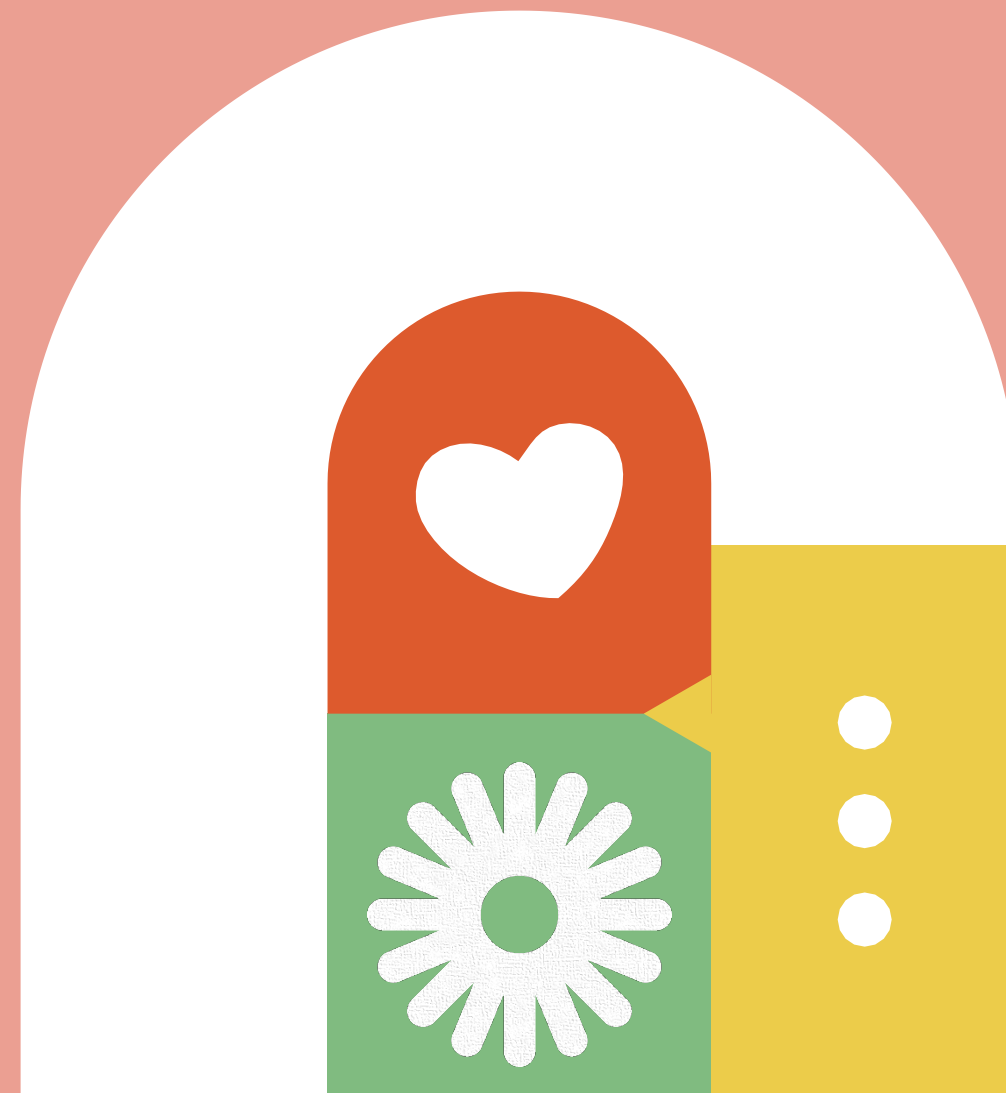
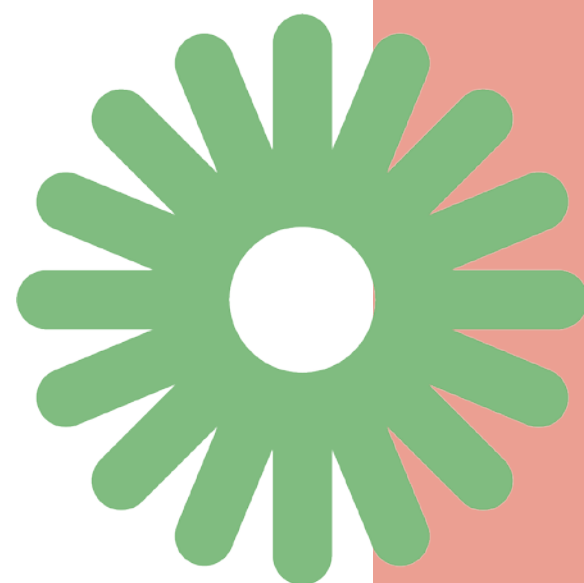
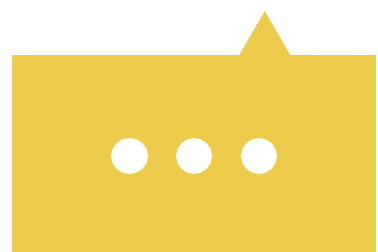




