



Viking International Safeguarding and Child Protection Policy

Effective Date: 1st January 2025

Purpose: Viking International School (VIS) is committed to ensuring a safe, secure, and inclusive learning environment for all children. This policy outlines the school's responsibilities under Danish law, including **Barnets Lov**, **ServiceLOVEN**, **Undervisningsmiljøloven**, and the legal requirements for **frie grundskoler**.

VIS aims to prevent, identify, and respond promptly to concerns about abuse, neglect, radicalisation, negative social control, honour-related norms, or any form of harm. The school acts at all times in accordance with the principle of "**Barnets bedste**" (the child's best interest) as set out in **Barnets Lov §§4–9**.

2. Key Principles

2.1 Child-Centred Approach

Children's safety, well-being, and rights are paramount in all decisions.

2.2 Responsibility of All Staff

Safeguarding is the responsibility of every employee, volunteer, and contractor.

2.3 Early Intervention

Concerns are acted on quickly to prevent escalation and ensure early support.

2.4 Transparency & Accountability

All safeguarding procedures are clear, documented, and regularly reviewed.

2.5 Documentation

All safeguarding records must include:

- Date and time of incident or disclosure
- Names of those present
- Description of concern
- Actions taken

Documentation must be submitted to the DSL within **24 hours**.

2.6 Danish Democratic Values

VIS actively promotes:

- Equality
- Freedom of expression
- Human rights
- Gender equality
- Inclusion
- Non-discrimination
- Respect for democratic principles

VIS does **not tolerate** practices undermining democratic values, including extremist ideologies or honour-related norms that limit children's freedoms.

3. Safeguarding Roles & Responsibilities

3.1 Designated Safeguarding Lead (DSL)

DSL: Kristin Barron

Deputy DSL: Jenny Hudson Vismark

The DSL is responsible for:

- Leading safeguarding procedures
- Liaising with Børn og Familie in the municipality
- Ensuring mandatory reporting obligations are met
- Ensuring staff receive safeguarding training
- Maintaining confidential records

3.2 All Staff and Volunteers

All staff must:

- Read and understand this policy
- Report concerns immediately
- Participate in annual safeguarding training
- Maintain professional boundaries with students

4. Recognising and Responding to Concerns

4.1 Indicators of Abuse and Harm

Staff must be vigilant for signs of:

Types of Abuse

- Physical abuse
- Emotional abuse
- Sexual abuse
- Neglect
- Exploitation
- Child-on-child abuse

Radicalisation & Extremism

Signs may include:

- Support for violent extremist ideologies
- Isolation, sudden behavioural changes
- Exposure to extremist online content
- Pressure from peers/family to adopt extremist beliefs

Negative Social Control & Honour-Related Norms

Concern arises when a child experiences:

- Restrictions on friendships or school participation
- Fear of dishonouring the family
- Control over clothing, activities, or behaviour
- Threats or pressure linked to family honour
- Risk of forced marriage or violence

These constitute child-protection concerns requiring **immediate action**.

4.2 Response to a Disclosure

When a child speaks about harm:

- Listen calmly and take them seriously
- Do **not** make promises of confidentiality
- Explain that information must be shared to keep them safe
- Report to the DSL immediately

4.3 Children Believed to Be at Immediate Risk

If a child may be in **immediate danger**:

Staff must contact emergency services (112) immediately and then notify the DSL.

4.4 Mandatory Reporting Duty (Underretningspligt)

Under **ServiceLOVEN §153**, all VIS staff have a **personal legal obligation** to make an **underretning** to the municipality if they suspect a child:

- May need special support
- Is neglected
- Is exposed to abuse
- Is being radicalised

- Is experiencing negative social control
- May be harmed by honour-related norms
- Is otherwise at risk

This duty applies:

- Even if management disagrees
- Even if information is uncertain
- Even without proof

If a staff member disagrees with the DSL, they **must still file an underretning**.

5. Allegations Against Staff Members

If there is a concern or allegation about staff behaviour toward a child:

- Report immediately to the DSL or Principal
- The school will consult Børn og Familie and police as required
- Staff may be temporarily removed from duties pending investigation
- VIS follows all legal procedures to ensure the child's safety

This applies to employees, volunteers, contractors, and external providers.

6. Child-on-Child Abuse

Includes:

- Bullying
- Discrimination or harassment
- Sexual harassment or violence
- Online bullying
- Behaviour influenced by honour norms
- Extremist peer pressure

Staff must challenge inappropriate behaviour and report all incidents.

7. Staff Code of Conduct & Safe Working Practices

Staff must:

- Maintain appropriate physical boundaries
- Avoid being alone with a child behind closed door
- Use only official communication channels
- Not communicate privately on social media
- Only transport children with permission and according to policy
- Act professionally at all times

Breaches may result in disciplinary action.

8. Safer Recruitment

VIS conducts:

- Børneattest checks
- Identity verification
- Reference checks
- Assessment of safeguarding competence

All staff receive safeguarding induction and annual updates.

9. Online Safety

VIS ensures:

- Robust filtering and monitoring
- Digital citizenship education
- Reporting mechanisms for online harm
- Immediate action in cases of online grooming or exploitation

10. Record Keeping & Confidentiality (GDPR)

All safeguarding records are:

- Stored securely
- Accessible only to the DSL and authorised persons
- Maintained according to GDPR “legal obligation” basis
- Retained according to statutory guidelines

Information is shared only when necessary for the child’s protection. A separate GDPR policy is written and available on the school’s website.

11. Multi-Agency Collaboration

VIS collaborates with:

- Børn og Familie (municipal child-protection services)
- Police / PET (via SSP for radicalisation cases)
- Health services and psychologists
- SSP (school–social services–police collaboration)
- Specialist services for negative social control or honour-related conflicts

Parents are informed **only when doing so does not increase risk to the child** (as required in honour-related and violence cases).

12. External Supervision (Tilsyn)

VIS' safeguarding practices and documentation are made available to the external **tilsynsførende**, as required for frie grundskoler.

13. Safeguarding in the Curriculum

Students are taught:

- Personal safety
- Digital safety
- Democratic values
- Respect and inclusion
- How to seek help
- Awareness of coercive control, bullying, and harmful online content

14. Whistleblowing

Staff may report concerns about safeguarding failures confidentially. VIS ensures no retaliation for raising concerns in good faith.

15. Reporting Contacts for Ballerup Kommune (municipal child protection / underretning):

Center for Børne & Ungerådgivning: underretning@balk.dk

Underretningsportal: borger.dk/underretning

Vagttелефон for Center for Børne og Ungerådgivning: 4477 2092

Social Døgnvagt (Out-of-Hours): 4386 1448

16. Monitoring & Review

This policy will be reviewed annually or earlier if legislation or best practice changes.

17. Contact Details

DSL:

Kristin Barron – krba@vikinginternational.dk

Deputy DSL:

Jenny Hudson Vismark – jehu@vikinginternational.dk

This policy reflects VIS's commitment to safeguarding all children and upholding the highest standards of child protection in Denmark.