

Child Protection Policy

Empowerment International School
Sulaymaniyah, Kurdistan Region of Iraq



1. Policy Statement

Empowerment International School is committed to safeguarding all children enrolled in our programs. We believe every child has the right to be protected from abuse, neglect, exploitation, and harm. Our school ensures a safe and nurturing environment where children can learn, grow, and thrive without fear.

This policy applies to all staff, volunteers, contractors, visitors, and anyone associated with the school.

2. Definitions of Abuse

Child abuse may include, but is not limited to:

- **Physical Abuse** – Harm through hitting, shaking, or any form of violence.
- **Emotional Abuse** – Persistent humiliation, threats, or rejection.
- **Sexual Abuse** – Any form of sexual exploitation or inappropriate behavior.
- **Neglect** – Failure to provide basic needs such as food, safety, or medical care.
- **Bullying & Harassment** – Verbal, physical, or cyberbullying.

3. Code of Conduct for Staff & Volunteers

All adults working with children must:

- ✓ Treat all children with respect and dignity.
- ✓ Avoid physical punishment or humiliating discipline.
- ✓ Not engage in inappropriate physical contact.
- ✓ Avoid being alone with a child in private; meetings should be in open or observable areas.
- ✓ Report any concerns about a child's welfare immediately.

Prohibited Behaviors:

- ✗ Use of abusive language or corporal punishment.
- ✗ Sharing inappropriate content or images with children.
- ✗ Any form of discrimination or favoritism.

4. Reporting Procedures

If any staff member, student, or parent suspects abuse, they must:

1. **Report Immediately** to the **Designated Safeguarding Lead (DSL)** or school director.
2. **Document the Concern** – Write details (who, what, when, where) without speculation.
3. **Confidentiality** – Only share information with relevant authorities.
4. **Refer to Local Authorities** – If necessary, contact:
 - **Kurdistan Regional Government (KRG) Child Protection Unit**
 - **Local Police (Asayish)**
 - **Ministry of Labour and Social Affairs (MOLSA)**

5. Responding to Disclosures

If a child discloses abuse:

- **Listen** without interrupting.
- **Reassure** them they are not to blame.
- **Do Not Investigate** – Leave this to authorities.
- **Report Immediately** to the DSL.

6. Recruitment & Screening

- All staff and volunteers undergo **background checks**.
- References are verified before hiring.
- Training on child protection is mandatory.

7. Awareness & Training

- Annual child protection training for all staff.
- Students learn about their rights and safety in age-appropriate ways.
- Parents receive guidelines on recognizing and reporting abuse.

8. Online & Digital Safety

- Monitoring of school devices and internet use.
- No unauthorized contact with students via social media.

- Cyberbullying is treated as seriously as physical bullying.

9. Review & Compliance

This policy is reviewed annually and updated as needed to comply with:

- **Kurdistan Region Child Protection Laws**
- **UN Convention on the Rights of the Child (CRC)**
- **Iraqi national child welfare guidelines**

10. Contact Information

Designated Safeguarding Lead (DSL): [Head of Primary]

Local Child Protection Services: [To become available]

Emergency Police: 124 (Asayish)

Date of Adoption: [08/04/2025]

Next Review Date: [08/04/2026]

Principal/School Director's Signature: _____