Student Protection Policy for Educational Institutions

Provisions for the Implementation of the Child
Protection Policy in Educational Institutions in
Abu Dhabi



PURPOSE

The purpose of this policy is to ensure that all educational departments and educational institutions in Abu Dhabi have student protection measures in place to:

- Protect students under the supervision of educational institutions from all acts and omissions constituting maltreatment or that threaten their physical, psychological, moral, or mental well-being.
- Identify and support students who are at risk of harm, as enforced by UAE Federal Law No. (3) of 2016 Concerning Child Rights, Federal Law No. (31) of 2021 Promulgating the Crimes and Penalties Law, Federal Law No. (5) of 1983 Concerning Nurseries, Federal Law No. (18) of 2020 Concerning Private Education, Executive Council Chairman Decision No. (26) of 2013 Regarding the Regulation of Private Schools in the Emirate of Abu Dhabi, and other relevant UAE laws.
- Emphasize that all staff and volunteers of educational departments and educational institutions are mandated to report concerns of alleged and/or suspected maltreatment of students inside and outside the educational institution.
- Define roles and responsibilities of principals, staff and parents/ legal guardians of students in educational institutions for responding to alleged and/or suspected cases of maltreatment of students.
- Ensure that all educational institutions are responsible for the care and protection of all students in educational institutions and coordinate actions to safeguard them.

SCOPE

This document is relevant for all educational institutions in the Emirate of Abu Dhabi, including nurseries, KGs, public, private and charter schools.



ACRONYMS

- **MoE:** UAE Ministry of Education
- **ADEK:** Abu Dhabi Department of Education and Knowledge
- **MoI-CPC:** Ministry of Interior – Child Protection Center
- **CPS:** Child Protection Specialist
- **CPT:** Child Protection Team
- **CPC:** Child Protection Coordinator
- **CPU:** Child Protection Unit
- **FCA:** Family Care Authority



DEFINITIONS



- A **Child** is every human being born alive who is under eighteen years of age
- A **Child Protection Coordinator (CPC)** is an appointed staff member at the educational institution who is professionally trained and equipped with skills to act upon child protection concerns that arise within their institution and is the key contact for staff and authorities where a concern is identified within the institution. They should also be the point of contact for the institution and authorities when potential concerns are identified in schools, and report to the CPU and other authorities involved, liaise with parents, and provide ongoing support to the child.
- A **Child Protection Unit (CPU)** is an organizational unit at authorities and entities concerned with children affairs (such as MoE and ADEK at Abu Dhabi Emirate in the education sector) in the education sector in Abu Dhabi the CPU's purpose is to develop and implement student protection mechanisms and measures in line with Federal Law No. (3) of 2016 Concerning Child Rights and bylaws. The CPU is responsible for receiving and assessing concerns related to threats to children's physical, psychological, moral, or mental well-being, in line with the procedures detailed in this policy.
- A **Child Protection Specialist (CPS)** in the educational environment is the person authorized and designated by MoE, ADEK, and the Abu Dhabi Judicial Department and the Ministry of Community Development in the Emirate of Abu Dhabi to preserve the rights of the child and protect him within the limits of his powers, in accordance with Federal Law No. (3) of 2016 Concerning Child Rights and bylaws.
- An **educational institution** is the governmental or private institution where the student is enrolled in education cycles within the State and under the supervision of the Ministry or the educational entity.
- A **mandated reporter** is a person who is required by law (under Article 42 of Federal Law No. 3) to report student concerns of maltreatment related to students to the Child Protection Specialist. This includes FCA, the educators in educational institutions or any adult on institution premises or outside the institution premises from which the student requests assistance in notifying the authorities (e.g., the Police, MoI-CPC, MoE, and ADEK in Abu Dhabi) about his/her suffering or any other student's suffering.
- **Parent** is the person legally liable for a child or entrusted with their care, defined as the custodian of the child as per the Federal Decree Law No. 3 of 2016 Concerning Child Rights. (Wadeema's Law).
- **Staff** are individuals employed by a school or nursery on a remunerated contractual basis regardless of employment mode (internal, external/third-party, etc.).
- A **school day** is the education institution's operating hours including time spent by the student in school buses to and from the school and in extra-curricular school activities.
- A **student** under this policy is an Emirati or a resident who is enrolled in an educational institution in Abu Dhabi.
- **Safeguarding** is protecting students from all risk of harm, including maltreatment and other types of risks that impact their overall health and development, wellbeing, and general safety.
- **Student maltreatment**, for the purpose of this policy, is synonymous to child maltreatment, which refers to all threats to children's physical, psychological, moral, or mental well-being abuse (physical, emotional, and sexual), and includes neglect, exploitation, bullying, and cyberbullying of a student and any other action that could threaten the safety of children or his/her physical, psychological, moral, or mental well-being.
- **Student protection**, for the purpose of this policy, is synonymous to child protection, which is defined as all measures, steps and actions that must be taken to prevent, protect and support students from risks that may cause harm or injury or any other action that could threaten the safety of children or his/her physical, psychological, moral, or mental well-being whilst they are under the supervision of the educational institution.
- **Supervision** is the state of being responsible, having the duty of care, and keeping watch over an individual in the interest of their and others' security while utilizing its systems and taking part in all activities organized by the school, inside or outside its premises, including travelling to and from the school using its transportation, and moving between and waiting for activities.
- An **invited visitor** is an individual visiting the educational institution on a temporary basis to interact with students (e.g., a speaker, career fair representative, etc.).
- **Volunteer**: An individual engaged by an educational institution on a non-remunerated basis to interact with students (e.g., parent chaperones, etc.).



