

FAWSEC Educational Company (FAWSEC Ed. Co.) and Subsidiaries

(Al-Bayan Bilingual School & Al-Bayan International School)

Safeguarding and Child Protection Policy

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Document Authorization Control Sheet

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A.FAWSEC Ed. Co. and Subsidiaries Board of Directors Statement of Commitment to Child Protection

Child abuse and neglect are serious concerns throughout the world. They are violations of a child's human rights and are obstacles to the child's education as well as to their physical, emotional, and spiritual development. FAWSEC Ed. Co. and Subsidiaries endorse the United Nations Convention on the Rights of the Child, of which Kuwait is a signatory. According to the United Nations Convention on the Rights of the Child, every child has rights, whatever their ethnicity, gender, religion, language, abilities or any other status. The FAWSEC Ed. Co.'s Board of Directors shares a commitment to safeguard and protect all students. We believe that every child has a right to be protected from violence, abuse and neglect. We are dedicated to providing a safe, nurturing environment for our students to thrive at home and at school as well as in the global community.

Families have entrusted FAWSEC Ed. Co. and its Subsidiaries with their children and we have a responsibility to protect them. We are committed to:

- ensuring child safety with rigorous recruitment practices
- a code of conduct to guide interactions between adults and children
- having clear procedures in place to report and follow up with cases related to child protection
- enforcing security measures to reinforce our safeguarding protocols.

B.Important Definitions for Child Protection

FAWSEC Ed. Co. and Subsidiaries stand with the government of Kuwait in endorsing the Kuwait Child Rights Laws and decrees to ensure the protection of children stated in Article 71, law No. 21 of 2015.

Child protection concerns include suspected, alleged, self-disclosed, or witnessed abuse of a child by anyone associated within or outside the school, which must be investigated and followed by appropriate action. In order to ensure that our schools and community stakeholders understand our child protection policy, we will provide all of the necessary definitions for clear identification and recognition of abuse/neglect.

Child abuse - According to the World Health Organization, child abuse constitutes, "*all forms of physical and/or emotional ill-treatment, sexual abuse, neglect or negligent treatment or commercial or other exploitation, resulting in actual or potential harm to the child's health, survival, development or dignity in the context of a relationship of responsibility, trust or power*." A person may abuse a child by inflicting harm, or by failing to act to prevent harm. Children may be abused in a family, in an institution (e.g. school) community setting, or online. Child abuse is inflicted by someone the child knows, respects or trusts; or by a stranger.

a. **Physical abuse** involves hitting, punching, shaking, throwing, poisoning, biting, burning or scalding, drowning, suffocating or otherwise causing intentional physical harm to a child. (These symptoms could also indicate harm to self, such as cutting and suicide ideation).
b. **Emotional abuse** is the persistent emotional ill treatment of a child that causes severe and adverse effects on a child's emotional development. It may involve harmful words such as they are worthless or unloved; that they are inadequate or valued only if they meet the needs of another person.
c. **Sexual abuse** involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. The activities may involve physical contact, including penetrative (i.e. rape) or non-penetrative acts. They may include non-contact activities, such as involving children in the production or viewing of pornographic material or encouraging children to behave in sexually inappropriate ways.
d. **Neglect** is the persistent failure to meet a child's basic physical or physiological needs, likely to result in serious impairment of the child's health or development.

C.Governance

The governing body is committed to safeguarding the well-being of all students and ensuring a safe, supportive, and inclusive environment. It holds the ultimate responsibility for overseeing the school's safeguarding arrangements, monitoring risks, and ensuring that effective policies and practices are in place. The Board appoints a designated member to lead safeguarding efforts and ensures ongoing oversight through regular reporting, review, and training. The governance framework emphasizes confidentiality, risk management, and compliance with legal and ethical standards to protect students from harm and uphold the school's duty of care.

