Newton International Academy, Barwa

Safeguarding and Child Protection Policy

An International Community of Learners, Striving for Excellence and Celebrating Success

NEWTON INTERNATIONAL ACADEMY | BARWA

Approved by: Senior Management Team
Date Approved: September 2026
Next Review Date: September 2027
Review Cycle: Annual

Aims of Policy
To ensure the safety, protection, and wellbeing of all students at Newton International Academy Barwa by creating a secure environment where children are safeguarded from harm, feel valued and respected, and know how to seek help when needed.

Keeping children safe, happy and protected is at the heart of everything we do at NIA Barwa.

Objectives

- Support students' development in ways that will develop their security, confidence, and independence.
- Provide an environment in which students feel safe, secure, valued, and respected, and know how to approach adults if they are experiencing difficulties.
- Raise awareness among all staff—teaching and non-teaching—of their responsibility to safeguard students and to identify and report possible cases of abuse.
- Establish a systematic approach to monitoring students at risk of harm and ensure the school contributes meaningfully to multi-agency support and assessment.
- Promote effective communication and information-sharing among staff.
- Develop a clear and structured procedure for handling cases of suspected abuse.
- Ensure that all adults with significant access to children are appropriately vetted in accordance with the Newton Group's Safe Recruitment Policy.
- Provide staff with appropriate initial and ongoing training to fulfill their safeguarding duties effectively.

Our vision, mission and values:
Vision: An international community of learners striving for excellence and celebrating success.

Mission: We aim to provide the highest quality of education possible for students of all abilities. In doing so, we aim to positively encourage each student to achieve academic excellence at their level, 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.
- Maintain a calm, trusting, and caring atmosphere where meaningful teaching and learning take place.
- Work in partnership with our staff, students, parents, and wider community to fulfill our shared goals.

Newton Group Values:

Policy Statement

In a school context, safeguarding is defined in accordance with the principles outlined in the Department for Education's Keeping Children Safe in Education (KCSIE) 2026 and Working Together to Safeguard Children as:

- Protecting children from maltreatment.
- Preventing impairment of children's mental and physical health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes.

This policy has been developed with reference to UK safeguarding guidance and best practice, including:

- Keeping Children Safe in Education (KCSIE) 2026
- Working Together to Safeguard Children
- The Children Act 1989 and 2004

As an international school operating in Qatar, Newton International Academy Barwa uses UK safeguarding guidance to inform its safeguarding practices while ensuring that procedures are appropriate to the local context and comply with applicable Qatari laws and regulations.

The Newton Group of schools are committed to safeguarding and promoting the welfare of children and expects all staff to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to maximise opportunity, minimise risk and continuously promote a culture of safeguarding amongst our workforce and school community.

At Newton International Academy Barwa, safeguarding is everyone's responsibility. Safeguarding extends beyond child protection procedures and is embedded throughout the culture, leadership, curriculum, recruitment practices, student voice systems, pastoral provision, wellbeing support, and daily operations of the school.

We are committed to creating an environment where all students feel safe, valued, respected, listened to, and empowered to seek support. We promote a culture of vigilance, openness, early intervention, and professional curiosity, ensuring that concerns are identified and addressed before harm escalates.

In accepting that children have the right to protection from neglect, physical, emotional and sexual abuse, the Newton Group recognises its responsibility for:

- Educating staff and pupils in such issues
- Protecting pupils
- Reacting to any child protection issue that may be suspected, reported or disclosed.

We acknowledge that listening to children is an important and essential part of safeguarding them against abuse and neglect. We will seek to ensure that the child is informed not only about the action the school will take but also the length of time that will be required to try to resolve the issue. Members of staff who have day-to-day contact with pupils are well placed to observe possible signs of abuse and to refer them to the school Counsellor and/or DSL.

Student Voice

Student voice is an important component of safeguarding at NIA Barwa.

Students are provided with a range of opportunities to share concerns, seek support, contribute ideas, and influence school improvement through:

- Student Council
- Wellbeing surveys
- Communication boxes
- Assemblies
- P4C discussions
- Leadership opportunities
- Counselling support
- Trusted adults within school

The views, wishes and feelings of children will always be considered when safeguarding decisions are made.

Scope of Policy

The purpose of this policy is to provide clear direction to all staff about expected codes of behaviour in dealing with child protection matters and aims to provide a framework for dealing with these concerns in a sensitive, professional manner. We recognise that safeguarding is not just about protecting children from deliberate harm. It includes such things as pupil safety, therefore when considering safeguarding issues, regard should also be given to the following policies:

- Pastoral Care & Positive Behaviour management Policy
- Recruitment Policy
- Professional Code of Conduct Policy
- Health and Safety Policy
- IT Acceptable Use policy
- Risk assessment Policy
- Communication and Complaint Procedure
- Attendance Policy

Safeguarding Team

The school maintains a designated safeguarding structure to ensure safeguarding concerns are responded to promptly and effectively.

