giver.

## REPORTING A CONCERN

Where staff have a concern about a child, they should continue to follow the process outlined in the school Safeguarding Policy, this includes making a report via established reporting pathways, which can be done remotely. In the unlikely event that a member of staff cannot access their established reporting pathways from home, they should call the CSL immediately; if the CSL is unreachable then a member of the CSTF should be contacted.. This will ensure that the concern is received.

Staff are reminded of the need to report any concern immediately and without delay. Where staff are concerned about an adult working with children in the school, they should make a notification to Child Safety Lead whilst away from school; if the CSL is unreachable then other members of the CSTF should be contacted to report that there is a concern of abuse from a faculty member (without naming the person) and to contact the CSL immediately. This is for all personnel except the CSL/Head of School.

Concerns around the CSL/Head of School should be directed to the Chair of Board: Ms. Shweta Sastri.

## SAFEGUARDING TRAINING

All existing school staff have had safeguarding training and have read policies and applicable legislation on reporting concerns. The CSL should communicate with staff any new local arrangements, so they know what to do if they are worried about a child. Where new staff are recruited, or new volunteers enter CISB, they will continue to be provided with a safeguarding induction. In the event that training cannot take place during a closure or the inability to travel outside of Bangalore, the School will look at alternative methods to induct new faculty and update returning faculty on new procedures and safeguarding. This can be led by our own safeguarding team or outside agencies who can support the school remotely.

CISB will take into account the guidance on safeguarding children during remote learning situations and will accept the candidate as long as the current employer confirms in writing that:

- The individual has been subject to an appropriate background check
- There are no known concerns about the individual's suitability to work with Children
- There is no ongoing disciplinary investigation relating to that individual.
- Upon arrival, they will be given a copy of the school's child protection policy
- Safer recruitment/volunteers and movement of staff
- It remains essential that people who are unsuitable are not allowed to enter the children's workforce or gain access to children.
- When recruiting new staff, CISB will continue to follow the relevant safer recruitment processes.

Where CISB are utilising volunteers, we will continue to follow the checking and risk assessment process as set out in policy and/or by local authority. Under no circumstances will a volunteer who has not been checked be left unsupervised.

CISB will continue to follow the legal duty to refer to local authorities anyone who has harmed or poses a risk of harm to a child or vulnerable adult according to POCSO norms.

Whilst acknowledging the challenge of emergency situations, it is essential from a safeguarding perspective that any school is aware, on any given day, which staff or volunteers will be in the school, and that appropriate checks have been carried out, especially for anyone engaging in regulated activity.

## **ONLINE SAFETY IN SCHOOL**

CISB will continue to provide a safe environment, including online. This includes the use of an online filtering system. Where students are using computers in school, appropriate supervision will be in place.

## **STUDENTS AND ONLINE SAFETY AWAY FROM SCHOOL**

It is important that all staff who interact with students, including online, continue to look out for signs a child may be at risk. Any such concerns should be dealt with as per the Child Protection Policy and where appropriate referrals should still be made to the CSTF. Online teaching will follow the same principles as set out in the code of conduct. CIS will ensure any use of online learning tools and systems is in line with privacy and data protection requirements.

Below are some things to consider when delivering virtual lessons, especially where webcams are involved:

CISB will take into account the guidance on safeguarding children during remote learning situations and will accept the candidate as long as the current employer confirms in writing that:

- Any computers used should be in appropriate areas, for example, not in bedrooms; the background should be blurred if it is not being directly used as a teaching resource ie whiteboard or charts hung behind the teacher.
- Students should join the session from a common place in their homes within earshot of their parents.
- Staff and children must wear suitable clothing, as should anyone else in the household.
- All contact with students should occur through official school platforms and log ins. Under no circumstances are personal accounts to be used to connect with students via communication platforms, apps, or social media.
- Do not share any personal contact details with students.
- Live classes and 1:1 virtual sessions conferring with students should be recorded and history of conversation should be kept with the date and time, as well as the context of the conversation for review.
- Transparency of the sessions should be maintained with clear communication via school platforms about the work given.
- Language must be professional and appropriate, including with any family members in the background. Teasing, sarcasm, memes and some jokes can be easily misunderstood and put out of context.

## **SUPPORTING CHILDREN NOT IN SCHOOL**

CISB will continue to provide a safe environment, including online. This includes the use of an online filtering system. Where students are using computers in school, appropriate supervision will be in place.

## **STUDENTS AND ONLINE SAFETY AWAY FROM SCHOOL**

CISB is committed to ensuring the safety and wellbeing of all its Children and Young people. Where the CSL has identified a vulnerable student who would normally receive pastoral-type support in school, they will ensure that a robust communication plan is in place for that student. The school will share safeguarding messages on its website and social media pages. CISB recognises that school is a protective factor for children and young people, and the current circumstances can affect the mental health of pupils and their parents/carers. Teachers at CISB will be aware of this in setting expectations of pupils' work where they are at home.

