

NEWTON INTERNATIONAL ACADEMY LUSAIL

<https://newtonschoools.sch.qa/campuses/newton-international-academy-lusail/>

An International community of learners striving for excellence and celebrating success



Newton International Academy Lusail Safeguarding and Child Protection Policy

2025 - 2026



Last Review: August 2025

Next Review: June 2026

Reviewer: Policy Committee

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Vision

An international community of learners striving for excellence and celebrating success.

Mission

We aim to provide the highest quality of education possible for our pupils of all abilities. In doing so, we aim to positively encourage each pupil to achieve academic excellence, enjoy creative diversity, develop critical thinking skills, and become lifelong learners and responsible citizens.

To achieve this, we will provide a diverse education in a safe, supportive environment that promotes self-discipline and motivation. We will provide and maintain a calm, trusting, and caring atmosphere where teaching and learning are meaningful and developed. We will work in partnership with our staff, pupils, parents, and the wider community to achieve our vision.

Rationale

Safeguarding is a core duty of every member of staff at Newton International Academy Lusail. It refers to the actions taken to promote the welfare of children and protect them from harm, including protecting children from maltreatment, preventing impairment of their health or development, and ensuring that they grow up in safe and supportive environments.

This policy has been developed in accordance with international best practice, drawing on UK statutory guidance such as Keeping Children Safe in Education (2024) and Working Together to Safeguard Children (2013). It is also aligned with the legal and cultural framework of Qatar, recognising both the unique safeguarding landscape in the region and the limitations placed on mandatory reporting and external agency referrals.

At NIA Lusail, we are committed to creating a school environment where students feel safe, respected, and supported, and where safeguarding is embedded into our day-to-day interactions, curriculum, and wider school culture.

Newton International Academy Lusail, as part of the Newton Group of Schools, is fully committed to safeguarding and promoting the welfare of all children. We expect every member of staff, across all roles and responsibilities, to actively uphold and model this commitment in their daily practice.

Our safeguarding culture is built on a foundation of vigilance, accountability, and care. All safeguarding measures are supported by clear policies, rigorous procedures, and regular training designed to minimise risk, respond effectively to concerns, and ensure every child is protected, heard, and valued.

At NIA Lusail, safeguarding is not a one-off action, but a continuous and proactive responsibility shared by all staff, parents, and partners within the school community.

Policy Statement

At Newton International Academy Lusail, safeguarding is a whole-school responsibility. It includes educating both staff and students about safeguarding concerns, protecting students from all forms of harm, and responding promptly and professionally to any child protection issues that may arise, whether they are suspected, disclosed, or reported.

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Safeguarding and Child Protection Policy*

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We recognise that listening to children and valuing their voice is at the heart of effective safeguarding. All staff will ensure that students understand what steps the school will take if they raise a concern, and what to expect in terms of communication and timelines.

Policy Purpose

This policy serves as a clear guide for all staff on expected codes of conduct when addressing child protection matters. It provides a consistent and sensitive framework for managing safeguarding concerns, ensuring that all students are protected in a respectful and professional manner.

Policy Aims

- Support the personal development of all students by fostering a sense of safety, self-confidence, and independence.
- Provide an inclusive school environment where students feel secure, valued, and respected, and know which adults they can approach for help.
- Ensure all staff, both teaching and non-teaching, are fully aware of their safeguarding responsibilities, including recognising signs of abuse and reporting concerns.
- Establish a reliable system for monitoring students who may be at risk, and contribute effectively to external assessments and support interventions when needed.
- Promote strong, clear, and consistent communication among all members of staff involved in the care of students.
- Implement a structured, step-by-step response protocol for dealing with cases of suspected or confirmed abuse.
- Ensure that all adults with significant access to children have undergone appropriate background and safeguarding checks.
- Guarantee that all staff receive appropriate safeguarding training, including induction and ongoing refresher workshops, in line with current safeguarding best practice and regulations.

