

UWC Red Cross Nordic (UWC RCN) is committed to safeguarding and protecting students from harm. Our definition of 'safeguarding' includes the process of protecting students from abuse and neglect; preventing risk of harm to students' health or development; and ensuring that students experience safe and supportive care.

Policy Rationale

In keeping with our mission and values, we expect members of UWC RCN to be honest and act with integrity; to be compassionate and morally responsible; and to help other people as appropriate. We know that students need a secure and supportive environment in which to learn. We believe that every young person, regardless of age, has at all times and in all situations a right to be safe and protected. Safeguarding policies and procedures encompass: student wellbeing; bullying; harassment and discrimination; use of physical intervention / safe handling; meeting the individual physical, psychological or medical needs of students; drug and substance misuse; onsite and offsite educational visits; relationships and sexuality education; online safety; the welfare of residential students on school expeditions; and safe recruitment practices.

The UWC RCN Safeguarding Policy is informed by the Education Act in Norway (*Opplæringslova*) <https://www.regjeringen.no/en/dokumenter/education-act/id213315/>, the Norwegian Working Environment Law (*Arbeidsmiljøloven*), and aligned with the United Nations Convention on the Rights of the Child, and the recommendations of the International Task Force on Child Protection (<https://www.cois.org>) and various closely associated UWC RCN policies (*e.g.*, "Respectful Community", "Sexual Violence & Sexual Misconduct" - listed at the end of this document), and is consistent with "UWC Common Standards for Safeguarding" (UWC IB, 2018).

UWC RCN expects all individuals and groups affiliated with the College community to act with integrity and to take responsibility for keeping students safe. This policy applies to all UWC RCN and UWC Connect members of staff, interns, volunteers, and all UWC RCN students.

A. Preventive Actions:

Preventive actions make the occurrence of any abuse within RCN less likely. These include:

- a) Appointment of a Designated Safeguarding Lead (DSL) – the individual who has overall responsibility for ensuring that paperwork is kept up to date and under review and is the point of contact for any who are subject to or fear abuse, or are concerned that abuse may be occurring in respect of others. A Deputy DSL shall also be appointed. Students and staff must be aware that they should contact the DSL if they are concerned about any safeguarding issue. The DSL position is described in detail in the document “Designated Safeguarding Lead UWC RCN”;
- b) Safe recruitment practices – active and verified references will be required for all applicants for positions at UWC RCN, and applicants must be willing to undergo child protection screening appropriate to the post, including checks with past employers and submit a police clearance document (in Norway, *politiattest*);
- c) Ensure that any contractors or providers of outsourced workers who have potential unsupervised contact with students are reminded of their responsibility to respect Norwegian law in respect of child abuse; all such visitors will agree to abide by a “Code of Conduct”;
- d) Ensure that staff members who have regular contact with students at RCN are trained to ensure they understand the nature and risks of abuse; all staff should also understand and accept the document “Principles of Good Practice for the adult community of UWC RCN” (especially, pages 2 & 3). Training sessions on these policies should occur annually, at least;
- e) Include in the education of students measures to help them understand the nature of abuse;
- f) The document “Principles of Good Practice for the adult community of UWC RCN” (especially, pages 2 & 3) is in place to minimize the opportunities for all staff who are in contact with students to perpetrate abuse or to be subject to accusations of abuse perpetration. Visitors and host families who will have scheduled interactions with students should receive and accept the document “Access, Security and Visitors Policy”;
- g) Make RCN’s commitment to safeguarding known publicly;

- h) Take reasonable steps to ensure that any building or premises is organized in a manner that provides appropriate and reasonable security for students;
- i) Ensure that all students and staff are informed of what to do if they feel uncomfortable or have concerns about abuse or possible abuse.

B. The Identification of Abuse or Potential Abuse:

Staff will undergo educational sessions in order to:

- a) understand the nature of abuse, and indicators of possible abuse that may be taking place;
- b) know how to respond to a student or visitor who informs them of abuse or of suspected or potential abuse;
- c) understand that all matters of abuse or of suspected or of suspected or potential abuse must be brought to the attention of the DSL and that the DSL should be consulted even if they are unsure as to whether a matter has to be reported.