1. Defining Board Role:

a) Ultimately responsible for safeguarding students from harm. Oversees and monitors the school's strategic safeguarding risks.
b) Appoints one Board member to take leadership responsibility for the school's safeguarding policies and practices (the Designated Safeguarding Board Member, DSBM)
c) Boards/Owners should not be made aware of child protection concerns except at an aggregate level, so that they can identify trends and ensure that the school's risk register adequately addresses the risks facing the school's students. However, where a concern has the potential to expose the school to legal, financial or reputational damage, then it should normally be reported to the Board Chair and/or Safeguarding Trustee.
d) Oversees a safeguarding risk register which provides a high-level summary of (a) the different safeguarding risks facing students; and (b) the risks to the school related to this responsibility,
e) Receives and reviews a written report from the Child Protection Officers on an annual basis including the log of child protection inquiries and allegations
f) Any information about current or past child protection concerns should only be shared with the Board/Owner and DSBM on an anonymous basis.

g) Is responsible for reviewing and approving safeguarding and child protection policy on an annual basis.
h) The Board should receive appropriate child protection training. The training should also focus specifically on the Board's role in overseeing safeguarding in school. This should include training on reviewing and approving any safeguarding risk register that is in place.

2. Defining Designated Safeguarding Board Member Role:

a) Takes the lead responsibility for overseeing the school's safeguarding arrangements.
b) Ensures the Board's responsibilities are implemented in practice.
c) Understands the school's safeguarding requirements and responsibilities
d) Ensure Board reports are communicated and support in preparing them when necessary
e) Ensure the safeguarding risk register is communicated to the Board
f) Support the School Directors in managing allegations of abuse
g) Overseeing safeguarding strategy and implementation and ensure any findings and recommendations from external safeguarding reviews are incorporated.
h) Ensure the Board reviews the Child Protection and Safeguarding Policy annually
i) Bring to the attention of the Board any safeguarding deficiencies and trends

3. Defining School Director Role:

a) Providing strategic direction and ensuring the school adheres to legal and ethical standards, including safeguarding policies.
b) Supporting the Child Protection Officer and ensuring they have adequate resources.
c) Overseeing the implementation of school policies related to student welfare and safety as the accountable officer in the school.
d) Ensuring a school culture that promotes well-being, inclusion, and safety.
e) Reporting to governing bodies or trustees on safeguarding matters.

4. Defining Child Protection Officer Role:

a) Acting as the designated safeguarding lead.
b) Responsible for leading day-to-day safeguarding concerns and direct intervention.
c) Receiving and managing disclosures or concerns related to child abuse or neglect.
d) Ensuring staff are trained in child protection matters.
e) Responsible for raising student awareness of their rights and responsibilities.
f) Maintaining confidentiality and proper documentation of incidents.
g) Liaising with external agencies and authorities when necessary.
h) Promoting a safe and supportive environment for students.

D. Recognizing, Reporting, and Responding to Child Abuse

1. Professional Responsibility and Mandated Reporting

All educators, staff, and any adults working on behalf of the schools have a professional and ethical obligation to identify children who may be in need of protection and support. Staff must take appropriate steps to ensure children and their families have access to services required to address any situation constituting child abuse or neglect.

All staff are mandated reporters under the Kuwait Child Law (Chapter 7, Article 26). Any staff member with reasonable cause to believe that a child has suffered, or is at significant risk of suffering, abuse or neglect must report concerns without delay to the child protection officer or assigned staff member.

Child protection concerns must be categorized using internationally recognized categories, including: **physical abuse, emotional abuse, sexual abuse, neglect, exploitation, identity-based harm, and online abuse**.

Reporting should follow the school's child protection procedures and may involve:

- Internal reporting to the Child Protection Officer (CPO) or assigned contact, Child Protection Officer (for BBS), in each school division.
- Reporting to leadership (Director, CEO, or HR) if concerns involve a member of the leadership team.
- External reporting to relevant governmental authorities, as required by law, through the CPO or Legal Manager.

2. Whistleblower Protection and Reporting Pathways

FAWSEC Ed. Co. and Subsidiaries are committed to ensuring **confidential, independent, and secure reporting pathways** for staff, students and parents to raise safeguarding concerns about any adult or student in the school. This includes:

Channels for Reporting:

- **Internal Reporting:** Directly to the CPO, or assigned staff contact.
- **External Reporting:** To governmental authorities as mandated by law by the Legal Manager and/or CPO as approved by the School Director and CEO.

Staff Protections:

- Strict Confidentiality: Information is shared strictly on a **need-to-know** basis (CPO and assigned child protection personnel only — not entire departments).

- Non-Retaliation: No staff member, student or parent will face adverse consequences for reporting concerns in good faith.
- Support and Guidance: Staff, students and parents have access to the CPO, Director, HR, or the school psychologist for procedural and emotional support throughout the reporting process.