Procedures

- Designated safeguarding staff, including trained Child Protection Leads, are accessible throughout all phases of the school to ensure timely and effective responses to safeguarding concerns.
- The School Counsellors, along with nominated Designated Safeguarding Leads (DSLs), will complete accredited child protection training and participate in regular refresher sessions to maintain up-to-date knowledge and best practices.
- All teaching and non-teaching staff will receive safeguarding induction training as part of their onboarding process, delivered by the School Counsellors or safeguarding leads. Ongoing staff development will include annual updates and scenario-based workshops to reinforce practical safeguarding responses.
- Recruitment procedures at NIA Lusail strictly adhere to the Newton Group Safe Recruitment Policy. This includes verification of identity, reference checks, and safeguarding clearance in line with Qatari requirements and international best practice.
- Every newly appointed staff member will be issued with the full Child Protection and Safeguarding Policy and required to acknowledge their understanding and agreement to comply with its contents before commencing their duties.

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Responsibilities

- The School Counsellor will maintain detailed written records of all safeguarding concerns, disclosures, and subsequent actions taken. These records will be stored securely, separately from the student's academic file, and accessed only by authorised safeguarding personnel.
- The Designated Safeguarding Lead (DSL) and their deputies are responsible for ensuring that all safeguarding practices within the school are consistent with this policy, and that all staff are aware of reporting protocols and escalation procedures.

Supporting Students

At NIA Lusail, we are committed to supporting every student's emotional and psychological wellbeing alongside their academic progress. This includes:

- Providing structured and responsive pastoral support for all students, with proactive intervention in response to identified needs or concerns.
- Ensuring that child-centered decision-making remains at the core of our safeguarding and pastoral provision, prioritising the voice and best interests of the student in all situations.
- Promoting the development of resilience, self-confidence, and assertiveness by creating inclusive learning opportunities and enrichment experiences that encourage reflection, collaboration, and empathy.
- Embedding fundamental values such as tolerance, respect, and mutual understanding throughout the curriculum and school life, enabling students to develop the skills needed to build positive relationships and protect themselves and others from harm.

Safeguarding Information for Pupils

At Newton International Academy Lusail, students are regularly reminded that they can speak to any trusted adult on staff, including the School Counsellors, if they are worried, upset, or feel unsafe. Safeguarding is reinforced through assemblies, class discussions, and PSHE lessons to empower pupils to speak up when they need support. When a staff member becomes aware of a serious concern involving a student's safety or wellbeing, they will encourage the student to speak directly with the School Counsellor. If the student chooses not to do so, the staff member will clearly explain that their concern cannot be kept confidential and must be shared with the Deputy Head of Pastoral Care or a Designated Safeguarding Lead, who will ensure that appropriate steps are taken. All staff are expected to uphold their professional duty to share safeguarding concerns. No adult should promise confidentiality, and all information must be reported through the correct safeguarding channels to protect students from harm.

Safeguarding Information for Parents

Newton International Academy Lusail values open, respectful, and collaborative relationships with parents. We are committed to working together in the best interests of the child and believe that effective safeguarding relies on strong home-school communication. All parents are treated with dignity, empathy, and courtesy, and in return we expect families to uphold the Newton Group Parent Code of Conduct and Parent Charter.

The school respects each family's right to privacy and confidentiality. However, if a safeguarding issue arises that may affect the wellbeing of a child, information may be shared internally without explicit parental consent, in line with the Newton Group Data Protection Policy and in the interest of student safety.

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Parents are informed of safeguarding expectations during the admission process, and relevant policies are discussed during Parent Information Events. All safeguarding-related policies are also published on the NIA Lusail website for easy access.

Parent Complaints

We actively encourage parents to communicate openly with the school if they have concerns about their child's safety, academic progress, or overall wellbeing. In most cases, concerns can be resolved quickly and informally through a discussion with the class teacher or relevant Key Stage Leader.

If a parent feels their concern has not been addressed adequately, they are welcome to follow the NIA Lusail Parent Complaints Procedure, which outlines clear stages for resolution. A copy of this procedure is available upon request and is published on the school website.

Allegations Against Staff

NIA Lusail acknowledges that, on rare occasions, concerns may be raised about the conduct of a member of staff, volunteer, visitor, or external contractor while interacting with children. All such concerns will be taken seriously and reported immediately to the Principal or Deputy Principal.

