



London Academy Safeguarding Policy

#We are the Future

Approved By:	Emily Olot
Position:	Director
signed:	
Date:	September 2025
Proposed Review Date:	August 2026
Review Team:	SLT and Pastoral Leader

London Academy School Safeguarding Policy

Vision:



Mission Statement:

Empowering children with 21st-century skills.

Providing a happy, safe, and caring environment for all individuals.

Promoting learning through project-based and technology-based tools.

Delivering an exciting curriculum while fostering high self-esteem and respect.

Partnering with parents to develop children educationally, morally, spiritually, physically and socially.

Rationale: The safeguarding policy for London Academy is established in alignment with both international safeguarding standards and Moroccan child protection and safeguarding laws, such as *Dahir No. 1-04-220* on the penal code protecting children from abuse, neglect, and exploitation. This policy ensures the safety, well-being, and protection of all individuals within the school community. Our goal is to foster a safe and secure environment where students, staff, and visitors feel respected, valued, and protected from harm. By implementing comprehensive safeguarding measures, the school aims to prevent and address any concerns regarding the welfare of individuals, promoting a culture of vigilance and care across the institution.

Aims:

- To prioritize the welfare and safety of all students, staff, and visitors at London Academy, in compliance with Moroccan child protection laws.
- To provide clear guidelines and procedures for identifying, reporting, and addressing safeguarding concerns promptly and appropriately.
- To promote a culture of awareness, openness, and accountability regarding safeguarding issues within the school community.
- To collaborate with relevant Moroccan authorities, agencies, and stakeholders to ensure comprehensive safeguarding practices and support mechanisms.
- To empower individuals within the school community to recognize and respond effectively to safeguarding issues through training and awareness programs.



- To uphold legal requirements and ethical standards in safeguarding practices, maintaining the highest level of integrity and professionalism in line with Moroccan regulations.

1. Our Safeguarding Commitment

London Academy is committed to safeguarding and promoting the welfare of all pupils. We recognize that our policy must meet rigorous welfare, health, and safety standards, alongside the legal obligations of the Kingdom of Morocco.

This commitment is driven by the following definitions, in line with **Moroccan law** and international best practices:

- Protecting children from maltreatment.
- Preventing impairment of children's mental and physical health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to ensure that all children have the best outcomes.

2. Roles and Responsibilities

Designated Safeguarding Lead (DSL) and Deputy DSLs

The **Designated Safeguarding Lead (DSL)** holds a senior position and is responsible for leading all safeguarding and child protection matters, providing guidance, and ensuring compliance with both this policy and **Moroccan child protection legislation**.

Role	Responsibility
DSL / Deputy DSL	Act as the first point of contact for staff, students, and parents regarding concerns.
DSL / Deputy DSL	Act as the main liaison with external Moroccan safeguarding and child protection agencies.
DSL / Deputy DSL	Ensure detailed, accurate, and secure records of all referrals and concerns are maintained.



Safeguarding Committee

To ensure robust oversight and collaborative decision-making, the **Safeguarding Committee** meets regularly. The committee is composed of:

- The Designated Safeguarding Lead (DSL)
- Two Deputy Designated Safeguarding Leads (DDSLs)
- The School Nurse
- One appointed Staff Member

All Staff

All staff members (including teaching, non-teaching, and volunteers) are an essential part of the school's safeguarding network.

- Staff must be well-versed in the local safeguarding systems, including their legal obligations under **Moroccan child protection laws**.
- Staff must follow the school's Safeguarding/Child Protection Policy, the Staff Behaviour Policy (Code of Conduct), and all procedures for addressing concerns (e.g., when a child goes missing from education or is at risk of harm).
- Staff are responsible for identifying and protecting vulnerable pupils and promoting their well-being.

3. Training and Curriculum

Training and Awareness: The school provides comprehensive safeguarding and child protection training to all staff, including regular refresher courses, in line with **Moroccan law** and international best practice. Training ensures staff understand their legal obligations, including appropriate referral procedures, online safety protocols, and mental health support.

Safeguarding in the Curriculum: We integrate safeguarding education into the curriculum (including PSHE), ensuring students are educated about their rights, emotional resilience, online safety, and how to report concerns. This promotes the spiritual, moral, social, and cultural development of pupils.

4. Reporting Mechanisms and External Referrals

We maintain clear procedures for reporting safeguarding concerns, in accordance with **Moroccan legal frameworks**, ensuring confidentiality and sensitivity.

Internal Reporting

1. Any staff member who has a concern must immediately record it and report it to the **Designated Safeguarding Lead (DSL)** or a Deputy DSL.



2. If the concern is about the DSL, the report must be made directly to the **Director/CEO**.

External Referrals (Moroccan Agencies)

The DSL is responsible for liaison and referral to the relevant external authorities in Morocco.

Concern Type	Initial Action by DSL	Moroccan Agency / Contact
Imminent Danger/Criminal Activity	Call emergency services.	Police (Sûreté Nationale) / Gendarmerie Royale
Formal Child Protection/Abuse	Submit a detailed file for protective or criminal action.	Public Prosecutor (Procureur du Roi) at the Court of First Instance
Welfare/Non-Urgent Support	Refer for family support or welfare investigation.	Ministry of Solidarity, Social Inclusion, and Family (or designated local social services)
Legal/Advocacy Queries	Consult for legal guidance on child rights and welfare.	National Observatory for the Rights of the Child (ONDE)

International Liaison: In cases where a child is a citizen of another country, the DSL will, in consultation with the Director/CEO and the family, contact the relevant **Embassy or Consular Services** to ensure they are aware of the situation and can provide appropriate support, adhering to international protocols and the family's wishes.

5. Safer Recruitment and Working Practices

London Academy adheres to rigorous safer recruitment procedures that comply with both international standards and **Moroccan laws (e.g., labour and penal codes related to employment suitability)**.



- **Vetting:** We verify candidate identities, review qualifications, and conduct criminal record checks via the **Service de Casier Judiciaire (Moroccan criminal records authority)**, where applicable, or through equivalent international checks.
- **Staff Behaviour:** The school maintains a clear Staff Code of Conduct, ensuring that all adults working with children understand professional boundaries.
- **Use of Reasonable Force:** We recognize the importance of using reasonable force only when absolutely necessary (e.g., to prevent injury or damage), in line with Moroccan legal standards, and place emphasis on proactive behavior support.

6. Risk Assessment and Policy Review

Risk Assessment: We conduct regular **risk assessments** to identify potential safeguarding risks and vulnerabilities within the school and during all activities, ensuring compliance with **Moroccan child protection standards**.

Communication and Collaboration: We foster open communication and collaboration with parents, students, staff, and **Moroccan child protection agencies** to promote a collective approach to safeguarding.

Policy Review: This safeguarding policy will be reviewed and updated annually, and whenever there are significant changes to **Moroccan legislative frameworks** or international best practices, to ensure its ongoing effectiveness.