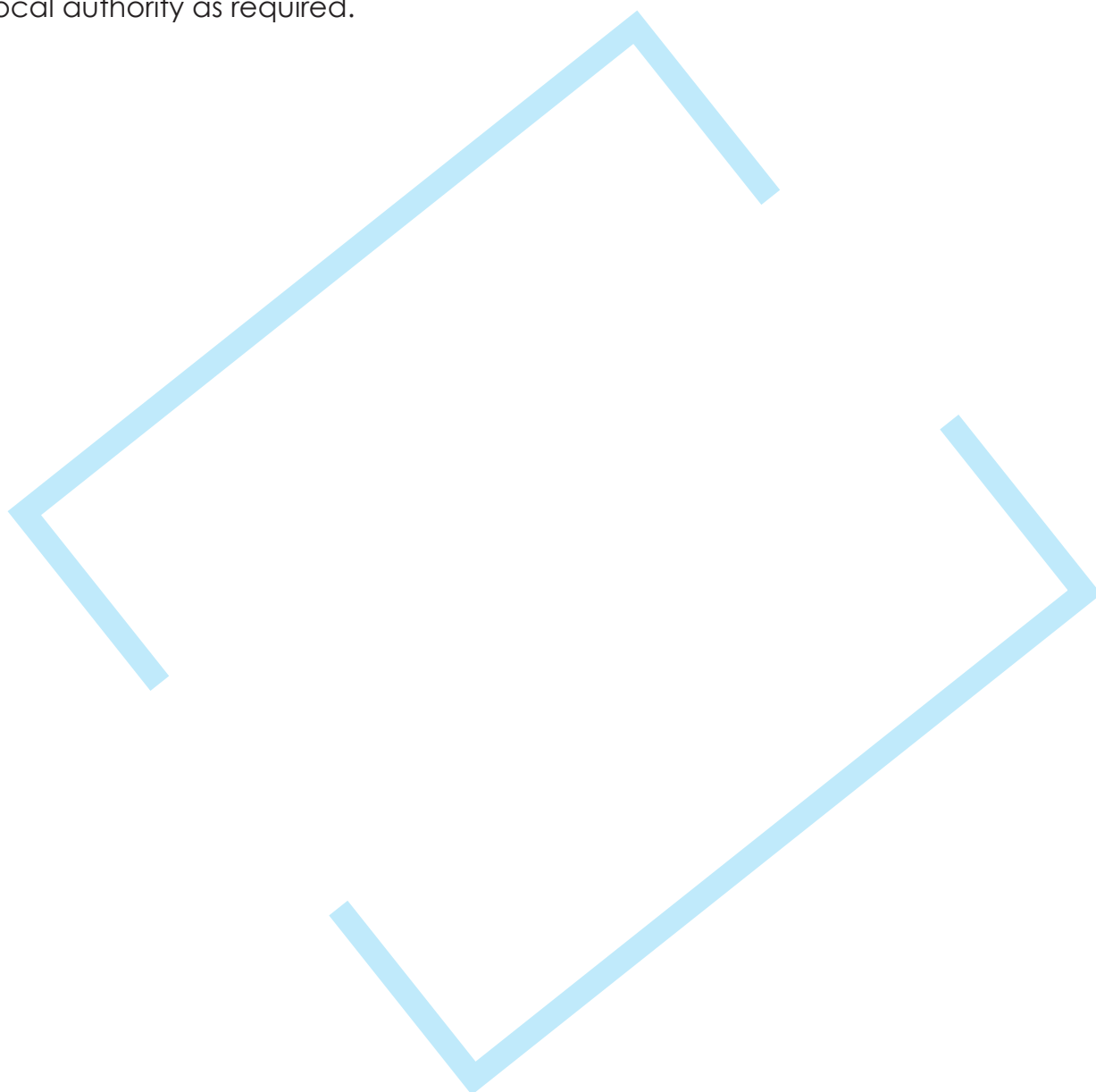
## SUPPORTING CHILDREN IN SCHOOL

CISB will continue to be a safe space for all children to attend and flourish. The leadership will ensure that appropriate staff are on site and staff to pupil ratio numbers are appropriate, to maximise safety. The school will refer to the Government guidance for education and childcare settings on how to implement required measures (for eg. social distancing) and continue to follow the advice from local authority. CISB will ensure that where we care for children of critical workers and vulnerable children on site, we ensure appropriate support is in place for them.

## PEER ON PEER ABUSE

During a closure a revised process may be required for managing any report of such abuse and supporting victims. If the School receives a report of peer on peer abuse, they will follow the principles as set out in local guidance and of those outlined within the CISB Child Protection Policy.

The school will listen and work with the young person, parents/carers and any multi-agency partner required to ensure the safety and security of that young person, and also refer to local authority as required.



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### OUR MISSION

CIS is a culturally-rich mosaic serving each student by providing a world-class international education, nurturing potential, developing life-long skills, and preparing students for an ever-changing global community.

### CONTACT DETAILS:

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