

Policy 3. Child protection policy

Our school will ensure that high quality interpersonal relations of care and support are experienced by all through respect, honesty, forgiveness and reconciliation.

This will be done by:-

- Providing an environment where staff and students work in harmony, respecting the right of each to teach and learn.
- Helping student to make choices and building positive relationship to resolve issues building belongingness and freedom.
- Ensuring Safe and protective atmosphere in the school by promoting care, respect and co operation and also to see that all the school property is safe and dealt with respect.
- Implementing programs that engage all the school community.
- Providing professional development classes to build supporting environment.
- Regular evaluation and refinement dealing with harassment and abuses.
- Participating in activities that would promote skills and values.

Note:

If a student experiences harassment or witnesses the harassment of another person, they are encouraged to inform.

1. Class teacher
2. The School Counselor
3. The supervisors or coordinators
4. Principal or Vice. Principal
5. Any member of staff with whom they feel comfortable
6. Senior students
7. Parent
8. Email: complaint@gvisalain.com

Counseling and guidance in school shall be for the developmental needs of students by providing developmental, preventive and remedial service to students and will be to cultivate a positive and caring school culture; to promote home-school cooperation and develop parent education; to develop and maximize potentials of students and to help them acquire basic knowledge, skills and attitude in the four areas of personal, social, academic and career development. School shall encourage adopting systematic and comprehensive support for students with special educational needs (SEN) to develop their potential through inclusive policy, culture and practices.

Corporal punishment

Corporal punishment can have serious negative effects on the growth and development of the child. It causes stress and activates threat response in the child's brain. Corporal punishment can be psychologically damaging and may induce a sense of low self worth, sadness, fear, shame, anger, an inability to trust, anxiety, despair, depression or withdrawal. Taking all these into account corporal punishment is BANNED and teachers, staff are warned against it. Parents, students and Staff are made aware of the same and regarded as criminal offence as per the law.

Rights and responsibilities

We provide all the freedom for our staff students and parents to promote all the best for the betterment to promote educational values and discipline .

○ **Students have the right to:**

- Learn and study in a positive atmosphere for learning – one that is unbiased, nonjudgmental, and free from prejudice, discrimination, verbal or physical threats and abuse.
- Expect that school rules will be enforced in a consistent, fair and reasonable manner.
- Discuss and receive assistance with educational concerns from the school staff.
- Receive fair discipline without discrimination.
- Have access to their own student records.
- Use computers and other equipment for learning.

○ **Parents and guardians have a right to:**

- Receive official reports of the student's academic progress and attendance.
- Request and be granted conferences with teachers, counselors and/or the principal.
- Receive explanations from teachers about the student's grades and disciplinary procedures.
- Read all school records pertaining to their student.

○ **School Personnel have a right to:**

- Work in a positive atmosphere for learning and teaching.
- Receive support when enforcing student discipline as outlined by the school.
- Teach and work in an atmosphere free from verbal or physical threats and abuse.
- Expect compliance with rules by staff and students.
- Be present, when appropriate, at conferences and hearings concerning classroom and school disruption.

1. The School will have supervisors for to ensure students safety and protection 45 minutes before the start of the school and 90 minutes after the school hours. School shall not leave any child un attended at any time.

- Parents shall note that untimely stay in the school during the start and after the school hours will cause serious loss of student time and so are requested act wisely.

2. The school will not share any records of the identities of the student subject to alleged abuse or neglect, the alleged perpetrator, and the person reporting the alleged case and will be kept confidential by all parties involved in the case. The school will not also share any student's personal data, behavior reports, investigation reports of any abuse, student issues and communications when dealing with the council and other government entities to any unauthorized staff or departments. These records will be kept as highly confidential.

School staff are strictly prohibited from discussing active or closed cases with the media, or any third parties or other staff, unauthorized ADEC staff, with the exception of investigative and judicial authorities and within the legal responsibilities

3. All school staff – including any person who, in the performance of his/her duties, has regular or temporary contact with students and who provides services to students or school – are authorized and mandated by ADEC and school to report all cases of suspected abuse and/or neglect (conducted by any perpetrator inside or outside of the school) directly to the Ministry of Interior – Child Protection Center within 24 hours upon suspicion.

It is mandated to report using the telephone hotline (**116111**) and the electronic reporting link available on the ADEC website

<https://www.adec.ac.ae/ar/Pages/childabusereportingabu-dhabiedusector.aspx>).

