



## INTERNATIONAL PREPARATORY SCHOOL

### IPS Child Protection Policy

Child abuse and neglect are concerns throughout the world.

Abuse and neglect are violations of a child's human rights and are obstacles to a child's education as well as to their physical, emotional, social, and spiritual well-being.

The International Preparatory School (IPS) endorses the United Nations Convention on the Rights of the Child, \* of which our country, Mauritius, is a signatory.

Schools fill a unique institutional role in society as protectors of children. Schools must ensure safe and secure environments that all children may grow and develop, both in and away from school.

Educators are in a privileged and trusted position. They have a unique opportunity to observe, listen, and interact with children over time. As such, they are also more likely able to identify those who are in need of help and protection. Faculty at IPS with any knowledge of abuse, (suspected or otherwise) or neglect have a professional responsibility to ensure that the child and the family avail themselves of the services needed to remedy any situation that constitutes child abuse or neglect.

**All staff employed at IPS must immediately report suspected incidents of child abuse or neglect to the Head or Deputy Head of School and or the Nurse.**

Suspected incidents may include but are not limited to a child disclosing directly to a staff member, or a staff member having reasonable cause to believe that a child has suffered, or that a member of staff believes a child is at significant risk of suffering abuse or neglect.

Reporting and follow up of all suspected incidents of child abuse or neglect will proceed by the IPS administrative regulations and procedures linked to this policy.

Furthermore, cases of suspected child abuse or neglect are to be reported to the authorities as defined by the prevailing laws in Mauritius. It will be up to the Mauritian Authorities via the Child Protection Unit or associated governing bodies to decide which course of action it is to follow depending on the individual situation and circumstances as applicable within Mauritian law and in the best interests of the child.

The International Preparatory School seeks to be a safe haven for students experiencing abuse or neglect in any aspect of their lives. As such, IPS will distribute this policy at the beginning of each school term to all IPS parents and include it in admissions documentation.

IPS will provide training for all staff, and will make every effort to implement hiring practices to ensure the safety of children, and will review the policy annually for compliance and effectiveness.

All staff at IPS will hold a current morality certificate, or if coming from abroad a police clearance certification/s for the past 5 years. (Section V par. 12.2 Employee Handbook)

In the case of a staff member reported as the alleged offender, IPS will strictly apply the laws of Mauritius (as mentioned above) and act in keeping the safety of the child as the highest priority.

The Head of School will as per Section VII par. 22.12 of the Employee Handbook suspend the staff member (with pay) until all investigations and a disciplinary hearing has been convened and an outcome reached.



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The Head of School will immediately keep the President of the Board of Governors informed of any such cases. He/she will in turn subsequently report such occurrences to the Board at the next Board meeting.