

Child Protection and Safety Policy – Silver Fern International School

Vision Statement of SFIS:

To inspire and empower every learner to thrive as a compassionate, curious, and globally responsible individual—ready to lead meaningful change in an interconnected world.

Mission Statement of SFIS:

At SFIS, we are a collaborative learning community committed to nurturing internationally-minded learners. We empower students to become creative and critical thinkers, fostering a spirit of inquiry and reflection. Through meaningful learning experiences, we support them in becoming compassionate, knowledgeable, and principled individuals who take responsible action to make a positive difference in their local and global communities.

Date Adopted: 28/12/2022

Review Date: July 2025

1) Rationale

Silver Fern International School (SFIS) is committed to providing a safe, respectful, and nurturing learning environment that promotes the physical, social, emotional, and psychological well-being of every child. This policy affirms the school's dedication to upholding the **United Nations Convention on the Rights of the Child (UNCRC, 1989)**, as endorsed by Thailand, and reflects the expectations outlined in the **International Baccalaureate (IB) Child Protection Guidelines** and the **Child Protection Act B.E. 2546 (2003)** of the Thai Ministry of Education.

We recognize that safeguarding children is a shared responsibility, and every member of the SFIS community has a role to play.

2) Aim

- To establish rigorous procedures and a child-centered culture to ensure student safety and well-being.
- To define roles and responsibilities of staff, students, parents, and visitors.
- To foster a protective and inclusive learning environment that empowers students to speak up.

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- To respond swiftly and appropriately to concerns or incidents related to child abuse, neglect, or exploitation.
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3) Scope

This policy applies to:

- All SFIS students
 - All staff members (teaching, non-teaching, administrative)
 - Volunteers, interns, contractors, and service providers
 - Parents, guardians, and regular visitors
 - Anyone representing or working on behalf of the school
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4) Guiding Principles

- **Zero Tolerance** for abuse, neglect, exploitation, or discrimination.
 - **Best Interests of the Child** as the primary consideration in all decisions.
 - **Confidentiality** and protection of personal information.
 - **Cultural Sensitivity** and respect for diversity in beliefs, identities, and backgrounds.
 - **Right to Participation**: Children will be empowered to express concerns freely.
 - **Accountability** and transparency in actions taken to protect children.
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5) Key Definitions

- **Child Abuse**: Physical, sexual, emotional harm or neglect.
 - **Safeguarding**: Measures to protect children from risk of harm.
 - **Mandated Reporter**: All SFIS employees are legally required to report suspected abuse.
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6) Procedures and Practices

6.1. Safe Recruitment and Background Checks

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- Police clearance and reference checks are mandatory for all staff, volunteers, and contractors.
- Staff sign a **Code of Conduct** affirming commitment to safeguarding.
- All staff undergo annual **child protection training**.

6.2. Campus Safety

- Surveillance cameras are installed throughout the campus (excluding private spaces).
- Visitors are registered and issued ID badges.
- Children are supervised at all times during school hours, events, and excursions.
- Emergency contact information is updated regularly.
- Access control protocols are implemented at entry/exit points.

6.3. Health and Hygiene

- Children with contagious illnesses are not allowed on campus without medical clearance.
- Regular inspection of first-aid kits, extinguishers, eye-wash stations, and emergency showers.
- Safe storage and administration of medication with parental consent

6.4. Emotional and Psychological Safety

- Regular counseling and SEL programs integrated into the curriculum.
- Visiting psychologist available on call.
- Teachers document concerning behavioral patterns and escalate as required.

6.5. Reporting Mechanisms

- All staff are mandated to report any suspicion or disclosure of abuse.
- A **Child Protection Reporting Form** is available to log concerns confidentially.
- Anonymous reporting mechanisms available via a designated email or drop-box.
- Immediate response protocol initiated upon any reported concern.

6.6. Safety Off-Campus

- Written consent from guardians required for any off-campus activity.
- Teacher-student ratios maintained during trips.

6.7. Inclusion and International-Mindedness

- Students are guided to understand and respect global perspectives, identities, and cultural contexts.

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- Zero tolerance for bullying, discrimination, or harassment based on race, gender, ability, or background.
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7) Roles and Responsibilities

7.1 School Leadership

- Implement and monitor policy effectiveness
- Schedule regular safety drills and reviews
- Ensure access to child protection resources
- Coordinate with local child welfare authorities when needed

7.2 Teachers and Staff

- Foster a safe classroom environment
- Maintain updated records of student well-being
- Report incidents or concerns to the Designated Safeguarding Lead (DSL)
- Participate in regular professional development on safeguarding

7.3 Students

- Report unsafe behavior or incidents
- Follow safety guidelines and rules
- Be respectful of peers' rights and differences
- Avoid risky behavior on campus or during school events

7.4 Parents and Guardians

- Collaborate with the school to uphold safety policies
- Provide relevant health, allergy, and emergency information
- Attend scheduled meetings and safety briefings
- Support open communication with children

7.5 Visitors and Contractors

- Follow all school safety procedures and sign the visitor code of conduct
 - Work under direct supervision if interacting with students
 - Wear visitor identification at all times
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8) Child Safety and Protection Team

| Role | Name | Responsibilities |
|--------------------|------------------------|---|
| Head of School | Mrs. Rizwana Amin | Designated Safeguarding Lead (DSL), policy implementation |
| Thai Principal | Mrs. Thongbai Sawatpon | Thai MOE compliance |
| PYP Coordinator | Mr. Alexander Van Beek | PYP student welfare |
| First-Aid Provider | Kru Ubon (Nurse) | Medical response and safety checks |

9) Resources & References

- **UNCRC:** <https://www.ohchr.org/en/professionalinterest/pages/crc.aspx>
- **WHO Child Maltreatment Factsheet:** <https://www.who.int/en/news-room/fact-sheets/detail/child-maltreatment>
- **Thai Child Protection Act, B.E. 2546 (2003)**
- **IB Child Protection Guidelines (2021)**

Policy Review

This policy is a dynamic document and will be reviewed annually or after any significant incident or legal update.