WADEEMA'S LAW – RIGHT TO PROTECTION

According to Article 33 of Wadeema's Law, the following in particular shall be considered as threatening to the child or to his/her physical, psychological, moral or mental integrity, which requires his/her right to protection:

- Loss of both parents and living without a breadwinner or tutor.
- Child's exposure to neglect, rejection and homelessness.
- Obvious and continuous default in education and care.
- Habitual child abuse.
- Child's exposure to exploitation or sexual abuse.
- Child's exposure to exploitation by illegal organizations and in organized crime, such as planting the ideas of intolerance and hatred or inciting the child to carry out acts of violence and intimidation.
- Child's exposure to begging or to economic exploitation.
- Inability of the parents or custodian to provide care or to raise the child.
- Child's exposure to kidnapping, sale or trafficking for any purpose or to exploitation of any form.
- Psychological or mental disability that affects the child's ability to perception.

TYPES OF MALTREATMENT OF STUDENTS

- **Physical abuse:** An intentional physical act or failure or unwillingness to act which results in, has a high likelihood of resulting in, or poses a threat of resulting in, immediate and/or long-term physical injury or harm to students' health, survival and development.
 - **Emotional abuse:** An act, whether consistent or inconsistent, used to make a student feel unloved, worthless, and of no value and integrity, interfering with the student's positive mental and emotional development.
 - **Sexual abuse:** The coercion, attraction or involvement of students in sexual activity that they may or may not fully comprehend, or that violates the laws or social taboos of society. Activity could also include practices that do not involve any physical contact, such as involving students in watching or producing pornographic material, or watching sexual practices, or encouraging students to behave in inappropriate sexual ways. Student sexual abuse is evidenced by the activity between an adult and a student, or between students, who by age or development is in a relationship of responsibility, trust or power. The intent of the activity is to gratify or satisfy the needs of the other person..
 - **Neglect:** Failure of parents or caregivers to provide for/protect the basic needs and rights of students to safeguard their life, physical safety, development, and psychological, mental, and moral integrity and wellbeing, that may lead to a failure to thrive in the context of the resources reasonably available to the family and/or caregiver and causes or has a high probability of causing significant harm to students' health and/or physical, social, educational, mental, spiritual or moral integrity.
 - **Exploitation:** Use of students in work or other activities for the benefit of others. This includes, but is not limited to, student labor and exploitation of students in prostitution or involvement of students in gangs, militia or military. These activities are to the detriment of students' physical or mental health, education, and/or moral or social development
 - Sexual exploitation is a form of sexual abuse where there is abuse of power by a youth, adult or group who may coerce, manipulate or deceive a student into sexual activity by physical contact and/or use of technology for monetary, social or political gain.
 - Economic exploitation is the use of a student who is below the minimum labor age in the workplace or related activities for the benefit of others through the production, distribution and consumption of goods or of a particular service delivered by the student.
 - The guide on handling maltreatment of students at educational institutions provides a full list of signs to identify all types of maltreatment.¹
 - **Bullying** is the repeated physical, psychological, social or verbal aggression exercised by students who feel they are in a position of power against peers who are perceived weaker or powerless, to achieve specific gains or draw attention, in a way that hurts students physically and/or emotionally; bullying can be committed by groups or individuals, online (cyberbullying) or in the real world.
 - **Cyberbullying:** Bullying that takes place online. Online bullying can follow the bullied student wherever they go via social communication networks and mobile phones and has a wider reach than bullying in real life.
- The guide on Handling Student Maltreatment Concerns within educational institutions¹ provides a full list of signs to identify all types of maltreatment. The National Policy for the Prevention of Bullying in Educational Institutions published by MoE, provides a complete framework for handling bullying and cyberbullying.

