



CHILD PROTECTION POLICY

Heritage International School (or “Heritage”) is a bilingual learning institution based in Chisinau, Moldova.

Heritage International School offers educational services to learners between the ages of six and eighteen.

Heritage is registered with the Ministry of Education of the Republic of Moldova and subscribes to the United Nation Convention on the Rights of the Child^{1, 2, 3} and the relevant national regulations in child protection and safety^{4, 5, 6, 7, 8}.

PURPOSE OF THE POLICY

The safety and protection of all children in Heritage International School is a priority which is reflected in all activities carried out by the School.

This Policy applies to all employees, contract staff, volunteers and learners who represent Heritage and who interact with children or young people in both direct and/or unsupervised capacity.

SCHOOL REGULATIONS

A. All students and staff will be trained to:

1. Show responsibility and protect their own life and the life and health of all other individuals around them.
2. Study and recognize all forms of violence against children. Additionally, the school will engage the services of individuals and agencies who are competent in the field of child protection.
3. Study and follow the traffic code.
4. Study and comply with safety requirements in all types of activities in and outside the school.
5. Study and respond adequately in a situation of emergency and risk during security threats and natural disasters such as intrusion into campus, flood, fire outbreak, earthquake, etc.
6. Study and be able to provide First Aid.

B. All employees, contract staff or volunteers of Heritage International School will be required to comply with the following regulations governing child protection:

1. The protection of personal data of all children in Heritage International School is in line Law #133 of 08.07.2011 on Protection of Personal Data⁷.

2. Protection of the security and safety of all children within and outside the school during school-related events is a vital part of the child protection efforts of the school (see **HEALTH AND SAFETY POLICY**)
 - a. Bringing to campus and the use of arms of any kind by non-authorized personnel is prohibited.
 - b. Bringing to campus of any kind of dangerous items or substances such as sharp objects, explosives, fireworks and other combustible items is prohibited at all times.
 - c. Bringing and using of any kind of medicine (unless on the request by parents/guardians and administered by the Medical Worker of the school) or intoxicating substances including alcohol and tobacco products.
 - d. Considerations for child safety and security will prevail in cases when the violent behaviour of a single child or children puts at risk the rest of the group or of that very child or children engaging in such behaviour.
3. Heritage International School will protect the health of all children. (see **HEALTH AND SAFETY POLICY**)
4. All departments in Heritage International School and contracted agencies providing additional services such as security, catering and others are subject to further regulations guiding the protection of life and health of all individuals. (**HEALTH AND SAFETY POLICY**)
5. Treat everyone with respect, patience, integrity, courtesy, dignity, and consideration. (see **CODE OF ETHICS**)
 - a. Heritage International School does not subscribe to any form of exploitation of children.
 - b. Heritage International School will not engage in any form of chauvinistic, nationalistic, political, religious or military propaganda during the educational process
 - c. No individual engaged in the services of Heritage International School will be allowed to organize or promote the participation of the school learners in any acts or activities such as strikes, demonstrations or protests of any political character.
6. Protect the physical, psychological and mental health of all children.
 - a. Physiological needs
 - i. Children's physical and physiological needs such as their need for toilet, water, food, warmth, light and quiet are to be met at all times and in all places.
 - ii. While at school children benefit from medical and psycho-pedagogic assistance.
 - iii. Neglect or willful deprivation of children of their physiological needs while under the care of staff in Heritage International School is not tolerated and will be treated as violation of the Child Protection Policy of the school which may lead to dismissal.
 - b. Physical contact with children can be misconstrued both by the recipient and by those who observe it, and should occur only when completely appropriate.

- i. Heritage International School does not subscribe to any form of physical disciplining of children such as striking, spanking, shaking, slapping and shoving or any other form of physical punishment.
 - ii. Heritage expects propriety and non-sexual approach to physical touch or contact with all children at all times and in all places.
- c. Emotional Needs
 - i. Heritage International School will protect all children from any form of discrimination based on gender, ethnicity, race or religion.
 - ii. The need for acceptance and appreciation is innate in all children. Therefore, Heritage International School promotes the use of positive reinforcement and constructive praise at all times and in all places rather than criticism, competition, or comparison when working with learners.
 - iii. Verbal abuse of children such as humiliating, ridiculing, threatening, or degrading by calling names, public discussions or insinuations is not allowed at all times and in all places.
- d. Special Educational and Learning Needs

Heritage International School is an all-inclusive learning institution (see **Mission Statement**) where the individual learning needs of the children are identified and accommodated to the best understanding and ability of the staff.

7. Heritage International School promotes equal learning opportunities by all types of learners. (see **LEARNING PHILOSOPHY**)
8. Heritage International School discourages any practice which may lead to corruption or addiction by learners.
 - a. The use of substances, alcohol and tobacco in the presence of children is prohibited at all times and in all places.
 - b. All individuals are to abstain from offering gifts to children and accepting such from them without the knowledge of their parents (guardians).
 - c. All individuals are to abstain from receiving gifts from parents or any other individual on behalf of parents.
 - d. All individuals are to abstain from acts in relation to children and services offered to them such as additional lessons or extra-curriculum activities, requiring monetization.
 - e. Heritage International School subscribes to equal treatment of all children at all times and discourages favoritism of any kind.
 - f. Communication with children is governed by the key safety concept of transparency. Therefore, all individuals including teachers are to use only the approved channels of communication with parents (guardians) as regards information related to their child/children.
9. All staff of Heritage International School are to intervene by reporting to the relevant personnel or investigating further when there is evidence of, or there is reasonable cause to suspect, that children are being abused in any way.
10. All employees of Heritage International School coming into contact with children are subject to criminal history background check and Police Clearance

Resources:

¹Retrieved from: <https://www.unicef.org/malaysia/1959-Declaration-of-the-Rights-of-the-Child.pdf>

²Retrieved from: https://www.unicef.org/moldova/ro/drepturile_copilului_ru.pdf

³Retrieved from: <http://lex.justice.md/viewdoc.php?action=view&view=doc&id=311654&lang=2>

⁴Retrieved from http://www.edu.gov.md/sites/default/files/plan-cadru_2016-17.pdf (1.6.)

⁵Retrieved from: <http://www.ibe.unesco.org/International/ICE/natrap/Moldova.pdf>

⁶Retrieved from: <http://lex.justice.md/viewdoc.php?action=view&view=doc&id=363796&lang=2>

⁷Retrieved from: <http://lex.justice.md/ru/340495/>

⁸Retrieved from: <http://lex.justice.md/ru/355156/>