These measures comply with Kuwait Child Law (Chapter 7, Article 28) and international best practices, including CIS, NEASC, and ITFCP standards.

3. Handling Complex Cultural or Religious Considerations

In rare situations where reporting an incident to parents or authorities may:

- Expose the child to further harm
- Place the child at risk
- Violate the child's rights

FAWSEC Ed. Co. and Subsidiaries will implement a risk-based safeguarding approach, which may include:

- Temporarily withholding information from parents or authorities
- Implementing immediate protective measures for the child
- Consulting with the CPO, legal advisors, and relevant child protection agencies, **ensuring each situation is treated as an individual case**

All actions are taken in strict accordance with international child protection standards, ensuring the child's safety, best interests, and rights remain the highest priority.

4. Investigating Allegations Against Staff

If a staff member is reported as an alleged offender, FAWSEC Ed. Co. and Subsidiaries will:

- Conduct a full and impartial investigation following established procedures.
- Ensure due process while prioritizing the safety and well-being of the child.

5. Reporting Procedures

The school maintains a systematic approach for reporting and responding to child protection concerns. Procedures include:

Mandatory minimum information for every report:

- Name of the child
- Reporter details

- Date and time of concern
- Location of incident
- Description of observations/events
- Any available evidence / statements

Process:

- **First Responder Reporting:** Staff who receive a report directly from a child or observe signs of abuse must immediately document and report the concern through online form or face-to-face to the CPO for urgent cases.
- **Child Interviewing:** Interviews are conducted by child protection officers or child protection assistants in each division, documented in a child-sensitive and legally compliant manner.
- **Documentation & Storage:** All reports are recorded in detail and securely stored in an **encrypted, password-protected restricted access digital system**.
- **Investigation:** The CPO oversees investigations, communicates with relevant personnel, and ensures timelines and protocols are followed.
- **External Reporting:** Concerns are escalated to governmental authorities or other relevant parties as required.
- **Follow-up and Support:** Continuous support is provided to the child, family, and staff, with monitoring and coordination with authorities to ensure the child's safety and well-being.

Case Closure Criteria: A case is formally closed only when risk is mitigated and no further action or monitoring is required. The closure date is recorded. Records are kept for a minimum of seven years after the student has left the school, and are then deleted/disposed of in a suitably confidential and secure manner.

E. Digital Safety, Online Behavior, and Cyber Protection

FAWSEC Educational Company and its Subsidiaries recognize that safeguarding extends to online and digital environments. Harm inflicted through digital means is a form of abuse, whether occurring on campus, off campus, or through personal or school-issued devices. FAWSEC therefore commits to proactive prevention, monitoring, reporting and response to online harm to ensure student safety in alignment with CIS International Accreditation Standards (2024), Kuwait Child Rights Law No. 21 (2015), Kuwait Cybercrime Law No. 63 (2015), and the United Nations Convention on the Rights of the Child.

1. Scope of Online Abuse and Digital Risks

Online child protection concerns include, but are not limited to:

- Cyberbullying, harassment, threats, discrimination or hate speech
- Grooming, online luring or attempts to establish sexual/romantic contact
- Sextortion, coercion, sharing of sexual images or pressuring for such content
- Exposure or access to harmful, violent, extremist, abusive or age-inappropriate sexual content
- Misuse of digital platforms to isolate, intimidate or manipulate a child
- AI-generated abuse, AI-based impersonation/deepfakes, fraudulent identity misuse
- Violations of privacy, data theft, unauthorized sharing or misuse of confidential student information

Any online incident that places a child at risk is considered a child protection concern and will be investigated under the same procedures applied to in-person harm.

2. Student Digital Conduct, Platforms, and Cyber Hygiene Expectations

The Acceptable Use Agreement for technology, devices, social media and online platforms is part of this child protection framework. All students must sign and follow the Acceptable Use Agreement each year. Schools will explicitly teach safe, ethical and responsible online behavior, including:

- Protecting personal data, passwords, and digital identity
- Recognizing manipulation, grooming tactics, and unsafe digital situations
- Understanding consent and boundaries for sharing photos, videos, voice notes, or other digital media
- Knowing how and where to report unsafe online interactions

Digital safeguarding and citizenship will be integrated into the age-appropriate curriculum.