The safeguarding team includes:

- Designated Safeguarding Lead (DSL)
- Deputy Designated Safeguarding Leads
- School Counsellor
- School Nurse
- Principal
- Senior Leadership Team

Contact details for safeguarding personnel are displayed throughout the school, included in staff induction materials, and published on the school website.
All staff, students, parents, and visitors may report concerns directly to any member of the safeguarding team.

The safeguarding team works collaboratively to identify, assess, manage and monitor safeguarding concerns and to ensure that appropriate support and intervention are provided for students and families.

Governance Oversight
The Newton Group Board and school leadership recognise their collective responsibility for safeguarding and promoting the welfare of children.

Board members receive safeguarding training appropriate to their role and are provided with regular safeguarding updates to enable them to effectively monitor safeguarding arrangements across the school. The Board is responsible for ensuring that safeguarding policies, procedures, training, and systems are effective, compliant, and regularly reviewed.

Safeguarding is a standing item within relevant leadership and governance discussions to ensure appropriate oversight and accountability.

Procedures
- The school will ensure the appointment of designated members of staff trained in Child Protection across the school.
- School Counsellors and nominated safeguarding leads will undertake regular training and refresher courses in child protection.

All staff will receive safeguarding training as part of their induction before working with students. Training will include:
- safeguarding awareness
- recognising signs of abuse and neglect
- receiving disclosures
- reporting procedures
- professional boundaries
- online safety
- staff code of conduct expectations

Keeping Children Safe in Education 2026 – Staff Responsibilities

All teaching and non-teaching staff are expected to read and understand Part One of Keeping Children Safe in Education (KCSIE) 2026 as part of the school's commitment to UK safeguarding best practice. Staff will receive safeguarding training during induction and regular updates throughout the academic year. The school will maintain records of staff training, safeguarding briefings and confirmation that staff have read and understood the relevant guidance. The Designated Safeguarding Lead (DSL) will ensure that safeguarding procedures are understood and implemented consistently across EYFS, Primary, Secondary and non-teaching departments.

Staff will receive regular safeguarding updates throughout the academic year and role-specific training where required. Volunteers, contractors and visitors will be provided with safeguarding information appropriate to their role and level of contact with students.

Safer Recruitment
The school's recruitment process will comply with the Newton Group Recruitment Policy to meet safe recruitment requirements.

All new staff will be provided with a copy of the Safeguarding and Child Protection Policy upon appointment.
The school is committed to safer recruitment practices and ensures that all adults working with children are appropriately vetted before employment begins.

Recruitment procedures may include:
- identity verification
- reference checks
- qualification checks
- police clearance checks
- safeguarding interview questions
- probation monitoring
- adherence to the Professional Code of Conduct

Policy Review
This policy will be updated whenever new guidance or legislation within the remit of Safeguarding is issued. As a minimum the policy will be reviewed annually, to ensure it is kept up-to-date with current legislation and best practice.

Child Protection Records
Designated individuals will diligently maintain accurate and current records of child protection concerns while ensuring the confidentiality and security of the information. The records will include a chronological account and all pertinent documents with up-to-date and relevant information.

Record Keeping
- Suspicions and allegations of harm made by students will be recorded by staff and noted in their pastoral logs.
- This information will be forwarded to the School Counsellor or DSL, who will maintain detailed notes in their pastorals and counselling files.
- Records will also be maintained on the MY CONCERN platform for secure, centralised documentation.
- Minutes from meetings with parents will be recorded and shared with them, ensuring transparency and continuity in follow-up actions.

Responsibilities
Any reports of abuse must be shared with the Designated Safeguarding Lead or a Designated Person. Pupils, staff, and parents are encouraged to openly discuss any child welfare concerns with the Designated Persons, regardless of their perceived significance.
Our school counsellor keeps written records of all incidents and ensures that all such records are kept confidentially and separately from student records.

Role of the School Nurse in Safeguarding
The School Nurse plays a key role in the safeguarding of students and is considered an integral part of the school's safeguarding system.

The School Nurse is responsible for:

- Responding promptly to any injury, illness, disclosure, or concern that may have a safeguarding element.
- Recognising possible signs of abuse, neglect, or harm (including physical, emotional, sexual abuse, or unexplained injuries).
- Recording all relevant observations factually and objectively in the student's medical record.
- Reporting any safeguarding concern immediately to the Designated Safeguarding Lead (DSL) or a Deputy DSL on the same day the concern arises.
- Logging concerns on the MyConcern platform in collaboration with the DSL, where appropriate.
- Sharing relevant medical information with the DSL, School Counsellor, and Senior Leadership Team when it relates to a child's safety or wellbeing.
- Attending safeguarding meetings when a student's medical or physical presentation is relevant to the case.
- Maintaining professional confidentiality while recognising that safeguarding concerns must never be kept confidential and must be escalated through the correct channels.