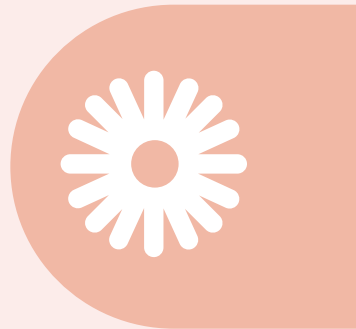
¹) The guide has been co-developed with the MoE and ADEK

PRINCIPLES



- Best interests and safety of students shall be a primary consideration in all actions taken to safeguard their wellbeing and quality of life.
- It is the responsibility of the educational institution, the principal and all staff within the organization, to recognize, respond to, and manage student protection risk and impact to the best of their ability.
- All mandated reporters and educational institution staff and volunteers are responsible and accountable for ensuring student protection measures are in place, applied, and upheld.
- All mandated reporters and educational institution staff and volunteers will be protected and will not be affected or penalized in any manner for carrying out their responsibilities to report and safeguard students from all forms of maltreatment.
- All students have the right to be:
 - a. Heard and to express their voice/opinion and participate in decision-making processes in the educational institution (to be determined by institution staff).
 - b. Treated with dignity and respect.
 - c. Treated with fairness and justice.
 - d. by an advocate and provided with necessary support when needed.
 - e. Safe, protected from harm and aware of what constitutes risk and harm.
- Zero tolerance of all forms of maltreatment is to be adopted ensuring compliance to these standards in all actions and environments pertaining to students.

PROVISIONS



1. Legal obligations and rights:

- This document was developed in line with federal student protection policy and related regulations and policies.²
- All educational institutions shall comply with the provisions of this policy. Every educational institution shall develop and publish a student protection policy to protect students from any form of maltreatment to meet the minimum standards of what is included in this policy and does not contradict any of its provisions. Institutions may equally adopt the current policy as their own and publish it on their website.
- All educational institutions shall comply with the Handling Student Maltreatment Concerns within Educational Institutions guide when dealing with abuse-related offenses that are reported and/or occurring in an educational institution.
- Educational institutions shall ensure that the student protection policy has been communicated, understood and agreed to by all relevant institution stakeholders (board members, admin staff and volunteers, parents/guardians, and students). Students shall receive a student-friendly version of this document, and their assent should be obtained when any student protection concerns are raised.
- The educational institution and its principal are responsible for students' rights and protection from what might threaten the child's physical, psychological, moral, or mental safety, including maltreatment in the educational environment. The principal acts as the primary person who is responsible for all students while they are under the educational institution' supervision and shall take responsibilities that fall under this role.
- All students have equal rights to care, protection and safety in all educational institutions. Educational institutions are fully responsible for the care, protection and safety of students while students are under the institution's supervision in accordance with the enforced legislations in the country.

²) Policies are detailed in the "References" section at the end of this document

PROVISIONS

2. Reporting concerns of student maltreatment at educational institutions:

Staff in educational institutions, including any person who, in the performance of their duties, has regular or temporary contact with students and who provides services to students or to the institution, are mandated by Federal Law No. 3 of 2016 on Children's Rights to report all concerns without delays that may cause setbacks of alleged and/or suspected maltreatment (caused by any alleged/suspected perpetrator inside or outside of the educational institution) directly to the department-appointed Child Protection Specialist (CPS) and/or Child Protection Unit (CPU). It is recommended to report concerns within 24 hours of having a suspicion. Staff should follow the procedures outlined in Figure 1. Safety concern referrals in Abu Dhabi educational institutions and the guide to deal with concerns that threaten the child and/or his physical, psychological, moral or mental safety, including student maltreatment within educational institutions.

