

GIIS-AD-Policy-26-27-003

STUDENT(CHILD) PROTECTION POLICY

Last Review	April 2026
Revised on	15 April 2025
Reviewed by	Principal, Vice Principal, SLT's , Inclusion Head and Student Safeguarding Team
Next Review	April 2027

SCOPE/INTENT

This policy shall cover all the students of the school. The policy aims to provide broad guidelines to ensure the safety, security and well-being of all the students of the school.

RESPONSIBILITY & AUTHORITY

Teachers shall be responsible for students in the classrooms and play area. Bus attendants travelling in the bus shall be responsible for students while commuting to and from school.

APPLICATION

This Policy is applicable to students studying in the school.

POLICY

Student Protection

Every student has the right to feel safe and free from harm in every area of their

daily lives including when they are at school. Protection for children and young people is of paramount importance and one that the school takes very seriously. The school has developed policies and procedures to guide school staff, volunteers, and visitors to the school in their responsibilities to recognise and report all matters of abuse and harm, likely abuse or suspected harm of any student.

The school shall be responsible for the care and protection of students while they are in the school's care, or travelling to and from the school using school-provided transportation means, and while moving between all activities organized by the school. We will take all possible measures to protect students from any form of exploitation, abuse, oppression, insult, and/or any other physical, sexual, or emotional threat, danger, or harm.

The school shall be responsible for the supervision of students traveling by school bus from the time they enter the bus till they are dropped back to their designated drop-off points after school hours. The school shall be responsible for students availing of their own transport 15 minutes before the start of school time and 30 minutes after school hours and shall notify parents/guardians of their responsibility toward their children outside of these two periods. School staff shall be available on a telephone call for parents to contact in case of any need till 60 minutes after the school end time.

School has implemented the following measures to ensure the safe being of Children while they are in school and on the school bus.

- The presence of security guards at all the entry/exit points of the school ensures that every visitor to the school makes an entry in the visitors register at the entrance.
- High quality cameras are installed in the corridors and outdoor play areas to monitor the safety and security of students at all times. Patrolling of security personnel to various locations inside the school and outdoor play areas is performed at regular intervals. All areas of the school premises are monitored by supervisors and teachers adequately.

- Classroom management is primarily the responsibility of the teacher, and he/she must make sure that all the students are out of the classroom during recess, activity time, and school dispersal time.
- School's staff recruitment policy and procedures include a background check of new recruits along with a Police clearance certificate from the relevant authorities.
- Safety induction is provided to every staff member. Staff members are to ensure that all operations are performed with the utmost regard for safety and health.
- Inspections are carried out on a regular basis to promote a safe learning environment by ensuring that all equipment, furniture, and facilities used by the students are safe.
- Students and staff are trained to react to emergency situations including building evacuation. Fire drill is conducted on a regular basis to ensure the safe and speedy building evacuation.
- Students are advised to walk cautiously in school corridors and stairs. They must refrain from running to avoid accidents.
- A certain percentage of regular staff are trained to provide First Aid and CPR to students and adults.
- Physical conflicts of any kind are strictly forbidden among the students. In case of any such incident, the teacher should call the supervisor who will accompany the child to the school nurse. The school nurse is responsible to decide whether the child needs only first aid or must be taken to the hospital for follow-up and inform the parent in consultation with school authorities.

GIIS believes and protects the rights of the child to grow and enjoy a free, safe and modern life. We involve children in social life activities according to their age, maturity and capabilities. Students in GIIS enjoy a priority right for protection and safety under all circumstances. Service of a student counsellor is made available in the school who investigates any report of child abuse (physical, mental and emotional) or neglect reported by the teacher. Students are also free to approach the student counsellor to report any incidents of abuse at home or elsewhere. School has appointed full time experienced licensed Health and Safety personnel to ensure the

safety of students and staff as per the standard. Staff are not allowed to carry or use anything that could harm students such as

hot drinks or sharp objects inside the classrooms/corridors or while supervising the students. Housekeeping staff are instructed to take utmost care while using cleaning solvents and other solutions.

The presence of any visitor in classes or corridors during school hours is forbidden. If the need arises for any visitor to be there, they shall be accompanied by the security or school official. Workers or maintenance staff who visit the school will be always under a supervisor and school official to ensure that they don't mingle with students and no maintenance work is permitted in the presence of students.

Students below the age of 11 years are not allowed to leave the school alone and must be accompanied by either a parent or guardian. They can leave with their driver if the parent has informed the school in writing.

Staff or supervisors are not permitted to transport any student in their private cars unless they are asked to do so by school authorities or with permission from parents. Designated area has been allocated for the school bus pick up and drop off. Security personnel individually inspect every bus after dropping children in the school. All buses are equipped with cameras, Notification to parents along with a bus tracking facility is available with all school buses. The lady conductor in charge of the bus ensures that every student is wearing seat belts and no unnecessary movement of students inside the bus is permitted.

Reporting of Incidents

Grievance Committee

The school shall thoroughly investigate and report immediately to ADEK all incidents of abuse that students may face including exploitation, violence, and /or any other physical harm, sexual abuse, or emotional threat, or harm of any kind, all of which will be referred to as "abuse of

students”. If any such incident is proven or suspected, the Principal, Chair of Board of Trustees (or in the case of the abuse being carried out by the Principal, the Chair of Board of Trustees) shall:

- Take immediate steps to safeguard all those involved, such as reporting incidents to the relevant official entities, taking into account other laws that may be related to the incident
- Immediately inform the PSQA Sector, Licensing and Accreditation Division, of the incident by telephone, and in writing within 24 hours of the incident
- Report the incident immediately to Parents/Guardians concerned
- Immediately suspend any member of staff who is accused of an offence involving student abuse if the alleged staff abuse involves a crime according to the provisions of prevailing UAE Laws, as per article 112 of the Labour Law (including notifying the relevant authorities), until an investigation in this matter is completed and a decision is made concerning this member of staff’s fitness to continue to work at the School.

Carry out a formal investigation obtaining written statements from those involved;

Provide the PSQA Sector, Licensing and Accreditation Division, with a written report within 24 hours of the incident via the official email account (private.schools@adec.ac.ae).

- Immediately terminate the employment of anyone found guilty by a competent authority of an offence of student abuse, in accordance with the provisions of United Arab Emirates Federal Law No. (8) of 1980 Labour Law and its amendments.

The school shall conduct thorough investigation and shall maintain scrupulous communication and actions when dealing with relevant government entities such as Health Authority-Abu Dhabi, the social welfare institutions and police departments.

School shall keep relevant records and inform ADEK of such communications when requested.

Rewards for good behaviour

Recognising and rewarding a student’s good behaviour, self-discipline and learning is crucial to establishing and maintaining a culture of high expectations. Students want to show their

parents that they are doing well. They want to feel pride. They want what everyone wants, the chance to feel important and valued for their efforts.

The school aims to ensure students feel valued in the following ways:-

- Sensitive and genuine verbal praise from teachers
- Written praise in exercise books and in homework notebooks
- Notes and mails from teachers and staff
- Letters/certificates of praise accompanying school reports
- Recognition in assemblies, wall displays and newsletters



Dilip Kumar

Principal

Global Indian International School, Abu Dhabi.