3. Staff Responsibilities for Digital Safety

All FAWSEC staff (academic and non-academic) are responsible for modeling safe and ethical digital conduct. Staff shall not engage with students on personal social media or private messaging channels. All digital communication with students must occur only through FAWSEC approved platforms.

Staff will receive training on online safety, AI and cyber risks as part of annual child protection training.

4. Reporting and Response to Online Harm

Any suspicion or report of online abuse shall be treated as mandated reporting and must follow the internal child protection reporting procedures. Kuwait Child Law, Article 26 and 28 protections apply to all online harm reporting, including whistleblower protections. Cases involving online criminal offenses may require immediate coordination with the Child Protection Officer, Legal Affairs, and relevant Kuwait governmental authorities.

5. Digital Safeguarding Infrastructure

FAWSEC schools commit to:

- Maintaining secure and monitored digital platforms for learning
- Protecting student identifiable information, records and digital privacy
- Applying appropriate filtering, monitoring and restriction tools on school networks
- Ensuring school technology procurement and system configurations consider child protection risk and cybersecurity resilience

Please refer to the FAWSEC Data Security and Cyber Security Policy for additional information.

6. Parent Collaboration

Parents will receive communication and guidance on online safety expectations, monitoring at home, early warning signs of online harm, and how parents can support children in safe online engagement.

F. Staff Training and Awareness

FAWSEC Ed. Co. and Subsidiaries provide beginning of year training and workshops to:

- Identify all forms of abuse (physical, emotional, sexual, neglect, and exploitation).
- Understand and use internal, anonymous, and external reporting channels.
- Maintain confidentiality and follow whistleblower and safeguarding protocols.
- Support affected children and follow-up appropriately.

The school is committed to implementing **internationally recognized best practices** to ensure the protection, safety, and well-being of all children in its care.

1. Staff and Student Training

FAWSEC Educational Company and its subsidiaries are committed to ensuring that all staff, faculty, and any adults working on behalf of the schools receive comprehensive and ongoing training in child protection and safeguarding.

The organization provides regular and structured training to enable all personnel to:

- Identify all forms of abuse, including physical, emotional, sexual, neglect, and exploitation.
- Recognize and respond appropriately to online safety concerns and risks related to digital behavior.
- Understand and apply safer recruitment practices to prevent unsuitable individuals from working with children.
- Maintain professional boundaries in all interactions with students.
- Respond appropriately and sensitively to disclosures or concerns of abuse.
- Understand and use internal, anonymous, and external reporting channels.
- Maintain confidentiality and adhere to whistleblowing and safeguarding protocols.
- Support affected children and ensure appropriate follow-up.

2. Training Frequency and Compliance

- All staff must complete annual safeguarding and child protection refresher training at the beginning of each academic year. This training will be followed by an online assessment compiled and sent by the CPO to confirm each staff member's understanding of the policy and their competence in identifying, responding to, and reporting child protection concerns. Findings will be used by the CPO to refine future training content and delivery.
- Attendance will be documented through the HR Portal, and staff must provide acknowledgment of completion.
- A short awareness video will be circulated to all staff during pre-service week to reinforce key safeguarding messages.
- New staff members will complete child protection induction training within their first month of employment.
- Designated Safeguarding Leads (DSLs) and senior leaders will receive enhanced training every two years, in line with international best practices and CIS standards.
- The Board should receive appropriate child protection training. The training should also focus specifically on the Board's role in overseeing safeguarding in school. This should include training on reviewing and approving any safeguarding risk register, developed by the CPO, that is in place.
- All students and parents must receive annual safeguarding and child protection refresher awareness programs at the beginning of each academic year.
- In the event of significant updates to Kuwait Child Law, international safeguarding standards, or internal policy revisions, FAWSEC Educational Company and its subsidiaries will conduct mandatory mid-year refresher sessions. These sessions ensure that all staff remain informed of legislative, procedural, or organizational changes relevant to child protection. Attendance and completion of such sessions are compulsory.

- Compliance with child protection and safeguarding training requirements forms an integral component of staff performance appraisals and eligibility for contract renewal or promotion. Staff members who fail to complete mandatory training or assessments within the specified timelines will be subject to corrective action, which may include withholding of their contract renewal until compliance is achieved.

3. Record-Keeping and Accountability

- The Human Resources Department (HR) is responsible for maintaining accurate records of staff training, attendance, and compliance.
- Compliance with child protection training is a mandatory condition of employment, and all staff are required to remain up to date with current safeguarding procedures.