- Supporting the school's safeguarding procedures, including contributing to risk assessments, multi-agency referrals (where applicable), and follow-up actions.

The School Nurse must not delay reporting concerns for further investigation, parental consultation, or additional medical assessment. Where there is any doubt, the concern must be shared with the DSL immediately.

Supporting students
Our school will support students by:

- Providing the best possible pastoral care for all students
- Recognising the needs of the student are paramount and underpin all our child protection work and pastoral care
- Encourage development of resilience, self-esteem and assertiveness through providing opportunities that extend pupils, while promoting fundamental values of tolerance, respect, understanding and empathy for others.

Child-on-Child Abuse
The school recognises that children can abuse other children and that such behaviour can occur both inside and outside school, including online.
Child-on-child abuse may include:

- bullying and cyberbullying
- physical abuse
- sexual harassment
- sexual violence
- harmful sexual behaviour
- discriminatory behaviour
- initiation or hazing activities
- online abuse

The school takes all reports seriously and will never dismiss harmful behaviour as banter, horseplay, teasing, or part of growing up. Any incidents will be investigated promptly and managed in line with safeguarding and behaviour procedures. The school recognises that child-on-child abuse may involve sexual harassment, harmful sexual behaviour, misogynistic language, discriminatory attitudes, online harassment and the creation or sharing of intimate images, including AI-generated images or deepfakes.

Staff must remain professionally curious, recognise that harmful behaviour may occur without being directly reported, and respond appropriately to all concerns. The school will consider the safety, wellbeing and support needs of all children involved, including those who have experienced harm and those displaying harmful behaviour.

Mental Health and Emotional Wellbeing
The school recognises that mental health and emotional wellbeing are closely linked to safeguarding. Staff are trained to identify signs of emotional distress, anxiety, self-harm risk, trauma, and other wellbeing concerns.

Students may be supported through:
- pastoral intervention
- counselling support
- behaviour support plans
- attendance monitoring
- wellbeing check-ins
- referrals to external agencies where appropriate

Concerns relating to a student's wellbeing may be managed through safeguarding procedures where necessary.

Vulnerable Pupils
The school recognises that some students may be at increased risk of harm and may require additional safeguarding support.
This may include:
- pupils with SEND/AESN
- pupils with attendance concerns
- pupils experiencing mental health difficulties
- pupils with social, emotional or behavioural needs
- pupils experiencing family difficulties
- pupils known to external agencies

Safeguarding decisions will take into account the individual needs and circumstances of each child.

Safeguarding Information for Pupils
All pupils within the school are aware that staff, including the Counsellors are available to talk to regarding safeguarding issues. When an issue becomes a serious concern for the welfare of the child, the staff member involved will encourage the child to talk to the relevant school Counsellor. If the child refuses, the staff member will make the child aware that what the child says MUST be passed on to a DSL for investigation.

Safeguarding Information for Parents
The Newton Group is committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy and equally we expect parents to abide by the Newton Group Parent Code of Conduct and Parent charter.

We respect parents' rights to privacy and confidentiality and will not share personal sensitive information about their child or home life unless we have their permission to do so, as outlined in the Newton Group Data Protection policy.

Parent complaints
We encourage parents to discuss any concerns they may have with the school informally, if they remain dissatisfied they are invited to follow the NIA Parent Complaints procedure. We make parents aware of our Safeguarding policy and policies related to this, during enrollment and at Parent Information Events. Relevant policies are also made available on the school website.

Allegations against staff
We are aware of the possibility of allegations being made against members of staff, whilst children are in school. If an allegation is made against an adult in a position of trust, whether they are members of staff, visitors or trades people, this will be brought to the immediate attention of the Principal and DSL. This will result in an immediate investigation, with all allegations taken seriously.

Where a safeguarding concern, allegation, or low-level concern relates to the Principal, Deputy Principal, or another member of the Senior Leadership Team, the concern should be reported directly to the Chief Executive Officer (CEO) or an identified Board representative responsible for safeguarding oversight.

Concerns will be handled confidentially, fairly, and in accordance with safeguarding procedures, ensuring that all allegations are appropriately investigated and managed.

Low-Level Concerns About Adults
The school recognises that safeguarding concerns relating to adults often begin with low-level concerns that may not meet the threshold for formal allegations.

Examples may include:
- boundary issues
- inappropriate comments
- favouritism
- excessive one-to-one contact

- communication concerns
- breaches of professional conduct

All staff have a responsibility to report low-level concerns about any adult working within the school community.
Concerns will be reviewed, recorded and monitored by senior leaders to identify potential patterns of behaviour and ensure appropriate action is taken.
All staff are best advised to adopt safe working practices when working with students

- Be visible if you are in a situation where you are working alone with students – staff should exercise caution in situations where they are alone with children.
- Avoid any form of physical contact that could be misinterpreted, no matter how well intentioned.
- Maintain appropriate communication with students both in and out of school, staff should be particularly careful regarding any communication with a student via mobile phone, email or social media.
- Staff should not have students as friends on any social media or social networking site.

