



# International Child Protection Advisors

International Child Protection Advisors are committed to meeting the specific child protection and safeguarding needs of the schools and organisations that we work with around the world, helping them to manage the risks and maintain the highest standards.

*"Safety and security don't just happen; they are the result of collective consensus and public investment. We owe our children, the most vulnerable citizens in our society, a life free of violence and fear"*

**Nelson Mandela, former President of South Africa**

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# Training Courses

**A unique opportunity to attend a truly internationalised and certificated two day advanced training event for those managing or involved in child safeguarding and protection in an International School setting.**

As experts in the international field of Safeguarding, we recognise your challenges in protecting children in locations where cultural differences and access to child protective services may be limited or non-existent, and where legislation will vary or may not even be in place.

This course reflects international standards of best practice in protecting children from harm in all areas of programmes, operations and procedures. The training will be delivered by Tim Gerrish and Kate Beith.

## Aims:

- To equip your new staff with safeguarding responsibilities, and establish those staff already in post to promote, embed, implement and improve upon school child safeguarding policies and protection measures.
  - To respond appropriately within the school's context to child protection concerns.
- To enable those attending to immediately put into action points they have learnt on return to school!

**Certificate of attendance will be issued to all participants attending the full two day course.**

## Who should attend?

An assumption will be made that those attending have already undergone child safeguarding training at a basic level.

Anyone with child protection responsibilities, designated staff and deputies, child protection officers, senior leaders, child protection committee members, Counsellors and Governing Board members.

Best practice dictates that those responsible for child safeguarding in a school should attend an advanced level of training that is refreshed every two years. This course is designed to establish staff in that post and refresh those already trained to an advanced level who are designated staff and others, or senior leaders in a school.

## What the training will cover?

Through facilitated group dialogue, reflections, presentations and interactive scenarios:

- Understand roles and capabilities
- Develop systems for operating in locations where external services are limited – a framework for developing a mapping tool for your school
- A monthly checklist for designated staff - what you can do month by month to embed child safeguarding in your particular school
  - Safer recruitment
  - Developing your code of conduct
  - Responding to allegations against staff
- Responding appropriately to concerns about children (and their family)
- Ensuring policies and procedures are relevant, in place and reviewed
  - Ensuring that staff and volunteers receive adequate training
  - Raising awareness throughout the whole community
  - Consider Compliance, Risks and Liabilities
- Understand internal monitoring and evaluation - self-audit tool
- Planning a framework for training and knowledge checking in your school
- Responding to and supporting staff in receiving disclosure from a child

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# Empowering The Trainer

## Training Trainers to lead Basic Safeguarding Induction training in an International context.

*Developing training that engages the whole community.*

### Aims:

A **unique** opportunity to attend a truly internationalised and certificated two-day interactive practical workshop. Providing a range of opportunities to empower key staff to deliver basic induction child Safeguarding training to all staff and volunteers in your school community. This course aims to develop strategies to enable trainers to lead sessions from basic requirements to the development of regular activities that embed knowledge and understanding.

*Certificate of attendance will be issued to all participants attending the full two-day course.*

### Who should attend?

Attendees are expected to have already undergone basic level child safeguarding training. Committed Staff who will deliver interactive induction training to your community and colleagues who have special knowledge of the local culture and language.

To include those who will train:

- Faculty
- Local staff
- Temporary and outsourced staff
- Volunteers

### What the training will cover:

Through dialogue, reflections, presentations and scenarios participants will explore and develop the following:

#### Context

- Who are our learners and how do they learn – knowing your learners
- Developing a Safeguarding training framework
- 20 points of learning required for all staff

#### Learning

- Developing your own learning activities to include, scenarios, quizzes role play etc

#### Design

- Create your own bespoke induction programme
- An opportunity to rehearse content delivery

#### Evaluation

- Developing ways of knowing your training is effective

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# Register Online

## Register Online

Thank you for registering for one of our courses.

Places are limited and attendees are required to complete the registration form at our website to tell us which course you will be attending, and a little about yourself.

Once your registration has been accepted, you will be sent an acknowledgement by email, together with details of how to make your payment. Course attendance fees are GBP £850 per person.

Please complete the registration form at our website.

