

Child Protection Policy

1/9/2025

1. Introduction

Abu Dhabi Island International Private School (ADIIPS) is committed to providing a **safe, supportive, and inclusive learning environment** for all students, free from any form of abuse, neglect, exploitation, or discrimination.

This policy is guided by:

- **Federal Law No. 3 of 2016 on Child Rights (Wadeema Law)**
- **ADEK Student Protection Policy (Version 1.1, 2024)**
- **The United Nations Convention on the Rights of the Child (UNCRC)**

The purpose of this policy is to ensure that every student is protected from harm—physical, emotional, or sexual—and that their welfare and dignity are always safeguarded.

2. Objectives

- To protect all students from any form of abuse or neglect.
- To define staff roles and responsibilities in safeguarding and responding to concerns.
- To establish clear, confidential, and accessible reporting mechanisms.
- To promote a culture of child safety, respect, and well-being throughout the school community.

3. Core Principles

1. **The best interest of the child** is the primary consideration in all actions.
2. **Equality and non-discrimination** regardless of gender, race, religion, or ability.
3. **Confidentiality** of all information and reports.
4. **Zero tolerance** for any form of abuse or neglect.
5. **Mandatory reporting** of suspected or actual harm.

4. Scope

This policy applies to:

- All school staff (administrators, teachers, assistants, drivers, cleaners, volunteers).
- All students during school hours, field trips, school transport, and online activities.
- Visitors and contractors who interact with students on or off campus.

5. Definitions

Term	Definition
Child	Any individual under 18 years of age.
Abuse	Any action causing physical, emotional, or sexual harm to a child.
Neglect	Failure to meet a child's basic needs (care, education, supervision, safety).
Child Protection Officer (CPO)	A trained staff member responsible for receiving, recording, and coordinating all safeguarding concerns.

6. Roles and Responsibilities

School Leadership

- Approve, implement, and annually review the Child Protection Policy.
- Appoint a qualified **Child Protection Officer (CPO)**.
- Ensure all staff receive regular training on child protection.
- Liaise with ADEK and relevant authorities when needed.

Teaching and Support Staff

- Remain vigilant and identify possible signs of abuse or neglect.
- Report immediately to the CPO any concerns or suspicions.
- Maintain professionalism and avoid inappropriate contact or behavior.

Child Protection Officer (CPO)

- Receive and record all child protection concerns.

- Maintain confidential case files and documentation.
- Coordinate with the Principal, ADEK, and law enforcement when required.
- Ensure follow-up support and communication with families.

Parents / Guardians

- Cooperate with the school to uphold student safety.
- Report any concerns regarding their child's safety or well-being.

Students

- Understand their right to be safe and respected.
- Know who to approach if they feel unsafe or uncomfortable.
- Treat peers respectfully and avoid bullying or harmful behaviour.

7. Preventive Measures

- **Mandatory annual training** for all staff on child protection.
- **Background checks** for all employees and contractors before appointment.
- **Active supervision** in classrooms, corridors, playgrounds, and transport.
- **Awareness programs** for students on personal safety, bullying, and online protection.
- **Parental consent** required before using student photos or videos for media or promotion.

8. Reporting and Response Procedure

1. **Observation:** A staff member, student, or parent notices or suspects abuse.
2. **Reporting:** The concern is reported immediately to the CPO (verbally or in writing).
3. **Documentation:** The CPO completes a **Child Protection Report Form** with date, details, and actions taken.
4. **Assessment:** The CPO and Principal review the concern and decide on further action.
5. **Referral:** Serious cases are referred promptly to ADEK or relevant government agencies (police or Ministry of Community Development).
6. **Support:** The child receives psychological and social support while ensuring confidentiality and protection from retaliation.

9. Awareness and Training Plan

ACTIVITY	TARGET GROUP	DATE	RESPONSIBLE PERSON
“MY SAFETY FIRST” WORKSHOP	Students (Grades 1–12)	Nov 2025	School Counselor
ANNUAL SAFEGUARDING TRAINING	All Staff	Dec 2025	CPO
“KNOW YOUR RIGHTS” PARENT SESSION	Parents / Guardians	Feb 2026	Principal
ANTI-BULLYING WEEK	Students & Teachers	Apr 2026	Social Worker

10. Monitoring and Review

- This policy shall be reviewed **annually** or when new regulations are issued by ADEK or UAE authorities.
- Updated versions will be shared with all staff, parents, and students.
- All records of reported cases shall be securely stored for at least **five years**.