Staff must maintain professional boundaries at all times, including:
- avoiding situations where they are alone with students where possible
- ensuring communication with students cannot be misinterpreted
- not connecting with students on social media
- following the Professional Code of Conduct

Supporting staff
We recognise that staff working in the school who have become involved with a student which has suffered harm, may find the situation distressing. The school will support such staff by providing an opportunity to talk through their anxieties and to seek further support as appropriate.

Whistleblowing
All staff have a duty to raise their concerns about the management of child protection, which may include the actions of colleagues. If necessary they should speak with the key personnel outlined in this document or a member of senior leadership.
In cases where criminal acts are involved or suspected the Principal will decide upon the relevant action. The options available in Qatar are:

- Phone hotline – 919 – to ensure this is solved amicably
- Contact capital police – formal investigation – 44521111
- Phone paediatric social worker – 66667725
- AMAN contact details: Tel: 919 (24hrs) or (+974) 44090999
- Investigation through the paediatric care centre on Al Saad – legally not required to get the parent's permission
- Social workers at Family Therapy First Tel: 4456 5800

Liaison with AMAN (Protection and Social Rehabilitation Centre – 919)
Newton International Academy recognises AMAN as a key external safeguarding agency in Qatar and will work with AMAN where there are reasonable grounds to believe that a child may be at risk of harm, abuse, or neglect.

In such circumstances:

- The Designated Safeguarding Lead (DSL), in consultation with the Principal, will decide when it is appropriate to contact AMAN.
- The school may contact AMAN directly for advice, consultation, or referral where there is concern about a child's safety or wellbeing.
- Where there is an immediate risk of harm, AMAN may be contacted without prior parental consent.
- The school will share relevant information with AMAN on a need-to-know basis in line with safeguarding and data protection responsibilities.
- The School will cooperate fully with any AMAN investigation or intervention, including providing documentation, records, and access to relevant staff where required.
- The child's safety and best interests will always take priority over parental preferences or other considerations.

Guidelines for recording disclosed information

If a child makes a disclosure to a teacher or other member of staff which gives rise to concerns about possible abuse, or if a member of staff has concerns about a child, the member of staff must act promptly.

The teacher's prime responsibility is to help the child keep away from experiencing more harm. Hence teachers can recommend that the student remove himself/ herself from the situation.

Remind the child that the situation at home is not their fault, the child is not to blame. If the situation is at school, immediate action should be taken to protect the child.
When a student speaks to a teacher about his concern the teacher must:

- Listen carefully and let the child tell you what happened in his/her own time.
- Not promise the child that they will keep the matter confidential. Explain to the child who they will need to tell and why.
- The teacher must not use probing or leading questions that are led by assumptions. Use short open-ended questions that the child can expand on.
- Use the "TED" model for asking open ended questions: "Tell me about that", "Explain that to me", "Describe that"
- Reassure the child that he/she is not to blame for what happened (or is happening).
- Let the child know he/she is very brave to tell you about it. They will feel better for simply talking.
- Try to stay calm and not let the child see if you are shocked.
- Inform the child what action as a teacher you will do next. (follow the procedure for reporting information)

Child protection files are strictly confidential and not accessible to pupils, parents, or staff. Only the DSL, Designated Persons, or the Principal have access to the securely locked filing cabinet where the safeguarding records are stored.

When and if there are Child Protection allegations the following must happen:

- Where there is a concern that a child is experiencing, or is at risk of experiencing, abuse, neglect or significant harm, the child's immediate safety and wellbeing will be the school's first priority.
- All safeguarding concerns must be reported immediately to the Designated Safeguarding Lead (DSL) or Deputy DSL and recorded on the school's safeguarding platform.
- The DSL will assess the concern, consider the child's wishes and feelings, determine immediate protective measures and arrange appropriate support or referral to the relevant safeguarding authorities in Qatar.
- Parents will normally be involved where appropriate. However, parents will not be contacted before obtaining appropriate safeguarding advice where doing so may place the child at further risk, compromise an investigation or delay necessary protective action.
- Where a child is in immediate danger, the school will contact the relevant emergency or child protection authorities without delay.
- Parent meetings, written agreements or school-based interventions must never replace or delay necessary safeguarding referrals.

All decisions, actions, referrals, advice received and follow-up arrangements will be recorded securely and reviewed by the DSL.

Responding to a Disclosure

- If a child makes a disclosure, staff must:
- remain calm and listen carefully
- reassure the child they have done the right thing
- not promise confidentiality
- avoid leading questions or investigating
- record the child’s words as soon as possible
- report immediately to the DSL

Staff must never delay reporting a safeguarding concern.