C. Action in connection with Abuse and Suspected or Potential Abuse

The DSL must ensure that:

- a) prompt action will be taken to address any risk, even if unproven at that stage, on the basis of the precautionary principle, to keep the student potentially concerned - or any other students, other children or young people - safe. This may involve the suspension or removal of any person about whom concerns have been raised. The first principle is to ensure safety. As this can impact severely on those who may or may not be involved, investigation and resolution should follow so that the issue can be resolved fairly and with all due speed;
- b) staff members understand that, in the case of any claim or allegation of abuse reported to the staff member, the staff member should inform the DSL;
- c) in the case of claims made:
 - 1. against the conduct of an RCN staff member, inform the Rektor in writing via email and subsequent meeting; if a UWC Connect visitor is involved, the Daily Leader of UWC Connect should be similarly informed;

2. against the conduct of an RCN student, inform the Director of Residential Life in writing via email and subsequent meeting;
 3. against the conduct of a UWC Connect visitor in relation to a UWC RCN student, inform the UWC Connect Daily Leader, Director of Residential Life and the visiting organisation's responsible staff member in writing via emails and subsequent meeting;
 4. against the conduct of a UWC Connect visitor in relation to another UWC Connect visiting child, inform the UWC Connect Daily Leader and visiting organisation's responsible staff member;
- d) in the absence of the DSL, or should any concerns relate to the DSL, inform the Deputy DSL;
 - e) in the case of claims made against the conduct of the Rektor in relation to a student, inform the nominated Safeguarding Member of the College Board;
 - f) all actions are in accordance with Norwegian Working Environment regulations and College practices;
 - g) any person who, after due investigation, is identified as a perpetrator of abuse be removed from a position where they can interact with any student in the future, either at UWC RCN or beyond;
 - h) action in the event that the perpetrator or alleged or potential perpetrator is a student to ensure that they do not constitute a further risk to other students involved at RCN. The College has a disciplinary code and associated procedures to ensure that such a student is dealt with fairly and with due care. The College will make it clear that it may be in that student's interests for help to be sought at the earliest possible opportunity so that decisions made are clearly in that student's interest;
 - i) the International Office is notified in respect of any severe safeguarding incident which, if established as true, should result in disciplinary action against a staff member, or expulsion of a student, or criminal action against a person who is neither staff nor a student. In the case of expulsion of a student, the relevant National Committee shall also be notified. Such reports will enable the UWC Movement as a whole to be aware of any patterns or particular risks which should be addressed. The International Office will also be able to identify as early as possible any potential reputational or other risk to the UWC Movement. Notifications

received will be treated confidentially unless they have entered the public domain without breach of confidentiality or as otherwise agreed with the parties concerned. UWC International and the Board Special Representative on Safeguarding will inform the UWC International Board as well as schools and colleges regarding patterns of abuse or particular risks.

Definitions and Clarifications:

Student: Following “UWC Common Standards for Safeguarding”, a student at UWC RCN means a person attending UWC RCN for a period of study.

Beyond protecting students and children from deliberate harm, **Safeguarding** involves the processes of protecting students from abuse and neglect, preventing harm to students’ health or development, and ensuring that students receive safe and effective care.

Visitor: Visitors to UWC RCN and / or UWC Connect who are registered as participants in a programme. UWC RCN takes on hosting responsibility for these persons; responsibilities beyond hosting for visiting children remain with their affiliated organisation. In the case of leirskule children, for example, their school (<http://leirskole.no/om-nlf/ansvar-og-oppgavefordeling/>); likewise, for Red Cross Summer Camp visitors, the organizing Red Cross entity.

Designated Safeguarding Lead: means a person who fulfills the role of a Designated Safeguarding Lead at RCN. The DSL has oversight and responsibility for ensuring that policies and procedures are in place and operate in practice, and is the first contact point in the event of a referral.

