

**Al Ittihad National Private School**  
**Al Ain**



# **Student Protection Policy**

**AY 2024-2025**

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## I. Introduction

At INPSAA, we prioritize the safety, well-being, and dignity of each student. This Student Protection Policy demonstrates our unwavering commitment to fostering a secure learning environment free from any form of maltreatment. By adopting preventive measures, setting reporting protocols, and promoting awareness, INPSAA ensures a supportive and protective environment aligned with UAE child protection laws and our core educational values.

## II. Purpose

This policy aims to safeguard students by establishing clear guidelines for identifying, preventing, and addressing child maltreatment. We are dedicated to ensuring that every staff member, student, and affiliated individual understands and complies with UAE Federal Decree Law No. (3) on Child Rights (Wadeema) and other applicable child protection regulations. This policy reinforces the collective responsibility at INPSAA to protect children from harm within and beyond the school premises.

## III. Definitions

To ensure clarity and consistency, the following terms are defined as being used within this policy:

- **Child Protection Coordinator (CPC):** An appointed INPSAA staff member trained to oversee child protection matters, act as a liaison with local authorities, and ensure prompt action in addressing any child welfare concerns.
- **Mandated Reporter:** All INPSAA employees and associated personnel who are legally required to report any suspicion of child maltreatment to the CPC.
- **Safeguarding:** Actions taken by INPSAA to create a safe educational environment, preventing harm or abuse of any student.

## IV. Types of Maltreatment

INPSAA identifies and acts against all forms of maltreatment, including but not limited to:

- **Physical Abuse:** Any intentional physical act that causes harm to a child, such as hitting, shaking, or other forms of physical assault.
- **Emotional Abuse:** Non-physical actions that harm a child's self-worth or emotional well-being, including verbal abuse, intimidation, or isolation.
- **Sexual Abuse:** Involves any sexual activity with a child, including inappropriate contact or exposure to sexual materials.
- **Neglect:** Failure to provide for a child's basic needs, including nutrition, education, and adequate supervision.
- **Exploitation:** Using a child for labor or other purposes that benefit another individual at the expense of the child's well-being.

## V. Policy Principles

INPSAA's Student Protection Policy is grounded in these guiding principles:

- **Best Interests of the Child:** All decisions and actions prioritize the health, safety, and well-being of the child.
- **Zero Tolerance for Maltreatment:** INPSAA enforces a strict zero-tolerance approach to all forms of child maltreatment, consistent with UAE laws.
- **Shared Responsibility:** Every INPSAA staff member, from teachers to support staff, is responsible for safeguarding students. Collective vigilance ensures a safe and nurturing environment for all.
- **Confidentiality:** All matters concerning student protection are treated with strict confidentiality, with information only accessible to authorized individuals.
- **Continuous Improvement:** INPSAA commits to regularly updating policies and practices to enhance student safety and align with the latest UAE regulations.

## VI. Reporting Procedures

To safeguard students effectively, INPSAA mandates timely reporting of any concerns:

- **Immediate Reporting:** Any INPSAA staff member, volunteer, or associated individual who suspects child maltreatment must report it to the Child Protection Coordinator (CPC) within 24 hours.
- **Role of the CPC:** the CPC reviews all reports and collaborates with relevant authorities and school administration to take appropriate action.
- **Documentation and Follow-Up:** Each report is documented accurately, ensuring transparency and accountability in all follow-up actions.

## VII. Data Confidentiality

Confidentiality is paramount in protecting student information at INPSAA.

- **Access Control:** Access to student protection records is restricted to the CPC, Principal, and designated authorities.
- **Data Security:** All reports and documents related to child protection are securely stored to prevent unauthorized access.
- **Compliance with UAE Data Regulations:** INPSAA adheres to UAE data protection laws to safeguard personal information and student data privacy.

## VIII. Training and Awareness

INPSAA is committed to fostering a well-informed community of educators, staff, and students regarding child protection. The training program includes:

- **Mandatory Staff Training:** All staff members participate in annual training on identifying and responding to child protection concerns.
- **Student Awareness Programs:** Age-appropriate sessions are provided to help students understand their rights and recognize signs of maltreatment.
- **Parent Engagement:** Workshops and resources are available to help parents understand their role in child protection and encourage open communication with school staff.

## IX. Roles and Responsibilities

This policy defines specific responsibilities to reinforce accountability at every level of INPSAA:

- **Principal:** Ensures the implementation of the Student Protection Policy, monitors compliance, and provides leadership in child protection matters.
- **Child Protection Coordinator (CPC):** Leads the response to any child protection concerns, collaborates with UAE authorities, and offers guidance to staff.
- **Staff Members:** Monitor student behavior, report any suspicions of maltreatment to the CPC, and participate in child protection training.
- **Parents:** Encouraged to communicate any concerns regarding student welfare and collaborate with the school in promoting child safety.

## X. Compliance and Review

To maintain alignment with UAE regulations and INPSAA's commitment to student welfare:

- **Annual Review:** The Student Protection Policy will undergo an annual review to ensure compliance with UAE child protection laws and evolving best practices.
- **Non-Compliance Consequences:** Staff found in violation of this policy will face disciplinary action, as per INPSAA's code of conduct and UAE law.

## XI. Disclaimer

### Disclaimer

This policy was developed by Al Ittihad National Private School. It is intended for use exclusively by school staff and students. Any external use, whether in whole or in part, requires management approval. Any exceptions to this policy must also be approved in advance by the school management.

### Student Protection Policy

Date created:

Date reviewed: