



# White Oryx Academy Safeguarding and Behaviour Policy

## 1. Safeguarding Statement

White Oryx Academy is committed to safeguarding and promoting the welfare of all children and young people who take part in our sports programmes. We believe that safeguarding is the responsibility of every staff member, volunteer, and stakeholder in our academy.

We recognise our duty to provide a safe, supportive, and inclusive environment where all children and young people are protected from harm, abuse, neglect, and exploitation. Our safeguarding approach aligns with Qatari law and cultural sensitivities, UK's Keeping Children Safe in Education (KCSIE) guidelines, and NSPCC safeguarding in sport standards to ensure best practice in child protection.

Safeguarding is embedded in all aspects of our work, from coaching sessions and competitions to community engagement activities. We work in partnership with parents, guardians, local authorities, and relevant organisations to ensure that every child is given the opportunity to thrive in a safe sporting environment.

## 2. Policy Aims

**This policy aims to:**

- Ensure a safe and supportive sporting environment for all children.
- Protect children from all forms of abuse, neglect, and exploitation.
- Promote a culture of vigilance, where all safeguarding concerns are reported and addressed appropriately.
- Provide clear procedures for identifying and responding to safeguarding concerns.
- Ensure compliance with Qatari law, UK safeguarding standards, and international child protection principles.
- Support staff, students, and parents with safeguarding training and awareness.

## 3. Legal and Policy Framework

**This policy is informed by:**

- Qatar's Law No. 10 of 2018 on Human Rights and the Protection of Children.
- Qatar's Ministry of Education and Higher Education (MOEHE) Child Protection Policy.
- Qatar's National Committee for Human Rights (NHRC) child protection guidelines.
- UK's Keeping Children Safe in Education (KCSIE) 2023.
- NSPCC Child Protection in Sport guidelines.



- UN Convention on the Rights of the Child (UNCRC).

## **4. Roles and Responsibilities**

### **4.1 Leadership & Governance**

**The White Oryx Academy Leadership Team and the Designated Safeguarding Lead (DSL) are responsible for:**

- Implementing and monitoring safeguarding policies.
- Ensuring all staff and volunteers receive annual safeguarding training.
- Liaising with Qatari child protection authorities when necessary.
- Reviewing and updating safeguarding policies regularly.

### **4.2 Staff Responsibilities**

**All staff, coaches, and volunteers must:**

- Follow the academy's safeguarding procedures at all times.
- Report any safeguarding concerns to the Designated Safeguarding Lead (DSL).
- Complete regular safeguarding and child protection training.
- Maintain appropriate professional boundaries with students, in line with cultural and legal expectations.

### **4.3 Student Awareness & Rights**

**All students and young athletes have the right to:**

- Learn and train in a safe, respectful, and supportive environment.
- Speak up if they feel unsafe, threatened, or uncomfortable.
- Access a trusted adult within the academy for support.

### **4.4 Parental Engagement**

**Parents and guardians will:**

- Be informed about safeguarding measures within the academy.
- Be encouraged to actively support child protection efforts.
- Have access to educational resources on online safety, child protection, and sports safeguarding.

## **5. Recognising Abuse & Safeguarding Concerns**



**White Oryx Academy recognises the following types of abuse:**

- **Physical Abuse** – Hitting, excessive training, or unsafe coaching practices that cause harm.
- **Emotional Abuse** – Bullying, humiliation, or undue pressure to perform.
- **Sexual Abuse** – Any form of inappropriate touching, exploitation, or online grooming.
- **Neglect** – Failing to provide adequate supervision, rest, or medical care.
- **Bullying & Cyberbullying** – Harassment in person or online, including racism, sexism, or discrimination.

**Staff are trained to recognise signs of abuse, including:**

- Unexplained injuries, fatigue, or distress.
- Sudden changes in behaviour, such as withdrawal or aggression.
- Fear of a specific coach or individual.
- Reluctance to participate in training sessions.

## **6. Reporting Safeguarding Concerns**

**If a staff member, student, or parent has a safeguarding concern:**

1. Report immediately to the Designated Safeguarding Lead (DSL).
2. The DSL will assess the concern and take appropriate action.
3. If necessary, the DSL will liaise with the DSL's of Schools or and the Qatari authorities:
  - Ministry of Interior - Child Protection Unit
  - National Committee for Human Rights (NHRC)
  - MOEHE Child Protection Team
4. All reports will be treated confidentially, except where disclosure is necessary for child protection.

## **7. Allegations Against Staff & Volunteers**

**If an allegation is made against a staff member, coach, or volunteer:**

1. The concern must be reported to the DSL immediately.
2. The staff member in question will be suspended without prejudice while an investigation takes place.
3. The DSL will liaise with its Academy Director to determine the next steps.



## **8. Anti-Bullying Policy**

White Oryx Academy is committed to creating an environment where all children and young people feel safe, valued, and respected. Bullying of any kind verbal, physical, emotional, or cyberbullying is not tolerated.