**[Click here to register](#)**

**[www.icpa.co.uk](http://www.icpa.co.uk)**

# Our Services

We provide a wide range of services to International Schools, Child Protection Agencies, Government Agencies, Businesses and Organisations around the world.

## What we do...

- Regional Advanced Child Safeguarding and Protection Training for an international setting
- Conduct evaluations and audits of your schools current safeguarding measures
- Staff induction and specialist training for trainers.
- Bespoke training for your school
- Develop and strengthen child safeguarding policies and procedures
- Conduct risk assessments
- Develop strategies to reduce risk
- Review of existing policies on recruitment and codes of conduct
- Advice on reporting issues at international/national/local levels
- How to recognise signs of abuse and respond to disclosures by children
- Look at third party stakeholder engagement and risk
- Awareness raising for teachers, children and parents (online and offline risks)
- Provide advice and guidance on internal investigations
- Advice on the management of reputational risks and management of cases with the authorities.
- Advice on monitoring and implementation of all the above.

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# Who Do We Work With?

## International Schools

There have been a number of high profile cases in recent years that have directly addressed child safety in schools. Two of the worst have been associated with international schools.

As we have witnessed, media attention of such cases can reach a global scale. Whether the publicity is accurate or not, what it does do is raise awareness of potential risks to schools and parents, which can be a catalyst for helping to raise standards and increase the responsibility of vigilance.

### The challenge for international schools

There are challenges international schools face when it comes to safeguarding children, but none of these challenges are an excuse for a school not to have a child safeguarding policy in place. All school employees, including the board of governors, caretakers, teachers, drivers, cleaners, caterers, senior leaders and teacher assistants, have a duty of care to the children in their school. The most common challenge for international schools lies in location. International schools operate under a wide variety of governments and, as a result, face different legislation (such as age of consent), as well as different standards, behaviours and support provision.

In many countries, if a school leader has a concern about possible child abuse, they will know how to access professional services within social welfare, law enforcement and child health to gain advice and support where such services are in place. However, in some countries these services are not always available, or to a standard that an international school might require. In these cases, the responsibility for child safeguarding will have to fall entirely on the school. International schools in these locations are potentially the most vulnerable to child abuse, particularly those schools that are ill-prepared.

In addition, the nature of international school life means that there is a higher than normal transition of both teachers and leaders. This, along with language barriers between staff members, can create challenges for sustaining a well-informed child safeguarding culture throughout a school.

### Being prepared

A school can never be 100% sure that a child abuse incident will not happen within its walls, but a school needs to be able to say with confidence to its parents that it is doing everything it can to prevent any incident ever occurring. Some international schools are doing some incredible work, but for others, the child safeguarding policy is something that is kept in a drawer and only referred to when an incident occurs. A child safeguarding policy should be a part of the whole school culture so that everyone is alert to possibilities, and everyone, including parents, know the school's standards, expectations and procedures.

Child safeguarding – whose responsibility is it anyway? Everyone, at all levels, has a responsibility for child safeguarding in a school. Senior leaders have the responsibility to ensure procedures are established and practised daily, that all staff within the school is suitably trained, and that the culture of the school is a proactive child safeguarding one. Particular roles within the school, such as Human Resources or those people who manage extra-curricular activities, have another level of responsibility. Teachers and teacher assistants need specific disclosure training as they are the person most children will turn to for help.

### Procedures that should be in place

Every international school should have a child safeguarding policy, a code of conduct, and robust reporting measures in place. This does not simply mean having a set of documents on a shelf; it is about having procedures and a culture that are implemented and practised day in, day out by every single member of the school, in every area of operation. All members of school staff should receive adequate training, so that they know what signs of child abuse to look for, and what to do if they are suspicious. Appropriate training helps the school community to adopt a spirit of vigilance that becomes a first line of defence.

A well prepared school will be visibly recognisable as a proactive child safeguarding organisation; something that every parent and visitor should see evidence of.

