



PINEWOOD AMERICAN INTERNATIONAL SCHOOL

PINEWOOD - THE AMERICAN INTERNATIONAL SCHOOL OF THESSALONIKI, GREECE

Child Protection and Safeguarding Policy and Procedures

At Pinewood American International School, the safety and wellbeing of every child is our highest priority. This policy explains how we keep children safe, how we work together as a community, and what to do if you ever have a concern.

Our Commitment

- Every child at Pinewood has the right to feel safe, valued, and respected at all times.
 - Safeguarding means preventing harm before it happens, protecting children from abuse or neglect, and creating an environment where students can grow and thrive.
 - All adults in our community—staff, parents, visitors, and volunteers—share responsibility for keeping children safe.
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What Safeguarding Includes

Safeguarding at Pinewood covers many areas of school life:

- **Protection from Abuse and Neglect**
We work to prevent, identify, and respond to all forms of child abuse: physical, emotional, sexual, and neglect. Every staff member is trained to recognize signs of abuse and to act immediately.
- **Safe Recruitment and Staffing**
All employees are carefully screened through interviews, references, and background checks. Staff must also sign a Code of Conduct and take part in regular safeguarding training.
- **Positive and Respectful Relationships**
Children are treated with dignity and respect. Staff and visitors are expected to act as



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role models and to maintain professional boundaries at all times.

- **Safe Learning Environments**

Our classrooms, playgrounds, and school activities are designed to be safe and supportive. Bullying, peer-on-peer abuse, or discrimination of any kind are not tolerated. See our [Anti-Bullying Policy](#).

- **Online Safety**

We educate students about responsible online behavior and monitor the use of technology. We also address risks such as cyberbullying, harmful content, sexting, grooming, and emerging issues like AI and deepfake misuse.

- **Support for Student Wellbeing**

We provide counseling, health services, and educational programs to help students develop resilience, regulate their emotions, and seek help when they need it.

- **Partnership with Families**

Safeguarding works best when school and parents work together. We provide workshops and resources to support families in understanding risks and building safe practices at home.

Who to Contact

If you are ever concerned about the safety or wellbeing of a child, please contact our designated Child Protection Officers (CPOs):

- **EY/Elementary:** *Smaragda Spyrou* (School Psychologist)
- **Middle/High:** *Ellie Tsachtani* (School Psychologist)

The **Case Management Team** also includes the Head of School, Principals, School Psychologists, HR Manager, School Nurse, and Legal Counsel.

Reporting Concerns



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If you have a concern:

1. Speak directly with a Child Protection Officer or the Head of School.
2. You may also report concerns using our official forms:
 - [EY/Elementary School Form](#)
 - [Middle/High School Form](#)

Reports are treated confidentially, and always in the best interest of the child.

Training & Awareness

- **For Students:** Lessons and workshops help children learn about their rights, healthy relationships, and how to stay safe both in school and online.
 - **For Staff & Visitors:** All employees are required to complete annual safeguarding training and to follow the Code of Conduct. Visitors are always supervised while on campus.
 - **For Parents:** Pinewood offers resources and events to help families support children's wellbeing at home and online.
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Legal Framework & Partnerships

- Pinewood follows **Greek law** on child protection and mandatory reporting (Law 3500/2006, updated by Law 5090/2024 and Law 4531/2018).
- Pinewood also adheres to **international standards**, including the United Nations Convention on the Rights of the Child (Articles 19 and 34).
- We work closely with local and international agencies to ensure children's rights are protected.

Auxiliary Agencies in Greece:



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- [Greek Ombudsman for Children](#) – investigates and supports children’s rights.
- [The Smile of the Child](#) – provides direct support to children and families at risk.
- **Helplines:**
 - SOS Helpline for Children: **1056**
 - National Child Protection Hotline: **1107**
 - European Helpline for Children: **116111**
 - European Hotline for Missing Children: **116000**

Confidentiality

All information related to child protection is handled with sensitivity. While we respect the privacy of families, child safety always comes first.