



The  
Grammar  
School  
Nicosia



# SAFEGUARDING & CHILD PROTECTION POLICY

**POLICY APPROVED:** JUNE 2025

**NEXT REVIEW DATE:** JUNE 2026

**PERSON IN CHARGE:** MRS MARIA PHOTIADES  
(SCHOOL COUNSELLOR)

## Contents

SAFEGUARDING & CHILD PROTECTION POLICY.....	2
1.1 Roles and Responsibilities .....	2
1.2 Types of Abuse .....	2
1.2.1 Recognizing Signs of Abuse .....	3
1.2.2 Reporting Procedures .....	3
1.3 Staff Training .....	3
1.4 Parental Involvement .....	3
1.5 Online Safety.....	4
1.6 Record Keeping .....	4
1.7 Contact Information for Safeguarding Leads:.....	4

# SAFEGUARDING & CHILD PROTECTION POLICY

At the Grammar School Nicosia, we are fully committed to safeguarding the welfare of all students. Ensuring the safety and well-being of every child in our care is our top priority, and we aim to provide a safe and nurturing environment. This policy outlines the procedures we follow to protect students from harm and respond to concerns.

This policy aims to:

- Protect students from abuse and harm, including physical, emotional, sexual abuse, and neglect.
- Provide clear guidelines for staff, students, and parents on student protection procedures.
- Ensure all staff understand their responsibilities in reporting concerns or incidents of abuse.

## 1.1 Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):** The school's designated safeguarding officer is Maria Photiades (School Counsellor), responsible for overseeing student protection matters, offering support, and liaising with external agencies.
- **Deputy Safeguarding Lead:** In the absence of the DSL, a member of the Headmaster's Office and/or the GDPR Officer will take responsibility for student protection issues, with the Director General being informed accordingly.
- **All Staff:** Every staff member has a duty to report concerns regarding the safety and well-being of students. This includes all teaching, non-teaching, and support staff.

## 1.2 Types of Abuse

Abuse may take various forms, including:

- **Physical Abuse:** Any form of physical harm to a student.
- **Emotional Abuse:** Persistent emotional maltreatment, including verbal abuse, humiliation, or rejection.
- **Sexual Abuse:** Any form of sexual exploitation or inappropriate behaviour involving a student.
- **Neglect:** Failure to meet a student's basic needs, including food, shelter, education, and emotional care.

### 1.2.1 Recognizing Signs of Abuse

All staff should be vigilant in identifying signs of abuse, which may include:

- Unexplained injuries or bruises.
- Sudden changes in behaviour or emotional well-being.
- Fear of certain individuals or situations.
- Poor hygiene, inappropriate clothing, or chronic hunger.

### 1.2.2 Reporting Procedures

If any staff member suspects that a student is at risk of harm or abuse, they must follow these steps:

1. **Report to the Designated Safeguarding Lead:** Share the concern with the DSL immediately, either verbally or in writing.
2. **Record the Incident:** Provide a detailed written account of the concern, including dates, observations, and any conversations with the student.
3. **Confidentiality:** All concerns must be treated with strict confidentiality. Do not share any information with others unless required by the DSL or legal authorities. The police can be given confidential information, only after they provide a written request. The request can also be sent from a police email, not personal ones.
4. **External Agencies:** The DSL will assess the situation and, if necessary, contact child protection services or the police.

## 1.3 Staff Training

- **Annual Training:** All staff will receive annual safeguarding and child protection training to ensure they are familiar with procedures and can recognize signs of abuse.
- **Continuous Professional Development:** Ongoing workshops and training sessions will be provided to update staff on changes in safeguarding laws and practices.

## 1.4 Parental Involvement

We encourage open communication with parents and guardians regarding their child's safety and well-being. However, if a student is at risk, the school is legally obligated to involve external agencies without prior parental consent.

## 1.5 Online Safety

With increasing use of digital platforms, safeguarding also extends to protecting students from online dangers such as cyberbullying, exploitation, and inappropriate content. The school has policies in place to monitor and control online activity within the school environment.

## 1.6 Record Keeping

All records of student protection concerns, investigations, and outcomes will be securely stored by the DSL. These records will be kept confidential and shared only with relevant authorities when necessary.

## 1.7 Contact Information for Safeguarding Leads:

- *Designated Safeguarding Lead (DSL)*: Maria Photiades, School's Counsellor
- *Deputy Safeguarding Lead*: Headmaster's Office, GDPR Officer

For further guidance or to report concerns, please contact the safeguarding team directly.