



CIS Bratislava Safeguarding and Child Protection Policy

1. Policy Statement

At CIS Bratislava, the safety and wellbeing of our students is our highest priority. We are committed to providing a secure, caring, and supportive environment in which all children can learn and develop to their full potential.

We believe that all children have the right to be protected from harm, abuse, and neglect, and that safeguarding is the responsibility of every member of our school community.

This policy applies to all teaching and non-teaching staff, governors, volunteers, external providers, and anyone working on behalf of CIS Bratislava.

2. Purpose of the Policy

This policy aims to:

- Protect all students from harm or abuse.
- Promote a culture of vigilance and accountability.
- Ensure staff know how to identify and respond to concerns about a child's welfare.
- Outline procedures for reporting and managing safeguarding concerns.
- Ensure effective partnerships with parents, carers, and external agencies.

3. Safeguarding Principles

We believe that:

- Every child has a right to feel safe, valued, and respected.
- Safeguarding is everyone's responsibility.
- Concerns should be reported and acted upon promptly.
- Students should be empowered to speak out and know whom to turn to for help.
- The welfare of the child is always the paramount consideration.



4. Designated Safeguarding Team

- **Designated Safeguarding Lead (DSL):** Miss Orla Flynn, Deputy Head of Primary
- **Deputy Designated Safeguarding Lead (DDSL):** Ms. Charlotte Thompson, Deputy Head of Secondary

The DSL and DDSL are responsible for maintaining safeguarding procedures, training, and liaison with external agencies.

5. Recognising Abuse and Neglect

All staff should be alert to signs that a child may be experiencing abuse, including but not limited to:

- **Physical abuse:** Unexplained injuries or repeated physical harm.
- **Emotional abuse:** Persistent emotional ill-treatment, humiliation, or rejection.
- **Sexual abuse:** Forcing or enticing a child to participate in sexual activities.
- **Neglect:** Persistent failure to meet a child's basic physical and emotional needs.
- **Online abuse:** Exploitation, grooming, or exposure to harmful online content.

Staff should also be aware of contextual and peer-on-peer abuse, including bullying, cyberbullying, and inappropriate sexualized behavior.

6. Reporting Concerns

All concerns, suspicions, or disclosures must be taken seriously and reported immediately to the **Designated Safeguarding Lead**.

- Concerns should be recorded using the school's safeguarding reporting form.
- Staff must not promise confidentiality to a student but should explain that information will be shared for their safety.
- The DSL will assess the concern and, where appropriate, refer it to relevant external agencies (e.g., social services or police).
- In cases of immediate danger, emergency services must be contacted without delay.



7. Confidentiality and Record Keeping

- All safeguarding records are kept securely and separately from academic records.
- Access to these records is restricted to the DSL and Safeguarding Team
- Information will only be shared on a need-to-know basis and in accordance with GDPR and Slovak data protection law.

8. Safer Recruitment

CIS Bratislava is committed to safe recruitment practices.

- All staff and volunteers must undergo background and reference checks, including criminal record verification.
- Safeguarding responsibilities are clearly outlined in all job descriptions and induction materials.
- Staff must complete safeguarding training before beginning work with students.

9. Training and Awareness

- All staff receive regular safeguarding and child protection training.
- The DSL and DDSL undertake advanced training at least every two years.
- Safeguarding updates and refreshers are provided annually.
- Students receive age-appropriate education on personal safety, online safety, and how to seek help.

10. Supporting Students

We recognise that children who have experienced abuse may need additional support. CIS Bratislava will:

- Provide a nurturing environment where students feel listened to and safe.
- Offer pastoral and counselling support where appropriate.
- Work closely with families and external agencies to ensure coordinated care.



11. Online Safety

We are committed to protecting students in the digital environment.

- All students receive guidance on responsible online behaviour.
- The school uses monitored and filtered internet access.
- Staff model appropriate online conduct.
- Concerns about online activity are treated as safeguarding issues.