Student and child protection is part of the safeguarding process. It focuses on protecting individual students where there are concerns about abuse or neglect. This includes student protection procedures that detail how to respond to concerns about a student or child.

Student and child abuse is a serious and complex problem that may occur in the lives of students and young people. It is the term used to mean all forms of action or inaction that can result in harm for a student, or child. Abuse includes physical abuse, emotional abuse, sexual abuse, psychological abuse, and abuse by neglect (ref. UWC Common Standards for Safeguarding 2018), as outlined:

- ❑ **Physical Abuse** - generally refers to the non-accidental use of physical force against a student, by an adult or where there is a power differential that results in harm to the child.
- ❑ Physical force or punishment that results in bruising or injury would generally be considered physical abuse, even where there was no intent to harm.

- ❑ Physically abusive behaviours include, but are not limited to, shoving, hitting, slapping, shaking, throwing, punching, kicking, biting, burning, strangling and poisoning.
- ❑ **Emotional / Psychological Abuse** - any action or series of actions (generally understood as ill-treatment) which cause or is likely to cause severe and persistent effects on the student's emotional development. Conversely, it can refer to a parent or caregiver's (e.g., UWC RCN staff member's) pattern of failure to provide a student with non-physical nurture, emotional support or availability. Emotional abuse can take behavioural forms such as:
 - ❑ *Rejecting*: the adult refuses to acknowledge the student's worth and the legitimacy of the student's needs;
 - ❑ *Isolating*: the adult cuts the student off from normal social experiences, prevents the student from forming friendships, and makes the student believe that he or she is alone in the world;
 - ❑ *Terrorizing*: the adult verbally assaults the student, creates a climate of fear, bullies and frightens the student, and makes the student believe that the world is hostile;
 - ❑ *Ignoring*: the adult deprives the student of essential stimulation and responsiveness, stifling emotional growth and intellectual development;
 - ❑ *Corrupting*: the adult stimulates the student to engage in destructive antisocial behaviour.
- ❑ **Neglect** - refers to the failure by a parent or caregiver to provide conditions that are culturally acceptable as being essential for a child's physical or emotional development and well-being. Adult behaviours that are considered neglectful may include:
 - ❑ *Supervisory neglect*: characterised by absence or inattention and can lead to physical harm or injury, sexual abuse or, in an older child such as a student, permitting criminal behaviour;
 - ❑ *Physical neglect*: characterised by the caregiver's failure to provide basic physical necessities, such as safe, clean and adequate clothing, housing, food and health care;
 - ❑ *Medical neglect*: characterised by a caregiver's failure to provide appropriate medical care. This could occur through a failure to acknowledge the seriousness of an illness or condition, or the deliberate withholding of appropriate care;
 - ❑ *Emotional neglect*: characterised by a lack of caregiver warmth, nurturance, encouragement and support
 - ❑ *Educational neglect*: characterised by a caregiver's failure to provide an education and the tools required to participate in the education system;
 - ❑ *Abandonment*: when a caregiver leaves a child alone for more than a reasonable period and does not provide for the presence of alternative age-appropriate care.
- ❑ **Sexual Abuse** - refers to the involvement of a student in sexual activity that he or she does not fully comprehend, is unable to give informed consent to, or that violates the laws or social taboos of society. It relates specifically where there is a power differential and the activity is intended to gratify or satisfy the needs of the older person or adult (ref. *Sexual Misconduct Sexual Violence* policy).

Abuse and students in relation to the age of consent: Actions by staff members or other UWC Movement adult non-students, which would be considered abusive to a student under the age of consent (within any jurisdiction) are, for the purposes of UWC, to be considered abusive even if the student is over the age of consent and maintains that that consent was freely given. The reason for this is the position of trust and the unequal balance of power between students and staff members and other adults within the UWC Movement.