### A selection of our recent work and clients

- Harrow International group of Schools
- Shanghai American School
- Dulwich International group of Colleges and Schools
- Bangkok Patana School
- Shrewsbury International School Bangkok
- NIST International School Bangkok
- ISB Bangkok
- North London Collegiate Jeju South Korea
- UNIS New York USA
- UNIS Hanoi Vietnam
- United World College (UWC) Singapore
- Discovery Bay International School Hong Kong
- Taipei European School Taiwan
- ASIJ Tokyo Japan
- St Marys International School Tokyo
- Seisen International School Tokyo
- St Christopher's Bahrain UAE
- International School Toulouse France
- Haileybury International Schools Kazakhstan
- The International School of Azerbaijan

## Businesses & Organisations

All companies that work with children either directly or through the services they provide such as staff recruitment for other organisations, have a duty to protect the children with whom they come into contact. This could be in any sector where children might be such as Retail, Hospitality, Healthcare and Education. ICPA can help you comply with the standards your customers will demand of you or give you an edge over your competitors. We can support you as follows:

- Provide evaluation and test the existing controls in place to address the Child Safeguarding risks your company may expose children and your staff to.
- Advice and guidance on safe recruitment for those working with children.
- Determine whether your processes are appropriate, effective and operating as planned, to provide reasonable assurance the company meets its Child Safeguarding responsibilities.
- Develop agreed actions that improve the efficiency and effectiveness of key processes where weaknesses are noted.
- Enable you to offer enhanced services to your customers by training your staff in child protection.
- Advice on developing appropriate policies and procedures for your company.

### A selection of our recent clients:

**TIC Recruitment Company Wales**  
Staff training delivered to TIC personnel on safe recruitment for international school teachers

**Property Care Services (PCS) Thailand**  
Consultancy Services regarding Child Safeguarding and staff training

## Child Protection Agencies

More and more responsible child protection agencies are looking to monitor and evaluate their own internal policies and procedures and upskill their staff in order to do so. This combined with addressing the further training needs of staff in order to conduct internal investigations are all part of the services provided by ICPA.

### Audits and staff training are principally designed to:

- Evaluate controls that are in place to address child safeguarding risks in order to determine whether or not they are appropriate, effective and operating as planned
- Provide reasonable assurance the organisation is meeting its child safeguarding responsibilities in line with your procedures.
- Improve the efficiency and effectiveness of key processes where weaknesses are noted
- Provide your Board and senior management team with clear, comprehensive picture of the strengths and weaknesses of your organisation on child safeguarding
- Provide training with the realisation that every investigation is unique, our training covers the main principles and considerations to take into account in carrying out any child protection investigation.

### A selection of our recent work:

- SOS Children's Villages International
- Care for Children NGO Beijing China
- Christian Blind Mission Bensheim Germany
- SOS Children's Villages Zimbabwe
- Care for Children NGO Chiang Mai Thailand
- Care for Children NGO Norwich
- Save the Children International

## Government Agencies

Many Government agencies around the world are looking to monitor and evaluate their own internal policies and procedures and upskill their staff in order to do so. This combined with addressing the further training needs of staff in order to conduct internal investigations are all part of the services provided by ICPA.

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- Evaluate controls that are in place to address child safeguarding risks in order to determine whether or not they are appropriate, effective and operating as planned
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- Improve the efficiency and effectiveness of key processes where weaknesses are noted
- Provide your senior management team with clear, comprehensive picture of the strengths and weaknesses of your organisation on child safeguarding
- Provide training with the realisation that every investigation is unique, our training covers the main principles and considerations to take into account in carrying out any child protection investigation.

### A selection of recent work:

- Chiang Mai Government Children's Home Thailand. Staff training delivered on child safeguarding
- British Council India – Bhubaneshwar Teacher training delivered on child safeguarding
- British Council global teacher professional development Child Protection Training
- British Embassy Cambodia and Laos PDR, UK Foreign and Commonwealth Office
- UK Foreign and Commonwealth Office ASEAN regional workshop event taking place in Phnom Penh Cambodia
- Project managed and delivered workshop to 100 child protection practitioners from nine different SE Asian and Southern Asian countries.

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# How To Contact Us

Thank you for contacting us at ICPA. We're here to help in any way we can, so please either contact us using the enquiry form on our website, or by phone or email.

We look forward to talking with you.

**Telephone**  
+ 44 (0) 7836697397

**Email**  
[info@icpa.co.uk](mailto:info@icpa.co.uk)

**Online Enquiries**  
[www.icpa.co.uk/contact](http://www.icpa.co.uk/contact)

Your privacy is safe. [Read our privacy policy at our website](#)

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