Child Protection Records

- Designated staff will maintain accurate and confidential safeguarding records.
- Safeguarding files will be kept separately from academic records.
- Records will include a chronological account of concerns, actions, and outcomes.
- All concerns must be logged on MyConcern (or school safeguarding platform).
- Minutes of meetings with parents will be recorded and shared.
- Safeguarding information will be stored securely and accessed only by authorised staff.

External Safeguarding Referrals

Where appropriate, safeguarding concerns may be referred to external agencies, including AMAN (Child Protection and Social Rehabilitation Centre).
The DSL will decide on referrals in consultation with the Principal.
Immediate safeguarding risk may require referral without parental consent.
The school will cooperate fully with external safeguarding agencies.

Site Security

The school aims to provide a secure site, benefitting from comprehensive CCTV coverage, an interlinked emergency alarm system and 24 hour G4S Site security, but recognises that the building is only as secure as the people who use it. Therefore, all staff and visitors must adhere to the rules, which govern its use:

- Smoking is not permitted anywhere on site
- Vehicles moving around the internal staff car park are governed by a 5 km speed limit and must reverse park. Disabled parking bays are provided with wheelchair access and lifts at the Main site.
- All delivery personnel must report to the Guards office
- School gates are opened at 06.00am, to provide pupils with a safe place to wait, rather than have pupils wait unsupervised in the busy school access roads.
- Security gates are kept closed at all other times to prevent intruders.

Collection of children during the school day

- Students are not permitted to leave the school site during school hours unless permitted to do so, by the relevant Head teacher. A parent wishing to take a child out of school early, must complete a 'Leave Request Form', giving a valid reason.
- Visitors to the school may only enter through the main entrance and must provide valid ID before being issued with a visitor's badge. To ensure the safety of the children, it is the schools policy that Primary aged children can only be collected by adults/carers with parental responsibility or when confirmed permission has been received in advance.

Access to clean drinking water

Cooled drinking water is available through-out the building as well as in the School canteen. Since the introduction of Covid restrictions students have brought their own water from home. We do have a store of small bottles if needed.

Canteen Cleanliness & Food Hygiene

- The school canteen is inspected weekly to ensure standards of hygiene are being maintained.
- Food samples are also taken weekly by the school nurse in-accordance with Ministry of Health regulations.
- The school ensures that food and drink available across the school day reinforces the healthy lifestyles

Fire Drills

Regular fire evacuation drills are practised at all sites and each drill evaluated by staff and the Health and Safety committee.

School Buses

All Newton Group schools use the services of a private bus company. The buses have a 'nanny' on board, who is there to ensure the safety of the children. Children must listen to both the bus driver and the nanny, if children put their own or other's safety at risk when on the bus they will be immediately suspended from using the service. All buses are equipped with First Aid boxes and a Fire extinguisher and the driver carries details of each child's parent contact numbers, in the event of the bus being delayed or breaking down.

Allergies
At the beginning of the school year, parents will be given a ‘’Health Form’’ to complete for each child enrolled. The information notifies the school of any pre-existing health problems or allergies.
At the beginning of each academic year and at specific points through-out the year all staff members will be given an updated copy of pupils with medical issues or allergies. All staff will be made aware of where this information can be found if an incident occurs or how to access the information before taking children out on school trips.

Medicine
This will only be administered by the school nurse. Parents are responsible for ensuring the nurse is briefed in the following:

- The time the medicine must be taken.
- The dosage that needs to be administered.
- The ailment being treated

First Aid
The school nurse and various other members of staff are trained in First aid. First Aid kits are situated around the school in various locations and the names of First aiders, Fire marshals and corridor sweepers are displayed in Reception, along with site evacuation maps in every classroom and communal spaces.

Preventing Radicalisation and Violent Extremism
Newton International Academy Barwa is committed to safeguarding students from radicalisation, extremism and harmful ideologies. Although the UK's Prevent Duty does not directly apply to international schools operating in Qatar, the school follows relevant UK safeguarding principles, including those outlined in Keeping Children Safe in Education (KCSIE) 2026, while adhering to applicable Qatari laws and regulations.

The school recognises that children may be exposed to extremist influences, harmful ideologies or discriminatory views through the internet, social media, peer relationships or other sources. Staff are expected to remain vigilant, recognise potential indicators of radicalisation and report any concerns immediately to the Designated Safeguarding Lead (DSL).

Through the curriculum, Character Education, PSHE and wider school activities, students are encouraged to develop respect, tolerance, critical thinking and an understanding of diversity. Any concerns relating to radicalisation or extremism will be managed through the school's safeguarding procedures, with appropriate support and referrals to relevant authorities in Qatar where necessary.

Public shows of affection
Inappropriate public displays of affection between students must not be allowed. Students are expected to conduct themselves respectfully at all times.

Use of Photographs / Video imagery
At the time of enrolment all parents are invited to sign an agreement allowing pictures of their children to be used in school publications and on the school website. Staff members understand that no images of children may be published on personal internet media sites.
All pupils sign an ‘’Acceptable Use Policy’’ at the start of the academic year which clearly outlines the expectations of pupils in the use of technology. Mobile phone use is banned during lessons and during the school day.

