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Child Protection, Safeguarding & Inclusion

At KIS International School, we take great pride in developing and maintaining a supportive and inclusive community for our students, parents, and staff. This means ensuring that all members of our community are safe, cared for, and welcomed. Our policies, procedures, and practices provide the foundation for this commitment, and all staff are familiar with them. We encourage every member of the KIS community to understand these policies so that together, we act in the best interest and safety of our students.

Safe Recruitment and Hiring Procedures

KIS adopts rigorous recruitment and selection processes to ensure we employ only the very best professionals to join our school community. These include:

- Comprehensive interviews and professional reference checks
- Verification of qualifications and past employment
- Police criminal reference checks for all staff
- A mandatory probationary period, ongoing goal setting, and regular performance reviews

As a condition of employment, all faculty and staff sign a Code of Conduct form attesting to their understanding of our policies on health, safety, and well-being.



Safeguarding and Child Protection

KIS is committed to the highest standards of safeguarding and child protection across both campuses. KIS International School Bangkok is fully accredited by the Council of International Schools (CIS), with its safeguarding and child protection policies formally commended through the accreditation process. KIS Reignwood Park is currently progressing through the CIS accreditation pathway and implements the same safeguarding standards and protocols.

Both campuses are also members of the Global Safeguarding Collaborative, enabling us to remain aligned with global best practices and consult with safeguarding leaders worldwide.

Our safeguarding framework is proactive, comprehensive, and embedded into daily school life. In practice, this means:

- Clear guidelines outline expectations for all community members when interacting with students.
- All staff receive mandatory, ongoing training in child protection protocols.
- Clear reporting procedures and support systems are in place to address any child protection concerns.

Child protection is a shared responsibility. All members of our community – staff, students, and parents play a role in creating a safe environment.

Inclusion and Student Support Services

At KIS, we advocate for inclusivity and believe that every student has unique strengths and talents. Our diverse community encourages students to develop multicultural and international mindsets while celebrating differences.

- The Student Support Team works in collaboration with teachers, counselors, and families to ensure learning is accessible and equitable for all students.
- Our comprehensive counseling model provides academic, social, and emotional support.
- Strong pastoral care practices and a dedicated Personal, Social, and Health Education (PSHE) curriculum help prepare students to navigate adolescence and adulthood.
- We have a clear anti-bullying policy, with no tolerance for bullying, supported by preventive education and intervention procedures.

Social and Emotional Support

Students are supported in developing skills to solve problems, manage friendships, recognize peer pressure, and know who to turn to when in need. Social-emotional counseling, pastoral support, and a close-knit community ensure students feel cared for.

Student Discipline

Students are actively involved in setting classroom agreements for acceptable behavior, ensuring they understand expectations and accountability. These agreements are reinforced by clear school-wide behavior policies.

Security and Campus Safety

The KIS campus is designed to be a safe and welcoming environment:

- CCTV cameras and automated flap-gates
- Personal electronic ID cards for all community members
- Professional, friendly security staff at all entrances
- Visitors personally escorted while on campus

These measures provide reassurance that all students are accounted for and secure.

Student Health and Well-Being

Health and safety protocols ensure that students' well-being is always prioritized:

- All staff working directly with students receive regular First Aid training.
- On-site infirmaries with full-time nurses and AED devices are available.
- External factors such as air quality, temperature, and weather conditions are closely monitored, with clear procedures in place.
- Thermal scanning and hygiene protocols are implemented to help prevent infectious disease.

Emergency Preparedness

To ensure readiness in the event of an emergency, students and staff regularly practice evacuation (fire) and lockdown drills. Crisis management plans are established so that the school can act swiftly and effectively in any situation.

Air Quality Management

Air pollution is a growing global concern, and KIS has developed air quality practices based on guidance from the US Environmental Protection Agency (EPA), World Health Organization, UNICEF, and peer international schools across Asia.

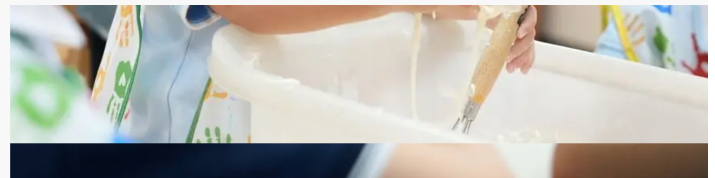
- KIS routinely monitors PM2.5 particle levels, the most harmful air pollutants.
- Updated guidelines are based solely on PM2.5 readings to ensure accuracy and clarity.
- Preventive measures and protective protocols are implemented when pollution reaches unhealthy levels, particularly to protect vulnerable groups such as young children.

Diversity, Equity, and Inclusion

At KIS International School, we are deeply committed to the principles of diversity, equity, and inclusion. We value and respect the unique perspectives each member of our community brings, and we actively review and incorporate feedback to enhance our practices.

- Inclusivity is at the heart of our teaching, ensuring that every learner is met where they are and supported to achieve their potential.
- We promote empathy, intercultural competence, adaptability, and collaboration among students.
- Our mission to develop global citizens reinforces our commitment to eco-sustainability, diversity, and equity.

We also recognize that continuous reflection and improvement are essential. By listening to feedback and adapting our practices, we strive to ensure KIS remains a community where safety, inclusivity, and positive change are not just encouraged, but actively cultivated.



KIS International School

KIS International School is an IB World School exclusively offering the full International Baccalaureate programmes in Bangkok, Thailand. Our Bangkok and Reignwood Park Campus together enjoy a strong community atmosphere of over 1,000 students with diverse nationalities

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and cultures, and a variety of pursuits in academics, athletics, arts, and service.

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