Where an allegation is made against any adult in a position of trust, the school will act without delay. A full investigation will be launched in line with Newton Group safeguarding procedures and in accordance with Qatari law. The safety and welfare of the student will always remain the school's primary concern, and interim protective measures may be put in place if required during the investigation.

Supporting Staff

Newton International Academy Lusail recognises that safeguarding responsibilities can place emotional and professional strain on staff, particularly when they are directly involved with a student who has experienced harm, abuse, or neglect.

Staff who are affected by such situations will be supported by the school through structured opportunities for debriefing and guidance. These may include confidential discussions with a member of the Senior Management Team, designated safeguarding leads, or access to the School Counsellor for additional emotional support. Where needed, referrals may also be made to external professionals for further assistance.

Our aim is to ensure that staff feel safe, listened to, and well supported in their safeguarding roles.

Whistleblowing

All staff at NIA Lusail have a clear professional and ethical duty to report any concerns they may have regarding safeguarding, including the behaviour or conduct of other adults in the school. This responsibility extends to situations where a staff member may feel that safeguarding procedures are not being followed appropriately, or that a colleague may be failing in their duty to protect children.

If a staff member has a concern, they are encouraged to speak in confidence to a member of the Senior Management Team or directly to the Principal. Concerns will be handled sensitively, and individuals will be protected from any form of reprisal, in accordance with the Newton Group Whistleblowing Policy.

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Creating a culture where safeguarding is everyone's responsibility depends on trust, openness, and the confidence to speak up when something is not right.

Contact Information for Nominated Safeguarding Leads

Details of the Designated Safeguarding Lead (DSL) are displayed on the annually updated Safeguarding Information Poster, which is prominently placed in key locations throughout the school. Staff, parents, and visitors are encouraged to familiarise themselves with this information to ensure timely and appropriate reporting of any safeguarding concerns.

Procedure for Reporting Disclosed or Suspected Child Abuse

1. The teacher or form tutor who receives a disclosure or has a safeguarding concern must complete the official child protection reporting form and submit it to the Designated Safeguarding Lead (DSL) and the Principal within 24 hours.
2. Upon receipt, the DSL and Principal will assess the severity and credibility of the information. If the concern is deemed significant, it will be escalated to the appropriate phase leaders:
 - EYFS: Lead Coordinator
 - Primary: Deputy Head for Pastoral Care or other Senior Management Team member
 - Secondary: Deputy Head for Pastoral Care or other Senior Management Team member
3. The Senior Management Team (SMT) will determine an appropriate course of action. This may include initiating a safeguarding response plan, monitoring the student, and arranging a formal meeting with the parent or guardian to discuss the concerns raised.
4. All relevant staff will be briefed on a need-to-know basis. The safeguarding response will be monitored and reviewed regularly. If the child is believed to be at significant risk of harm, the CEO of the Newton Group will be notified immediately for further action and escalation in accordance with group protocol.

Public Shows of Affection

Inappropriate physical contact or public displays of affection between students are not permitted under any circumstances. Students are expected to maintain respectful conduct at all times, in line with the school's behaviour expectations and values.

Site Security

Newton International Academy Lusail maintains a secure campus through the use of comprehensive CCTV surveillance, a central emergency alarm system, and 24-hour on-site G4S security personnel. All staff, students, and visitors must wear identification badges and comply with security procedures. Entry and exit protocols are strictly monitored to ensure student safety at all times.

Collection of Children During the School Day

Students are not allowed to leave school grounds during the academic day unless authorised by the relevant Head of School. Parents or guardians wishing to collect a child early must submit a completed Leave Request Form,

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providing a valid reason. Only authorised adults listed on the child's records may collect them, and identification may be requested at the school gate for verification.

Access to Clean Drinking Water

Cooled and filtered drinking water is readily available throughout the NIA Lusail campus, including in corridors, shared areas, and the school canteen. Students are encouraged to bring refillable water bottles and stay hydrated throughout the day.

Canteen Cleanliness and Food Hygiene

The school canteen undergoes regular inspections conducted by the Site Manager and the Health and Safety team to ensure strict adherence to hygiene and food safety protocols. The canteen facilities meet local food safety regulations, and the preparation and serving areas are maintained to high standards of cleanliness.