Online Safety
The school recognises that online safety is a safeguarding issue.

Students are taught how to:
- use technology safely and responsibly
- recognise online risks
- report concerns
- protect their personal information
- respond appropriately to cyberbullying and online abuse

The school works with students, parents and staff to promote safe online behaviours and responds promptly to concerns involving:
- cyberbullying
- online grooming
- inappropriate content
- image sharing
- social media misuse
- AI-generated content
- online exploitation

Online Safety, Artificial Intelligence and Monitoring
The school recognises the evolving safeguarding risks associated with artificial intelligence, social media, mobile devices, online communication and emerging digital technologies.

The school will maintain appropriate filtering and monitoring arrangements, with clearly defined responsibilities for school leadership, the Designated Safeguarding Lead and IT personnel. These arrangements will be reviewed regularly to ensure they remain appropriate for the age, needs and vulnerabilities of students.

Staff will receive guidance on recognising and reporting online safeguarding concerns, including AI-generated harmful content, manipulated images, online grooming, cyberbullying and inappropriate digital communication. Students will receive age-appropriate education on responsible digital citizenship, reporting online concerns and protecting themselves and others online. Online safeguarding concerns will be managed through the school's safeguarding procedures.

The Design of the Curriculum
The curriculum deals with safeguarding in a variety of ways:
- In subjects such as Citizenship, children are able to discuss issues such as healthy living, bullying and how to show feelings appropriately. Children are taught about their right to be listened to and also who to talk to if they have concerns or issues they would like to discuss confidentiality.
- Philosophy for Children provides opportunities for children to discuss and debate a range of subjects including lifestyles, choices and human rights issues.
- The curriculum is designed so that safety issues within the subject are discussed and safe practices explained, such as using equipment properly in PE and Science practicals. Children are also taught about playground safety and why it is important to follow the school rules. E-safety is also taught recognising this is a safeguarding issue not an ICT issue.
- When the curriculum is being delivered outside of the school site, for example, during school trips, appropriate and agreed pupil/adult ratios are always maintained. The lead adult is responsible for taking into consideration risk assessments during visits and trips to ensure children are safeguarded and protected from harm.

● Activities and assemblies are organised to promote an understanding of the full range of issues and behaviours which impact upon lifelong health and wellbeing, including emotional wellbeing and mental health.

Safeguarding Through the Curriculum
Safeguarding is promoted through the curriculum and wider life of the school.
Students are taught age-appropriate knowledge and skills relating to:

- personal safety
- healthy relationships
- emotional wellbeing
- online safety
- anti-bullying
- diversity and inclusion
- British Values
- student leadership
- social responsibility
- child self-protection

These themes are embedded through PSHE, assemblies, Character Education, Philosophy for Children (P4C), wellbeing initiatives, leadership programmes, and wider school experiences.

Student leadership opportunities, including Student Council, Eco-Schools initiatives, ambassadors, prefects and house leadership roles, contribute to the development of responsible citizenship, student voice and safeguarding awareness.

Attendance
Newton International Academy Barwa recognises that persistent absence from school may be an indicator of safeguarding risk. Regular school attendance is essential to ensure pupils' safety, wellbeing, academic progress and access to support. Attendance is therefore actively monitored as part of the school's safeguarding systems and pastoral provision. Attendance data is reviewed regularly by pastoral and safeguarding teams to identify patterns, barriers to attendance, and potential safeguarding concerns at the earliest stage.

The following attendance thresholds apply:

Attendance Level	Safeguarding Status	Action
90% – 100%	Acceptable	Monitored through routine attendance procedures
Below 90%	Cause for Concern	Managed through the Attendance Policy and Pastoral Support processes
Below 65%	**Safeguarding Concern**	**Recorded on the MyConcern safeguarding platform and managed through safeguarding procedures**

Attendance below 65%

- A safeguarding concern will be logged on the MyConcern platform
- The Designated Safeguarding Lead (DSL) will be notified
- The pupil will be discussed within safeguarding meetings
- Appropriate internal or external referrals will be made where required
- Ongoing monitoring and intervention plans will be implemented

Safeguarding concerns may arise at any level of attendance. The school's attendance thresholds provide a framework for monitoring and escalation but do not prevent staff from referring concerns to the DSL at an earlier stage.

Unexplained absence, repeated lateness, sudden changes in attendance, patterns of absence and concerns regarding a child's whereabouts will be assessed individually. Where there is reason to believe that a child may be at risk of harm, safeguarding procedures will be initiated immediately, regardless of their overall attendance percentage.

Accessibility of policies

Parents are welcome to ask for further information about any policy matter. The School will arrange for an Arabic translation or summary of a document when this is requested by a parent. Copies of key documents are also available on the school website.