All concerns of student maltreatment or any concerns regarding a child's physical, psychological, moral, or mental safety detected in educational institutions, whether the maltreatment took place inside or outside of the institution, should be notified to the relevant CPU.

The MoE has put in place the National Policy for the Prevention of Bullying in educational institutions for handling bullying cases. Therefore, all cases of bullying should be handled in accordance with the procedures defined in that framework. Exceptions to bullying cases include severe bullying (cases of bullying that have or risk having a significant physical and emotional impact on the student, would be considered as form of maltreatment), which should be handled according to the procedures defined in this policy.

This document is also in line with the Child Protection in Educational Institutions Policy published by MoE. This document will replace the ADEK Child Protection Policy (2016) and the Private Schools Policy Manual developed by ADEK.²

All educational institutions shall appoint a Child Protection Coordinator (CPC) and a Child Protection Team (CPT). The team would typically include 3-5 members consisting of the counselor and/or social worker as well as relevant members of the senior leadership team, any of whom may or may not take on the role of the CPC. In educational institutions where such a team cannot be formed, the CPC would be responsible for case management within the educational institution, and a representative should be appointed in case the CPC is unavailable/unable to perform their duties.

If any staff of the educational institution, including volunteers, receives an allegation or has a concern about the possibility of maltreatment or threaten the student and/ or his/her physical, psychological, moral or mental safety, including student maltreatment or is subjected to maltreatment, or is at risk of maltreatment as defined in the types of maltreatment section, they shall report the matter to the CPC or any other person representing him/her immediately. This includes concerns of maltreatment of students taking place inside or outside the boundaries of the educational institution.

In case the reporter is unable to reach the CPC, or any other person representing him/her in the school, or that it is not in the best interest of the student, then the reporter could inform the relevant CPUs at the relevant educational institutions in the Emirate of Abu Dhabi and/or FCA immediately through filling the Safety Concern Form online in the digital safety concern portal.

The CPC should, in emergency cases where a student is in imminent danger, immediately report to the Police (999) and school Principal, then fill the Safety Concern Form online on the digital safety concern portal.

Emergency cases are detailed in the Handling Student Maltreatment Concerns within Educational Institutions guide.

²) Policies are detailed in the "References" section at the end of this document



PROVISIONS

How do concerns of maltreatment that threaten the child or his/her physical, psychological, moral or mental wellbeing identified in or disclosed at the educational institutions be handled?

Once a concern of maltreatment or threat to the child's physical, psychological, moral or mental safety, as well as student maltreatment (incl. severe bullying) to a student has been raised at an educational institution, this should be reported directly to the CPC, or any other person representing him/her in the institution (all staff in the educational institution should be trained on identifying maltreatment of students, in line with the operational definitions of the different types of maltreatment included in this document).

Emergency concerns, where the student is in imminent danger, should be reported immediately to the Police (as outlined in this document).

If school staff notices signs of maltreatment that occurred outside the premises of the educational institution, they should inquire from the child about reasons for these signs and monitor recurrence of marks. If the suspicion of maltreatment persists, staff should notify the CPC or his/her representative at the school in his/her absence.

Following that, the CPC or his/her representative should complete the Safety Concern Form online on the digital safety concern portal. Once submitted, a copy of the Safety Concern Form will then be automatically shared with the FCA, and the relevant CPU (MoE CPU or ADEK CPU in the Emirate of Abu Dhabi), and MoI CPC. The FCA would review the case and take necessary procedures for case management.

In case the child discloses to any staff of the educational institution that he/she is being maltreated by a person outside the educational institution, the CPC or his/her representative must be notified and the form must be filled, following the procedures stipulated above.

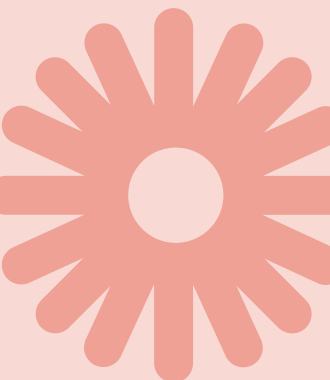
For child protection concerns that arise within the educational institution premises, that staff should report the incident to the CPC or his/her representative in the educational institution in his/her absence. Following that, the CPC or his/her representative completes the Safety Concern Form online on the digital safety concern portal

Once submitted, a copy of the Safety Concern Form will then be automatically shared with the FCA, and the relevant CPU (MoE CPU or ADEK CPU in the Emirate of Abu Dhabi), and MoI CPC. The relevant CPU in the relevant educational institution will first review the information to conduct the necessary assessments, administrative procedures and child protection measures before referring to the FCA for case management when needed, depending on the severity and type of case. The FCA will then take the necessary measures to follow-up on the cases after receiving the report.