FAWSEC Educational Company and its schools remain committed to implementing internationally recognized best practices to ensure the protection, safety, and well-being of all children in their care.

G. Recruitment

1. Commitment to Safer Recruitment

FAWSEC Ed. Co. and its Subsidiaries are fully committed to ensuring that all recruitment and selection processes reflect the highest standards of **child protection and safeguarding**.

The Human Resources Division, in collaboration with school leadership, implements **rigorous safer recruitment practices** to prevent individuals who pose a risk to children from gaining access to students or school facilities.

All appointments—whether full-time, part-time, volunteer, contracted, or temporary must comply with this policy. The goal is to ensure that all adults working within the school community demonstrate **integrity, suitability, and commitment to the protection and well-being of children**.

2. Safeguarding Statement in Recruitment Materials

To promote transparency and uphold safeguarding expectations, every job description, vacancy announcement, recruitment advertisement, and related public relations or promotional material must include a **Child Protection and Safeguarding Statement**.

Example statement:

"Aligned with the recommendations of the International Taskforce on Child Protection, we hold ourselves to a high standard of effective recruiting practices with specific attention to child protection**."**

This statement which is also visible on the schools' website reinforces the organization's safeguarding ethos and ensures that all applicants understand the school's zero-tolerance stance toward abuse and exploitation.

3. Recruitment and Hiring Procedures

a. Pre-Recruitment Stage

Before advertising a vacancy, job descriptions and postings must:

- Clearly articulate the **school's commitment to child protection and safeguarding**.
- Outline the **safeguarding responsibilities** associated with the role.
- Note that all employment offers are **subject to comprehensive background and reference checks, including social media and online presence screening**.

b. Screening and Application Review

Applicants must:

- Complete a detailed **employment application form** with full disclosure of employment history and any gaps in service.
- Provide **accurate and verifiable educational and professional records**.
- Consent to all required **background and reference checks** prior to employment confirmation.

The recruitment team will comply with the following while screening candidates:

- **Rehiring Former Staff or Individuals Under Investigation**

  FAWSEC Educational Company and its subsidiaries will not rehire or re-engage any former employee, volunteer, or contractor who has previously been subject to disciplinary action or investigation for safeguarding or professional misconduct until a comprehensive review has been completed. Rehiring decisions must be approved jointly by the School Director, Human Resources, and the Child Protection Officer (CPO) following verification that the individual poses no safeguarding risk. Any applicant currently under investigation by another institution or authority will not be considered for employment until the matter is formally resolved and documented evidence of clearance is provided.

- **Social Media and Online Presence Screening**

  As part of the safer recruitment process, FAWSEC Educational Company conducts social media and online presence screening for all shortlisted candidates to identify potential safeguarding or reputational risks. Screening will be carried out in a fair, consistent, and legally compliant manner, focusing only on publicly available, professional, or safeguarding-relevant content. HR personnel performing screenings will receive training on data protection, privacy, and bias mitigation to ensure transparency and objectivity.

c. Interviews

- Interviews include at least 2-3 **safeguarding-related questions** assessing the candidate's understanding of child protection, ethical behavior, and boundaries.
- Interview panels receive **training in safer recruitment** and are alert to any inconsistencies or red flags in an applicant's responses or documentation.

d. Reference Checks

- At least **two professional references** must be obtained, one being the most recent employer or supervisor.
- Reference request forms include **specific questions on the candidate's suitability to work with children** and any prior disciplinary or safeguarding concerns.
- Generic or character references (e.g., "To Whom It May Concern") are not accepted.

4. Background Verification and Documentation

Before employment confirmation, all prospective employees must provide:

- **Experience letters** from previous employers.
- **Verified and authenticated educational qualifications** (degrees, diplomas, transcripts) approved by the issuing institution, relevant higher education authorities, and the **Kuwait Embassy** in the employee's home country.
- **Police Clearance/Criminal Record Reports (maximum 3 months old)**:
    - *For international hires:* Authenticated police clearance stamped by the **Kuwait Embassy** abroad, required by the Government of Kuwait for visa issuance.
    - *For transfers within Kuwait:* A valid **local police clearance certificate through sahel will be requested which is not older than 1 month**.

- **External Background Checks:** Conducted via approved international agencies, when applicable, to confirm the absence of criminal or safeguarding concerns.