NEWTON INTERNATIONAL ACADEMY | BARWA

If you have any concerns about the health, safety or well-being of any student attending Newton International Academy, please speak to one of the following Designated Safeguarding Leads (DSL) immediately.

Keeping children safe, happy and protected is at the heart of everything we do at NIA Barwa.

Meet Our Safeguarding Team

EYFS

Akina Girard
DSL
EYFS Coordinator
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Laylaa Fredericks
Deputy DSL
F2 Team Lead
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Newton International Academy is commited to the safeguarding and protection of all students and expects all staff and visitors to share this commitment. This means we aim to protect all children from harm or injury and allow them to develop safely, free from abuse or neglect.

Responding to a Disclosure

If a child makes a disclosure:

Do	Don't
Remain calm and level-headed	Promise to keep secrets
Reassure the child	Rush the child's account
Listen carefully and actively	Ask leading questions or try to interview the child
Let them know that you are taking what they say seriously	Make assumptions
Tell them what will happen next	Show that you are upset or angry
Make a note of exactly what they have told you as soon as possible	Show disbelief or dismiss them
Share the concern following procedure	Talk negatively about the potential abuser

Appendix Two

Referral Form

Newton International Academy

www.newtonschools.sch.qa

An International community of learners striving for excellence and celebrating success

Safeguarding Concerns Record Sheet

Name: _____ **Age:** _____

Class: _____ **Year Group:** _____

Concerns about the Child:

Voice of the Child:

Appendix Two

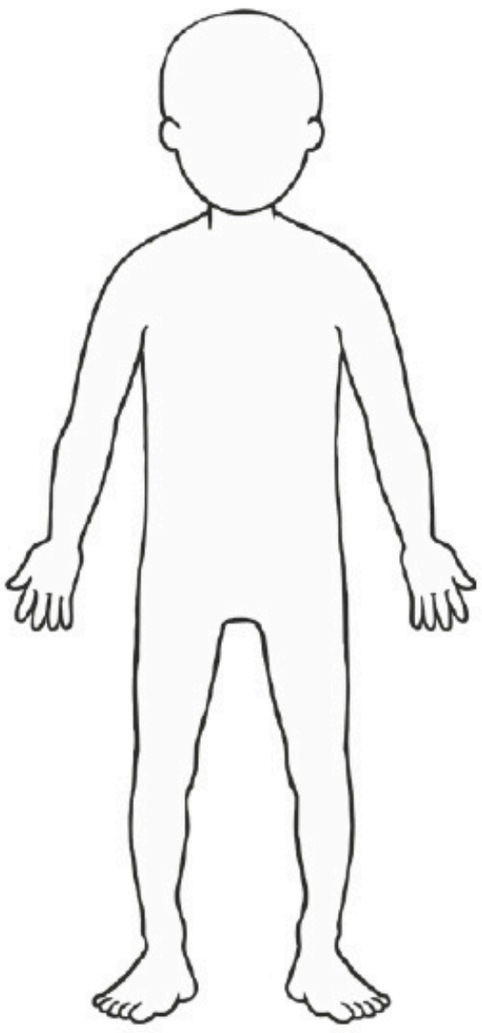
Referral Form

Newton International Academy

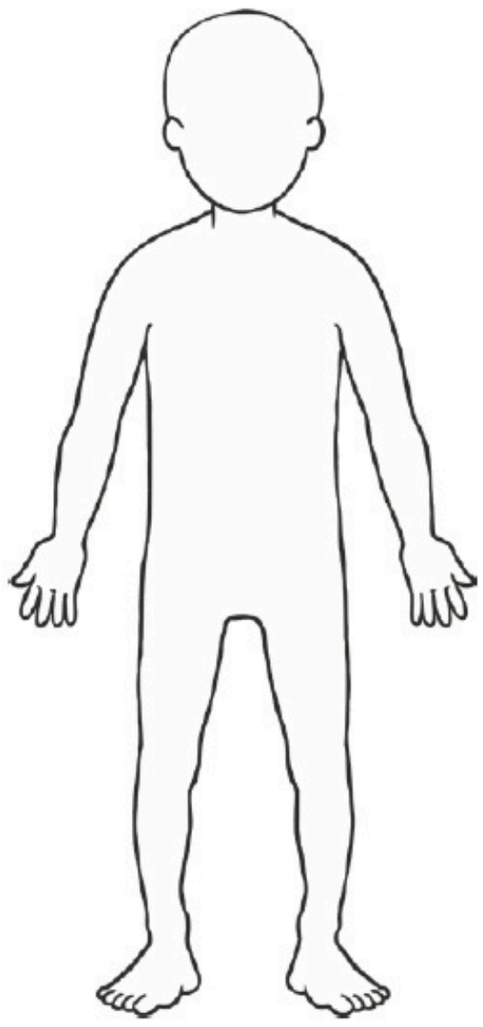
www.newtonschools.sch.qa

An International community of learners striving for excellence and celebrating success

