

Child Safety and Protection

ICS Lima takes its responsibility to protect and nurture children seriously, creating a safe and positive environment in which to grow. The protection of children is the responsibility of every adult within NICS/Oasis. We expect staff to conduct themselves with utmost integrity and professionalism at all times. Working together we can create a safe, positive and nurturing environment for children, protecting and safeguarding them to the highest standards possible. Supportive nurture is always to be guided by biblical standards of morality, ethics, and prudence. There is no intent, in any way, to usurp a parent's role as primary caregiver and guardian of their children. However, the responsibility of the parent, as well as the organization, is to provide a safe and secure environment for all children in our care.

As an organization ICS Lima is committed to:

- Valuing children and ensuring their safety in all locations and facilities where we are responsible to care for them
- Encouraging and supporting parents
- Ensuring that all staff involved with children are given support and training in child safety and protection
- Complying with legal requirements in reporting as necessary
- Keeping a strict policy of staff members not being connected to students on social media. This includes facebook, instagram, snapchat, twitter, WhatsApp, tumblr, line, and others. If students choose to follow a staff member on instagram, twitter, snapchat, etc, staff members must refrain from private or direct messaging students. All staff to student interaction outside of school must occur over school email, Google Classroom, or education-specific apps such as Remind.

As a subsidiary of The Network of International Christian Schools / Oasis International Schools (NICS/Oasis), we expect proper moral and ethical conduct toward all children who are in the care of ICS Lima whether on ICS Lima property, under the care of ICS Lima staff, or attending an ICS Lima function. This expectation applies to all staff (expatriate and local), volunteers (regardless of their length of service), employees, associates seconded to NICS/Oasis and partner organization staff working with ICS Lima. It also applies to any visitors at our school campus. Adult staff and

volunteers assume the responsibilities of setting and maintaining clear, appropriate boundaries in all interaction with children.

NICS/Oasis and ICS Lima hold Associate Membership status with the Child Safety & Protection Network (CSPN). NICS/Oasis' child safety policies and procedures are consistent with the best practice standards adopted by CSPN[1].

Anyone with a question or concern can contact the administration and our child safety team by emailing childsafety@icslima.org.