

### Child Protection Policy

#### Mission and Vision:

As a learning community, CMIS strives to create a caring Christian community where every child is able to grow and learn in an atmosphere of happiness, love and understanding (adapted from UN Convention Rights of the Child).

The mission of CMIS is to develop learners who can pursue personal and academic goals, based on educational excellence and strong moral foundations. To equip international students for lives of learning and positive contributions locally and globally. As a learning institution we recognize that this is not possible without the foundation of a safe and nurturing environment for every child.

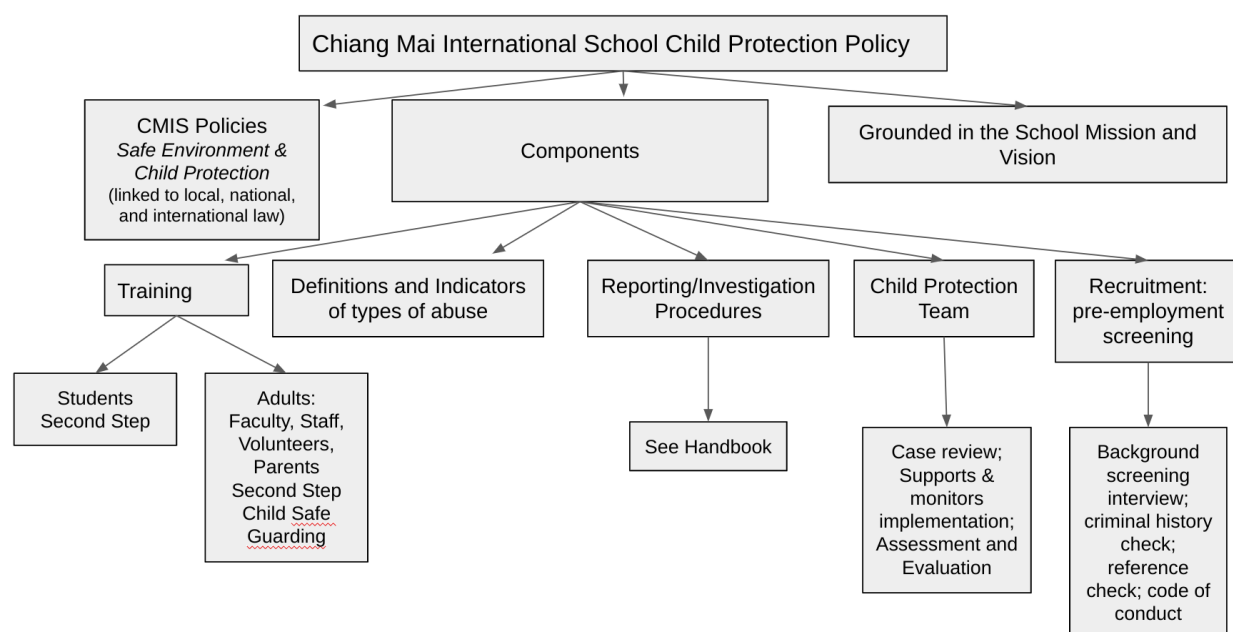
Every educator and member of the CMIS learning community has the moral obligation, and mandate, to identify and report any incident that may impact a child in need.

#### Definition of Terms

Definitions of Abuse are complex and can differ across various cultures. CMIS defines abuse and neglect as follows:

*“All forms of physical and/or emotional ill treatment such as sexual abuse, neglect, negligent treatment or exploitation that results in actual or potential harm to a child’s health, survival, development or dignity...”*

- 1. Sexual Abuse:** involves forcing, coercing or enticing a child to take part in sexual activities whether or not the child is aware of what is happening.
- 2. Physical Abuse:** is any non accidental physical injury to a child.
- 3. Emotional Abuse:** is persistent emotional maltreatment that impacts on a child’s emotional development.
- 4. Neglect:** is the failure of a parent or other person with responsibility for the child to provide needed food, clothing, shelter, hygiene, or medical care where there is an ability to do so, or failure to provide supervision, resulting in the threatened harm to the child’s health, safety, and well-being.
- 5. Spiritual Abuse:** is the misuse of power and trust by a person in a position of spiritual authority with the intent to control, coerce or manipulate a child. Spiritual abuse can be linked to other forms of abuse by which the abuser acts within the framework of spiritual belief or practice to meet his/her needs at the expense of the needs of the child.



## Prevention and Training

### A. Risk Assessment and Mitigation

1. CMIS will conduct a risk assessment for all appropriate events/activities involving children and the programs/projects that involve students in their educational experience and develop strategies to minimize risk.
2. Recruitment: CMIS will employ safe recruitment practices. These include personal interviews, police background checks, reference checks.
3. CMIS will use a Continual Improvement Model to assess the effectiveness of the child protection plan annually, collaborate with the safety team, and appropriate external organizations.

