

Thank you for visiting Waterford Kamhlaba United World College of Southern Africa (UWCSA). Every interaction with a student contributes to the culture of safety we seek to build. In the Spirit of Kamhlaba, we all have a role to play in protecting one another and creating an environment where every young person can flourish. At Waterford Kamhlaba, we believe that every child and young person has the right to feel safe, respected, valued, and protected. Safeguarding is therefore not the responsibility of a single individual or department. It is a shared commitment embraced by every member of our community, including staff, students, parents, volunteers, contractors, and visitors.

Our safeguarding practices are informed by the UWC Mission and Values, the United Nations Convention on the Rights of the Child (UNCRC), and the laws of the Kingdom of Eswatini. Whether you receive this information at the school gate or before your visit as part of a scheduled event, we kindly ask that you read this document carefully and acknowledge your commitment to these expectations before entering our campus.

Our commitment to safeguarding

Safeguarding is woven into every aspect of life at Waterford Kamhlaba. By visiting our campus, you contribute to a culture where:

- children feel safe to learn and belong;
- Visitors and adults model respectful and professional behaviour;
- concerns are raised early;
- wellbeing is everyone's responsibility;

Professional conduct

While on campus, I agree to maintain professional boundaries. I will:

- Treat every student with dignity, respect and kindness.
- Model behaviour that reflects the values of Waterford Kamhlaba UWCSA.
- Maintain appropriate professional boundaries with all students.
- Avoid favouritism or relationships that could compromise professional judgement.
- Ensure interactions with students are observable whenever possible.
- Protect children and young people from harm, abuse, neglect and exploitation;
- Promote their physical, emotional and psychological wellbeing;
- Encourage healthy relationships and positive role modelling;
- Create opportunities for students to learn, participate and belong safely;
- Ensure concerns are recognised early and responded to appropriately.

I understand that boundaries exist to protect both students and adults.

We kindly ask that you read this document carefully and acknowledge your commitment to these expectations before entering our campus.

Respect students' privacy

I will not:

- Request personal contact details from students.
- Share my personal telephone number, email address or social media accounts with students.
- Communicate with students through personal messaging platforms.
- Request students to keep secrets from school staff or parents.

Reporting safeguarding concerns

If you have an immediate safeguarding concern, please contact a member of the Safeguarding Team:



Nicole Gwindi-Musambasi
Designated Safeguarding Lead
Deputy Principal Pastoral



Steve McGuire
Deputy Designated Safeguarding Lead
Eco Estates Manager



Vuyisile Ginindza
Deputy Designated Safeguarding Lead
Wellness Coordinator



Michael Yardley
Deputy Designated Safeguarding Lead
IB Coordinator

Visitor expectations and safeguarding guidelines

Visitors should remain with their designated host unless instructed otherwise.

Visitors must not:

- shout at, intimidate or humiliate students;
- make discriminatory, racist or sexually suggestive remarks;
- engage in bullying or harassment;
- use inappropriate humour or language;
- request personal favours from students;
- exchange gifts, money or services that could create a sense of obligation;
- ask students to undertake personal tasks unrelated to the purpose of the visit.

Every student deserves to be treated with respect regardless of age, gender, nationality, race, religion, disability or identity.

Photography and media

Visitors may not:

- photograph or film students without prior permission from the school;
- record classroom activities unless authorised;
- post photographs or videos taken on campus on social media;
- use photographs of students for commercial or promotional purposes without written consent.

Alcohol, drugs and smoking

Visitors must not:

- provide alcohol, tobacco, vaping products or illegal substances to students;
- consume alcohol or prohibited substances whilst engaged in school activities unless expressly authorised by the school for an adult-only function; smoke or vape on school premises except in designated areas where permitted by school policy.

Physical contact

- Any physical contact with students should always be appropriate, professional, culturally respectful, proportionate, and necessary. Except in emergencies, visitors should avoid unnecessary physical contact.
- Unless authorised, visitors may not enter operational areas: student residences;
- staff accommodation;
- changing rooms;
- medical facilities;
- counselling spaces;

Keeping yourself and others safe

To help maintain a safe environment, visitors should:

- Sign in at Reception and wear their visitor identification at all times.
- Remain with their designated host unless instructed otherwise.
- Use designated visitor toilets and facilities.
- Follow all health, safety and emergency procedures. Sign out before leaving campus and return their visitor pass.
- If the fire alarm sounds, remain with the group you are visiting and follow staff directions to the designated assembly point for roll call.

Recognising harm

Children and young people can experience harm in many different ways.

Safeguarding concerns may include:

- Physical abuse – causing physical injury or placing a child at risk of physical harm.
- Emotional abuse – persistent behaviour that damages a child's confidence, wellbeing or emotional development.
- Sexual abuse or exploitation – involving a child in sexual activity, grooming or inappropriate sexual behaviour.
- Neglect – failing to meet a child's basic physical, emotional, educational or medical needs.
- Peer-on-peer abuse – including bullying, harassment, sexual harassment, online abuse or harmful behaviour between students.
- Online harm – cyberbullying, exploitation, inappropriate online communication or exposure to harmful content.

If You Have a Concern or Witness behaviour that concerns you; Observe a student who appears unsafe or distressed; Receive a disclosure from a student; or become aware of behaviour that may place a child at risk. Report the concern immediately to your host or a Designated Safeguarding Leads.

Do not promise confidentiality; investigate the matter yourself; question the student extensively; delay reporting because you are unsure. It is always better to report a concern than to remain silent.

Visitor declaration

I confirm that I have read and understood the Waterford Kamhlaba UWCSA Visitor Safeguarding Commitment and Code of Conduct. I understand that safeguarding is a shared responsibility and agree to uphold these expectations throughout my visit. I acknowledge that failure to comply with these expectations may result in my visit being terminated and, where appropriate, further action being taken.

Visitor Name: _____ Organisation: _____

Host: _____ Purpose of Visit: _____

Date: _____ Signature: _____