Sexual abuse may involve, *inter alia*:

- Family members of the child:* sexual activity between a child and an adult family member
- Adults in a position of power or authority:* sexual behaviour between a student and an adult in a position of power or authority over them (e.g., a teacher)
- Adolescent or child perpetrators:* non-consensual sexual activity between minors (e.g., a 16-year-old and an 8-year-old), or any sexual behaviour between a student and another child or adolescent who - due to their age or stage of development - is in a position of power, trust or responsibility over the victim.
- Adults with no familial relationship to the child:* sexual behaviour between a child under the age of consent (16 years in Norway) and an adult.
- Online sexual abuse:* includes grooming children online such as through instant messaging or accessing child exploitation material, and producing and distributing exploitation material even where there is no sexual interest in children or students.

Peer on peer abuse can manifest itself in many ways where “peer” is considered as within the same age range. It can include; sexual bullying, being coerced to send sexual images, sexual assault and teenage relationship abuse. Any indication that a student / visitor has suffered from peer on peer abuse will be managed in accordance with the UWC RCN Safeguarding policy.

Safeguarding Training. The College is committed to updating staff on role specific policies and procedures on an annual basis so that all those working with students understand their responsibilities and are familiar with expected practice.

Risk Assessment refers to the assessment of risk that will be carried out for all activities and programmes that the College judges to involve risk of harm to students.

Implementation of this Policy. It will be the responsibility of the Designated Safeguarding Lead and the Head of College (Rektor), in conjunction with members of the Education and Central Management Teams to ensure that the Policy is fully implemented.

Review. This policy, and related procedures and practices, are subject to review. Normally, proposals for amendments to policy documents are conducted by appropriate standing

committees, prior to presentation in the Education Staff meeting and subsequent confirmation by the Rektor.

Related Policies, Procedures and Practices: (links to UWC RCN w4 website – password-protected staff & student access)

Conduct: staff

[Principles of Good Practice for the adult community of UWC Red Cross Nordic](#)
[Protocol for Visiting Student Rooms after Hours - September 23rd 2014.pdf](#)

Conduct: students and all

[Code of Conduct UWC.pdf](#)

[UWC RCN Student Charter - 2015-6 r2.pdf](#)

[RCN Respectful Community Policy- 3april.pdf](#)

[RCN Non Discrimination and Accommodation of Needs Policy - 3rdapril.pdf](#)

[RCN Gender Diversity Policy feb2018.pdf](#)

[RCN Sexual Misconduct Sexual Violence Policy - mar2018.pdf](#)

For confidential medical, psychological help, contact Assault Centre Førde (Tel 57 83 23 00) [Assault Centre.pdf](#)

[Grievance Procedure.pdf](#)

[Whistle-blowing UWC RCN.pdf](#)

Digital safety:

[IT Agreement-students.pdf](#)

[Email Etiquette at UWC RCN.pdf](#)

Residential:

[Inclusive Residential Life.pdf](#)

[Bedbugs - flowchart of What Should Happen.pdf](#)

[HIV Policy and Procedure August 2014.pdf](#)

[Hep B Policy and Procedure August 2014.pdf](#)

[Guidelines Fire safety UWCRCN student houses.pdf](#)

[Access, Security and Visitors Policy.pdf](#)

First Aid:

[UWC RCN First Aid Policy Statement 2016.pdf](#)

Off-site education experiences (eg, outdoor):

[2018 Outdoor policy 04.04.18.pdf](#)

[Offsite Activities Policy.pdf](#)

[Risk assessment \(for staff\): Health Safety Environment Risk Mapping](#)

[Statement on Adventure Activities.pdf](#)

[Trip Form - When to register.pdf](#)

Emergency Procedures:

[Emergency Procedures: students](#)

[UWC RCN Student Procedures Emergencies.pdf](#)

[Alarm Procedures](#)

[Emergencies Accidents Incidents Procedures for staff](#)

Hiring of staff:

[Personnel Handbook: Hiring Process Section 3.4.4.](#)