Employment is **conditional upon successful completion** of all verification steps. Any falsified, incomplete, or misleading information results in disqualification or termination.

5. Post-Hiring Safeguarding Obligations

All newly appointed staff must:

- Read, understand, and sign the **School's Child Protection and Safeguarding Policy** before beginning their duties.
- **Complete mandatory safeguarding induction training**, including identifying, reporting, and responding to abuse, and **participate in annual refresher courses and ongoing safeguarding training** as part of continuous professional development.
- Acknowledge and adhere to the **Code of Conduct for Staff**, emphasizing appropriate professional boundaries and the duty to report concerns.

6. Contractors, Volunteers, and Visitors

- All contractors, service providers, and volunteers with access to students are required to undergo **background and identity checks** before commencing work.
- Contractors must sign a **Safeguarding Declaration** confirming that their employees have no criminal or disciplinary history related to child protection.
- Visitors will provide their ID upon entry to the schools and be given a visitor pass. They will also sign a visitor code of conduct.

7. Continuous Monitoring and Re-Screening

- HR will securely maintain all **screening and background verification records for staff members**.
- The organization reserves the right to **re-screen staff periodically** or upon renewal of contracts.
- Any staff member under investigation for misconduct or safeguarding concerns will be **temporarily removed from duties involving direct contact with students** until the matter is resolved.
- When renewing the residency, the school is made aware in case the staff member has an offence.

H.International Compliance and Best Practice

This policy aligns with:

- **Council of International Schools (CIS)** and **NEASC** Accreditation Standards
- **International Task Force for Child Protection (ITFCP)** Safer Recruitment Principles
- **United Nations Convention on the Rights of the Child (UNCRC)**
- **Keeping Children Safe (KCS) International Standards**

All recruitment and employment practices are designed to ensure the **highest level of child safety, transparency, and accountability** across all FAWSEC schools.

I. Non-Compliance and Disciplinary Action

Failure to comply with this policy—through omission, negligence, or intentional misrepresentation—will result in disciplinary measures up to and including **termination of employment**, and may include **referral to law enforcement or regulatory authorities**.

As part of the hiring and onboarding process, all volunteers, external coaches, and similar service providers and any adults working on behalf of the schools are required to:

- Provide a valid **police clearance report (no older than 1 month)** to the school prior to being approved to volunteer or commence employment.
- Complete **child protection and safeguarding training**, delivered either in person by the **Child Protection Officer (CPO)** or through an approved video module.
- All individuals working with or having direct access to students—including substitute teachers, interns, external coaches, activity leaders, and part-time staff—must complete safeguarding induction training prior to commencing their duties. Upon completion, each participant must acknowledge the training by signing an attendance form or submitting written confirmation that they have viewed and understood the material. Records of participation and certification will be maintained by the Human Resources Department alongside full-time staff training records.

J. Training and Child Abuse Prevention

1. Commitment to a Culture of Safeguarding

FAWSEC Ed. Co. and its Subsidiaries are committed to building and sustaining a **culture of child safeguarding and protection** across all schools. Prevention through education, awareness, and continuous professional development is central to this commitment. All members of the school community, including staff, students, parents, contractors, and volunteers are trained and empowered to recognize, respond to, and prevent abuse or neglect.

2. Training Framework and Frequency

a. Mandatory Induction Training

- All newly appointed staff must complete **child protection and safeguarding induction training** prior to assuming their duties.
- The training covers:
    - Recognizing the signs and indicators of abuse and neglect
    - Reporting and disclosure procedures
    - Professional boundaries and code of conduct
    - Online safety and digital safeguarding
    - Responding appropriately to student disclosures
    - Whistleblowing and reporting concerns about adults

b. Annual Refresher Training

- All staff (academic, administrative, and support) must complete an **annual refresher training** at the beginning of each academic year.
- Training may be delivered through in-person workshops, or an awareness video circulated to external coaches if needed.

c. Ongoing Training Throughout the Year

- Department heads and school leaders receive **specialized training** aligned with **CIS Child Protection Policy requirements** and international accreditation expectations.
- Board members also complete a mandatory child protection training relevant to governance of schools every two years

3. Support Staff and Contractors

- All support staff (including nannies, maintenance personnel, guards, and drivers) receive **simplified, role-appropriate training** on child protection and safeguarding responsibilities.