12. Allegations Against Staff

Any allegation made against a member of staff or volunteer must be reported immediately to the **Head of School** or **DSL**.

- The Head will follow established procedures, including liaising with external authorities as necessary.
- The staff member may be suspended during investigation to ensure student safety.
- False or malicious allegations will also be addressed appropriately.

13. Partnerships with Parents and the Community

We recognise the importance of working in partnership with parents and carers. CIS Bratislava will:

- Communicate this policy clearly to parents.
- Encourage open dialogue regarding wellbeing and safety.
- Seek to build trust and collaboration in promoting the welfare of all students.

14. Review and Monitoring

This policy will be reviewed **annually** or sooner if required by legislation or guidance changes.

15. Routine Bag Searches

CIS Bratislava reserves the right to conduct routine searches of students' bags and personal belongings as a proportionate measure to maintain the safety and security of the school community. Such searches form part of our broader safeguarding and pastoral responsibilities.



Principles

- Searches will be conducted with respect for the student's dignity and in a manner consistent with their age and understanding.
- A minimum of two members of staff must be present during any search; at least one should be of the same gender as the student where possible.
- Searches may be undertaken without the student's consent where there is reasonable cause for concern, but staff should seek cooperation wherever possible.
- Parents or carers will be notified of any search and its outcome as soon as is practicable, except where to do so would compromise an ongoing safeguarding investigation.

Grounds for Search

A search may be initiated where there is reasonable suspicion that a student is in possession of items that could pose a risk to themselves or others, including but not limited to: weapons or sharp objects, controlled substances (drugs or alcohol), stolen property, or any item that could be used to cause harm or distress to members of the school community.

Recording and Follow-Up

All searches must be recorded in writing, including the grounds for the search, items found (if any), and actions taken. This record must be passed to the DSL. Any items that present a safeguarding risk will be confiscated and handled in accordance with the school's Safeguarding and Behaviour policies. Where appropriate, concerns arising from a search will be referred to external agencies.

16. Key Contacts

- **Designated Safeguarding Lead (DSL):** Orla Flynn, orla.flynn@cambridgeschool.eu
- **Deputy DSL:** Charlotte Thompson, charlotte.thompson@cambridgeschool.eu
- **Head of School:** Mr. Wayne Johnson, director@cambridgeschool.eu
- **Police Emergency Number:** 158
- **National Child Helpline:** 116 111



17. Legislation and statutory guidance

As a provider of British International Curriculum education, this policy for Cambridge International School is based on the UK Department for Education's statutory guidance [Keeping Children Safe in Education \(2021\)](#) and [Working Together to Safeguard Children \(2018\)](#), and the [Governance Handbook](#). We comply with this guidance as an example of international best practice with regard to Safeguarding and Child Protection.

This policy is also based on the following legislation:

[The Children Act 1989](#) (and [2004 amendment](#)), which provides a framework for the care and protection of children;

[The Rehabilitation of Offenders Act 1974](#), which outlines when people with criminal convictions can work with children;

Schedule 4 of the [Safeguarding Vulnerable Groups Act 2006](#), which defines what 'regulated activity' is in relation to children;

[Statutory guidance on the Prevent duty](#), which explains schools' duties under the Counter-Terrorism and Security Act 2015 with respect to protecting people from the risk of radicalisation and extremism;

All schools with pupils aged under 8 add:

The [Childcare \(Disqualification\) and Childcare \(Early Years Provision Free of Charge\) \(Extended Entitlement\) \(Amendment\) Regulations 2018](#) (referred to in this policy as the "2018 Childcare Disqualification Regulations") and [Childcare Act 2006](#), which set out who is disqualified from working with children.

We are also cognisant of the policy framework for Early Years provision given our close connection with Funiversitý Cambridge Kindergartens. This policy also meets requirements relating to safeguarding and welfare in the [statutory framework for the Early Years Foundation Stage](#).

The policy is also fully informed by local Slovak legislation in relation to the education and welfare of all children educated at Cambridge International School and compliant with Ministry of Education policies.