**We define bullying as repeated behaviour intended to hurt, intimidate, or exclude another person, including:**

- Physical aggression
- Verbal insults or name-calling
- Social exclusion
- Cyberbullying through social media or messaging platforms

All reports of bullying will be taken seriously, with appropriate action, including mediation, disciplinary measures, and parental involvement.

## **9. Behaviour Policy**

At White Oryx Academy, we expect all students and staff to uphold the highest standards of behaviour, promoting respect, discipline, and teamwork.

**Expected Behaviour:**

- Respect for coaches, peers, and staff.
- Good sportsmanship and fair play.
- Compliance with academy rules and expectations.
- Responsible use of language and actions.

**Unacceptable Behaviour:**

- Physical or verbal aggression.
- Disruptive behaviour that affects training and learning.
- Disrespect towards staff, coaches, or fellow students.
- Any form of bullying or harassment.

Behaviour incidents will be managed through a fair disciplinary process, involving discussions with students, parents, and staff where necessary. Repeated breaches may result in suspension from training sessions or competitions.

## **10. Policy Review**



This policy will be reviewed annually to reflect updates in Qatar's child protection laws and international best practices. Feedback from staff, parents, and students will be used to strengthen safeguarding at White Oryx Academy.

**Last updated:** April 2025

**Next review due:** April 2026

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## **Appendix: Safeguarding Guidance for Staff**

### **A. Types of Abuse and Example Signs**

#### **Physical Abuse**

**Definition:** Deliberate use of force against a child that results in physical injury, pain, or impairment. This includes hitting, shaking, throwing, poisoning, burning, or otherwise causing physical harm.

#### **Signs may include:**

- Unexplained bruises, burns, or fractures
- Fear of physical contact
- Flinching or aggression when approached



### **Emotional Abuse**

**Definition:** The persistent emotional maltreatment of a child that has a severe and adverse effect on their emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or only valued if they meet certain conditions.

**Signs may include:**

- Low self-esteem
- Withdrawn or anxious behaviour
- Excessive need for approval

### **Sexual Abuse**

**Definition:** Involves forcing or enticing a child to take part in sexual activities, not necessarily involving a high level of violence. This includes both contact and non-contact activities such as grooming, exploitation, or exposure to inappropriate material.

**Signs may include:**

- Inappropriate sexual knowledge or behaviour
- Fear of certain people or places
- Difficulty walking or sitting

### **Neglect**

**Definition:** The persistent failure to meet a child's basic physical and/or psychological needs. This includes failing to provide adequate food, clothing, shelter, supervision, and medical care.

**Signs may include:**

- Poor hygiene or nutrition
- Frequent absences or lateness
- Inappropriate clothing for the weather

### **Bullying**



**Definition:** Repeated, intentional behaviour aimed at hurting, intimidating, or excluding another person. Bullying can be physical, verbal, or emotional, and often involves an imbalance of power between the bully and the victim.

**Signs may include:**

- Unexplained injuries or damaged belongings
- Avoidance of certain places or people
- Sudden changes in behaviour, such as withdrawal or aggression
- Decline in academic or sports performance
- Low self-esteem or anxiety

**Cyberbullying**

**Definition:** A form of bullying that takes place over digital devices such as phones, tablets, or computers. It includes sending, posting, or sharing harmful, false, or mean content about someone else online, often anonymously.

**Signs may include:**

- Emotional distress after using digital devices
- Reluctance to go online or use social media
- Withdrawal from family, friends, or activities
- Sudden changes in mood, sleep, or appetite
- Secretive behaviour about online activities

**B. Responding to a Safeguarding Concern or Disclosure**

**If a Child Makes a Disclosure:**

- Remain calm and listen carefully do not promise confidentiality.
- Reassure the child they did the right thing in speaking up.
- Avoid leading questions; let them speak in their own words.
- Write a factual, dated record of what was said as soon as possible.
- Report immediately via the safeguarding reporting form.

**If You Suspect Abuse (but no disclosure):**

- Record observations factually and objectively (what, where, when).



- Note any changes in behaviour or physical signs.
- Do not confront the suspected abuser.
- Submit your concern via the safeguarding reporting form.

### **C. Reporting Safeguarding Concerns**

All safeguarding concerns, whether from a disclosure or suspicion must be reported using the White Oryx Academy Safeguarding Form, which is a secure Google Form accessible only by the Designated Safeguarding Lead (DSL) and senior management.

#### **Reporting Steps:**

1. Access the Safeguarding Form via the internal staff portal or link provided by the DSL.
2. Complete all fields with as much detail as possible.
3. Submit the form, this alerts the DSL directly.

#### **Confidentiality Notice:**

All reports are handled with strict confidentiality and only shared on a need-to-know basis within safeguarding protocols.

### **D. Reporting Concerns About a Member of Staff**

If a safeguarding concern involves a member of staff:

- Do not inform the person in question.
- Report the concern immediately through the safeguarding form.
- Clearly mark it as “Concern about staff member.”
- The DSL and senior management will initiate a formal internal investigation, in line with the academy’s safeguarding and disciplinary procedures.

Where necessary, external agencies will be informed, and the staff member may be suspended pending investigation to ensure the child’s safety.