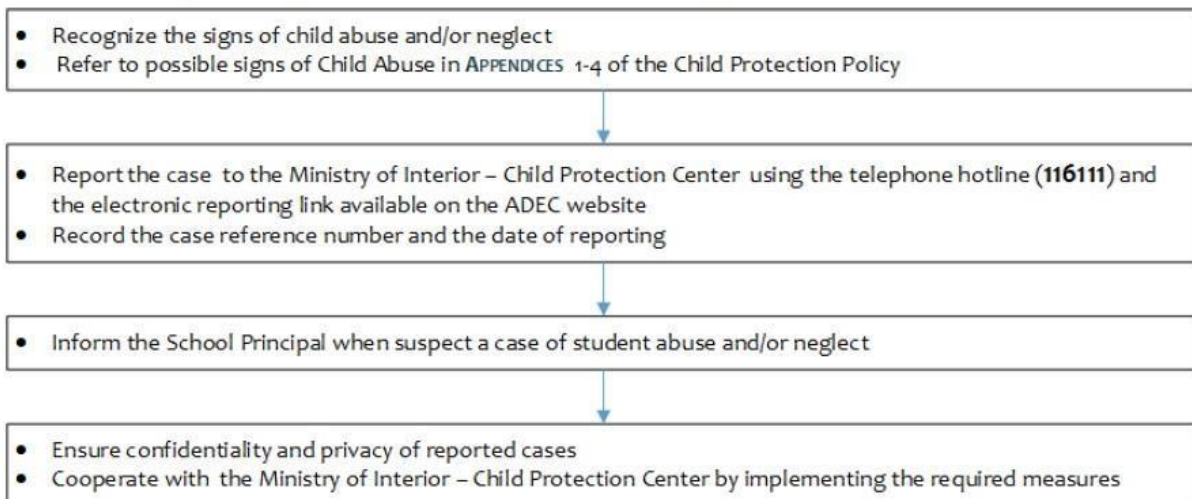
In case If a child is in immediate danger (risk of serious harm), the school shall contact the police (999) service, followed by reporting to the Ministry of Interior – Child Protection Center within one hour upon discovery.

All cases will be reported to the school principal immediately when they suspect the exposure of any student to any form of abuse and/or neglect.

Neither the school principal nor any school staff shall impede or inhibit reporting or a suspected case of child abuse and/or neglect by a third party, nor shall they take any actions against the reporter or nor threaten of doing so.

School and school staff shall raise the awareness of students of the importance to report any suspected case of student abuse and/or neglect inside or outside the school. School will also provide guidance to school staff for further immediate actions, taking into account confidentiality and privacy of the students and families affected, and laws, regulations and procedures relevant to the incident.

Process to report a suspected case of abuse and/or neglect in Abu Dhabi schools:



In case of any proven or suspected abuse /neglect school shall fully cooperate with ADEC/ Investigative agencies to conduct an investigation and also maintain clear and scrupulous communications and actions when dealing with HAAD, Social welfare institutions and police departments. The school shall also share the relevant documents and records to ADEC if requested.

NOTE: In case of any abuse reported outside of the school the matter will be dealt seriously with and the case follow up will be done by the social worker. If needed the same will be communicated to the parent/guardian or forwarded to relevant official entities of the UAE. All

the reports of the and follow up actions will be recorded and will be shared as deemed appropriate with relevant official entities.

Corporal punishment process and procedures

Corporal punishment is defined as any physical chastisement that inflicts harm on a student and causes him/her pain or discomfort even if it is light, such as holding and shaking, slapping or hitting with a cane, by hand or any other object.

Any form of corporal punishment of students is strictly prohibited. While at School, students should feel secure from all types of physical punishment and abuse. Schools shall maintain an atmosphere of mutual respect, trust and courtesy between students, teachers, staff and administrators. Schools are required to promote positive student behaviour at all times including when applying disciplinary actions for student misconduct.

If any incident of corporal punishment occurs, whether the incident is proven or suspected, the Principal (or in the case of the offence being carried out by the Principal, the Chair of Board of Trustees or School Owner) will:

- ▶ Take immediate action to safeguard all those involved, such as notifying relevant official entities, while complying with other laws that may be related to the incident such as the Penal Code.
- ▶ Report the incident immediately to PSQA Sector, Licensing and Accreditation Division, by telephone within a maximum of 24 hours of the incident.
- ▶ Report the incident immediately to concerned Parents/Guardians.
- ▶ Immediately suspend any member of staff who is accused of abusing any student, until the investigation is completed and a decision is made concerning the member of staff's eligibility to continue to work.
- ▶ Carry out a formal investigation obtaining written statements from those involved.
- ▶ Provide ADEK with a written report within 24 hours of the incident via official email (private.schools@adec.ac.ae) addressed to PSQA Sector, Licensing and Accreditation Division.
- ▶ Anyone found guilty of committing abuse will immediately be dismissed.

4. Our school shall ensure the health and safety of its employees and anyone else on the premises. This includes the Headmaster, teachers, non-teaching staff, pupils and visitors (including contractors).

This will be done by ensuring that risk assessments of the school are undertaken and that the appointments, training and resources for first aid arrangements are appropriate and in place. All Staff (teaching and non-teaching) are expected to do all they can to secure the welfare of the pupils.

The School will have HAAD qualified Nurse who will look after the first aid equipment e.g. restocking the first aid boxes. These will be checked once a term and will also ensure that an ambulance or other professional medical help is summoned when appropriate.

First Aiders at Work will support the staff member dealing with the situation by giving immediate help to casualties with common injuries or illnesses and those arising from specific hazards at school.

Risk assessments will be carried out at least annually, and when circumstances alter, by the Health and Safety Committee, department heads or any relevant teacher.

Name of Staff:

Sign:

Date:15/04/2024