### B. Education and Training

1. CMIS will provide the appropriate training, annually, to every member of the organization. This includes: Second Step for faculty; Child Safe Guarding ([childsafeguarding.com](http://childsafeguarding.com)) for Thai staff. A volunteer training program will be initiated in the 2022/23 school year to ensure that each parent volunteer has also had the training.
2. CMIS includes Second Step Curriculum in all of its classes in grades PreK - Grade 8. Research shows that personal safety/abuse prevention programs for children are successful when they are based on the most current research in prevention education and are rigorously evaluated. The

Second Step Curriculum is a research-based curriculum that includes topics such as relationships, boundaries, bullying.

### **C. Codes of Conduct**

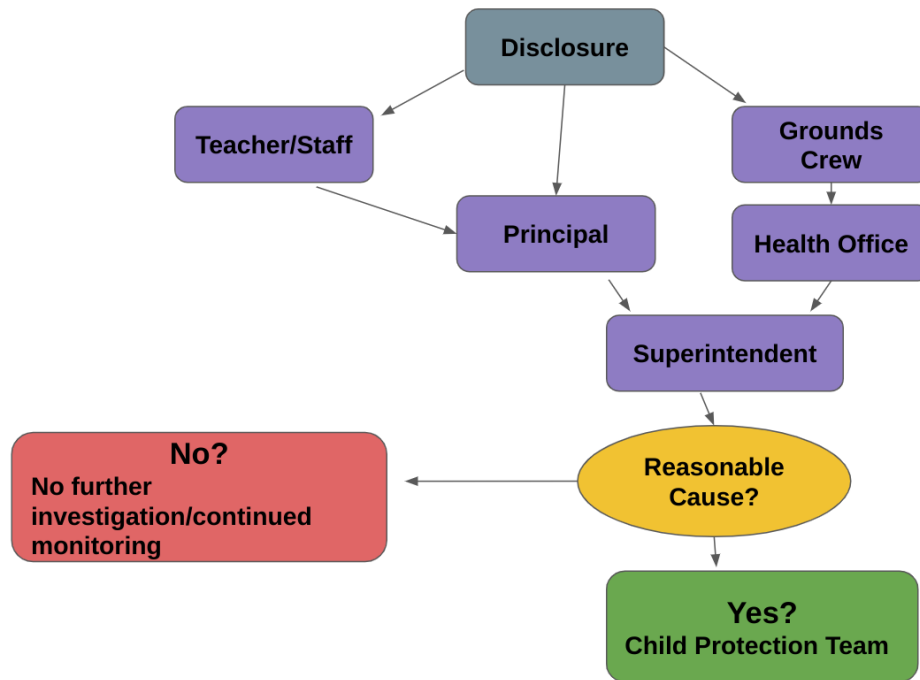
All CMIS staff are expected to sign a Code of Conduct Annually. These codes of conduct provide specific expectations regarding relationships with students including: a) physical behavior, b) verbal and digital communication, and c) general conduct.

### **Procedures for Reporting Suspected Cases of Child Abuse or Neglect**

If a member of the CMIS team suspects abuse/neglect, or has received a report of abuse or neglect, it is the responsibility of the teacher/staff member to report this suspected incident to the divisional principal. If the principal is not available then the report should be made to the superintendent. If the incident is observed by, or reported to, a member of the Thai maintenance staff, they will report it to the Health Office.

Upon reporting the incident, the staff member must immediately complete the Child Abuse Report form. The Child Abuse Form is a google form [found on ETAP]. These records are strictly confidential and kept in accordance with Thai law and PDPA regulations.

The divisional principal, in consultation with the superintendent, will form a response team and will take the initial steps to gather pertinent information. In all cases, follow up activities will be conducted in a manner to ensure information is gathered and documented concisely and that strict confidentiality is maintained.



In the case of a staff member reported as an alleged offender, CMIS will conduct a full investigation following a carefully designed course of due process, keeping the safety of the child at the highest priority.

### Child Protection Team

The work focused on Child Protection will be overseen by the CMIS Safety Committee. A Child Protection Team (CPT) will be created in the 2022/23 school year to support the training, education, and response surrounding the Child Protection Policy.

The CPT will consist of the:

- Superintendent,
- Director Student Services,
- Health Office

This will be the core group to form the response team to each incident, or action, surrounding child protection. In the case of an incident the divisional principal, counselor will be members of the response team. In the case of program development, training, etc. others may be brought in to support the work moving forward.

### **Monitoring and Review**

1. This policy, and all procedures and guidelines, will be consistent with Thai law.
2. The policy, and handbook, will be reviewed annually by the CMIS Exco and Safety teams.
3. The implementation of this policy will be monitored by the Superintendent, who will report its effectiveness to the School Board.