Body Map:



Front



Back

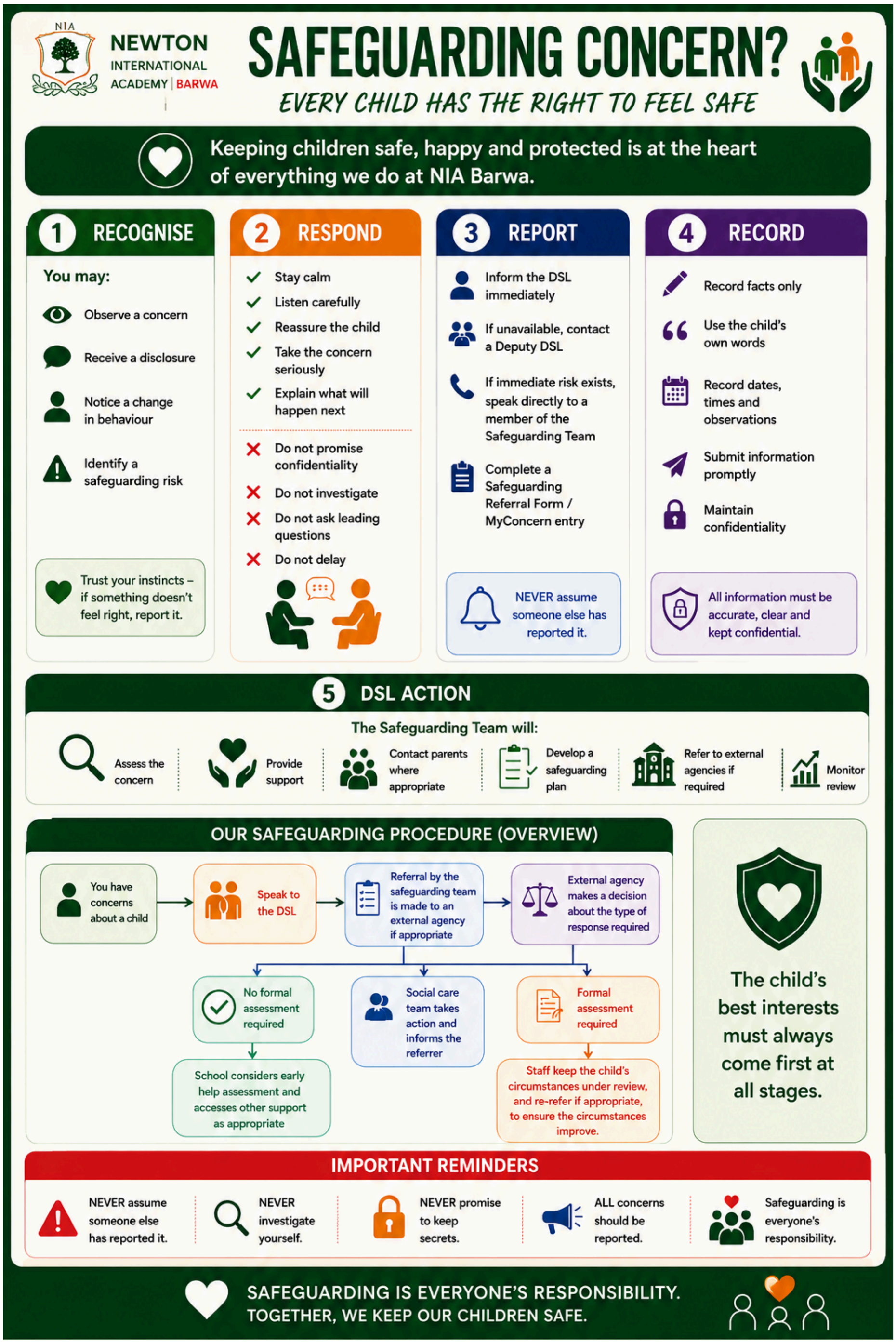
Action Taken:

Name of adult Filling in this form: _____

Signature_____ **Date:** _____ **Time:** _____

Procedure if you have concerns about a chid's welfare (as opposed to believing a child is suffering or likely to suffer from harm, or in immediate danger)

Note – if the DSL is unavailable, please contact one of the deputies or another member of the safeguarding team. If the concern is immediate, then you should speak directly to the DSL/deputies/safeguarding team as well as completing a referral form)



This Safeguarding Policy should be read in conjunction with other key school policies that collectively support the safety, wellbeing, and development of all students at NIA Barwa.

These include:

- Disciplinary and Behaviour Policy,
- Anti-Bullying Policy,
- First Aid Procedures,
- Personal, Social, Health and Economic Education (PSHE) Policy,
- Special Educational Needs (SEN) Policy
- Health and Safety Policy.

Together, these policies provide a comprehensive framework to ensure a safe, inclusive, and supportive learning environment, where all members of the school community are protected and empowered to thrive.