- Contractors, external coaches, volunteers and any adults working on behalf of the schools are required to **complete safeguarding orientation** (delivered by the CPO or via approved video) and sign a **training acknowledgment form**

4. Students

a. Student Education

- Students participate in **age-appropriate personal safety programs** each year that teach:
    - Safe and unsafe touch
    - Understanding personal boundaries
    - Students have a responsibility and voice to report unsafe situations
    - Online and digital safety

- These lessons are integrated into the school's pastoral care, counseling, or health education curriculum, and are delivered by trained staff in collaboration with the school counselor or CPO.

5. Record-Keeping and Compliance Monitoring

- Each school maintains a **training tracker sheet** (as implemented in BIS and BBS) for compliance monitoring and accreditation audits.

K. Code of Conduct that Guides Interactions between Adults and Children

FAWSEC Ed. Co.'s Subsidiaries have created a Code of Conduct for acceptable behavior towards children. We are aware of our own and other persons' vulnerability, especially children and youth, and we are cognizant that we are responsible for maintaining physical, emotional and sexual boundaries in such interactions. To protect our youth, our schools have created a code of conduct for acceptable behavior towards children. The Code of Conduct applies to all faculty, staff, employees, volunteers and students who represent the school and who interact with children or young people in both a direct and/or unsupervised capacity. All school stakeholders will be required to sign the agreement and abide by rules stated.

L. Collaboration with Local Authorities and Resources to Protect Children

FAWSEC Ed. Co. and its Subsidiaries are committed to collaborating with private and local governmental agencies to safeguard our children. A culture of shared responsibility for the social and emotional well-being and protection of students is promoted by the school leadership and teachers through programs to address awareness, prevention and responsiveness to issues such as sexual harassment, substance abuse, hazing and bullying, and discrimination in any form.

M. Policy Review and Distribution

The Child Protection Policy will be reviewed annually. Any amendments are to be presented to the FAWSEC Ed. Co. and its Subsidiaries Board of Directors for review and endorsement.

Policy Creation	Review - Round 1	Review - Round 2	Review - Round 3
May 2020	May 2023	Nov 2025	Nov 2026

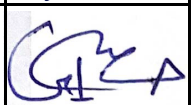
FAWSEC Ed. Co. and its Subsidiaries seek to be a safe haven for students who may be experiencing abuse or neglect in any aspect of their lives. As such, the administration will distribute this policy annually to all school stakeholders.

Legal Compliance Note (Kuwait Ministry of Education Requirements)

Child Protection Rules, guidelines or policies of the Ministry of Education in Kuwait may differ from those of the CIS. FAWSEC Educational Company and its Subsidiaries are required to comply with Kuwait laws and MOE regulations at all times.

The MOE guidelines related to child protection require more clarity. However, if the school adopts a decision regarding child protection that is not accepted by the MOE, the school must adhere to the rules and directions of the MOE.

FAWSEC Educational Company Board of Directors Signatures to Approve and Endorse the Child Protection Policy:

Task	Person	Role	Date	Signature
Approved by	Ms. Dalia Al-Mufarrej	Board Member	28/4/2026	
Approved by	Mr. Saad Al-Tami	Board Member	30/3/2026	
Approved by	Mr. Tariq Al-Samerraie	FAWSEC Holding Company CEO and Board Member	2/4/2026	
Approved by	Ms. Hessa Amin	FAWSEC Ed. CEO and Board Vice-Chair	12/4/2026	
Approved by	Dr. Yasmine Al-Saleh	Owner and Board Chair	21/5/2026	

Local and International Resources

- International Taskforce for Child Protection (ITFCP)
- International Center for Missing and Exploited Children (ICMEC)
- Association of International Schools of Africa (AISA) Handbook on Child Protection
- Council for International Schools (CIS)
- United Nations International School (UNIS) of Hanoi-Vietnam
- World Health Organization (WHO)
- The Juvenile Protection Department Kuwait (JPD)
- Kuwait National Child Protection Program (KNCPP)
- Ministry of Health- Kuwait National Child Protection Program Child Protection Unit, (Suspected Child Abuse &Neglect) SCAN TEAM and Dr. Mona Al Khawari Child Protection Lead
- FSHN Psychological Counseling Center
- The Kuwait Police Department
- United Nations Convention on the Rights of Child
- Protect Ed™

Parts of this policy were compiled and edited with the support of AI tools.