Fire Drills

Fire evacuation drills are carried out on a scheduled basis at NIA Lusail. These drills are conducted without prior notice to simulate real emergency conditions. Each drill is carefully evaluated by the Health and Safety Committee, and adjustments are made to improve efficiency and compliance.

School Buses

All transportation services at NIA Lusail are provided by an external licensed transport company approved by the Newton Group. Each bus is staffed with a trained bus assistant (nanny) to ensure student safety during boarding, travel, and drop-off. Strict attendance and handover protocols are followed, especially for younger students.

Allergies

Parents are required to submit a completed Medical Information Form at the start of each academic year. This form captures important health data, including any allergies, chronic conditions, or emergency medical needs. Teachers and relevant staff are notified of students with known allergies, and this information is securely stored and monitored.

Medicine

Medication will only be administered at school by the designated school nurse. Parents must provide written instructions, including the name of the medication, correct dosage, timing, and reason for administration. All medications must be clearly labelled and handed directly to the nurse by an authorised adult.

First Aid

The NIA Lusail school nurse is supported by staff members trained in basic and emergency first aid. First Aid kits are strategically located throughout the school site and are regularly replenished. Names and contact details of qualified First Aiders are displayed clearly in Reception and staff rooms, alongside updated emergency evacuation maps.

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Preventing Radicalisation and Violent Extremism

In alignment with the UK Counterterrorism and Security Act 2015, Newton International Academy Lusail is committed to safeguarding students from the risks of radicalisation and violent extremism. The school recognises its duty to prevent individuals from being drawn into terrorism or extremist ideologies. This is embedded through awareness-raising among staff, curriculum content promoting critical thinking and tolerance, and pastoral care that supports pupils' emotional and social wellbeing. Any concerns related to radicalisation are handled with discretion and urgency through the Designated Safeguarding Lead.

Use of Photographs and Video Imagery

During the admissions process, parents and guardians are required to complete a media consent form that outlines the use of student images for promotional, educational, and celebratory purposes. Images may be used on the school website, social media platforms, internal displays, or newsletters, only where permission has been granted. The school strictly adheres to data protection policies and never shares student imagery with third parties without explicit consent.

The Design of the Curriculum

Safeguarding principles are embedded throughout the NIA Lusail curriculum. Dedicated lessons in subjects such as Citizenship, Islamic Studies, and Philosophy for Children (P4C) provide structured opportunities for students to explore themes of respect, personal safety, online awareness, and ethical responsibility. The curriculum is designed to foster resilience, informed decision-making, and an understanding of individual rights and responsibilities in a global context.

Attendance

Regular school attendance is considered a core safeguarding responsibility at NIA Lusail. Patterns of absenteeism or unexplained absence are closely monitored by the school's Attendance Officer and Pastoral Team. Interventions are timely and tailored, involving communication with parents and support where needed. Chronic absence may trigger a safeguarding investigation to ensure the child's wellbeing is not at risk.

Supporting Policies

This Safeguarding Policy is part of a wider framework of policies designed to promote the welfare and protection of students at NIA Lusail. It should be read alongside the following Newton Group policies:

- Pastoral Care and Positive Behaviour Management Policy
- Safer Recruitment Policy
- Professional Code of Conduct Policy
- Health and Safety Policy
- Communication and Complaint Procedure

These policies work in unison to create a consistent and safe environment where safeguarding responsibilities are clearly defined and upheld across all aspects of school life.

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Accessibility of Policies

Parents and guardians are encouraged to request additional information or clarification regarding any school policy. Upon request, the school will provide Arabic translations or summaries to ensure that all families are fully informed and can access key documentation in a language they understand. Staff will always be available to assist with interpreting and explaining any safeguarding or policy-related content.

Policy Review

To ensure this Safeguarding Policy remains relevant and effective, it will be reviewed annually or as required when new legislation or statutory guidance related to safeguarding is released. All updates will reflect current best practices in child protection and ensure continued alignment with both the Newton Group standards and the regulatory expectations of the Qatari Ministry of Education.

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Procedure: If You Have Concerns About a Child's Welfare