The relevant CPU in education provides continuous administrative support (e.g., sharing relevant information to enable the Family Care Authority to conduct required assessments and other case management activities and requesting additional information from the educational institution).

If there is no need for relevant CPU to submit a report to FCA depending on severity and type of case, the follow-up of the case will be handled by the relevant CPU.

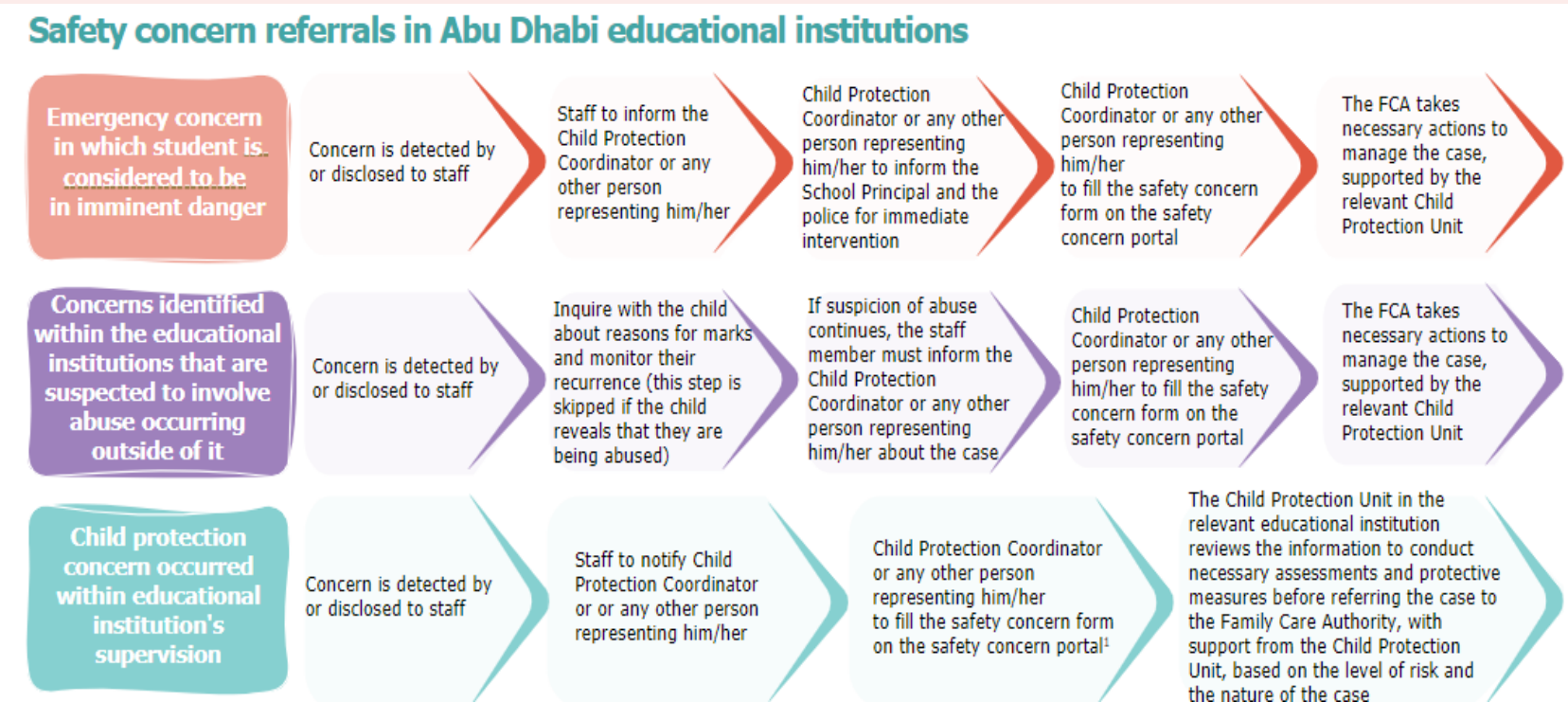
In all cases, the relevant CPU maintains record of concerns reported and responded to.



PROVISIONS

This visual summarizes how concerns of maltreatment should be handled in cases where the alleged maltreatment occurred both inside and outside of the supervision of the educational institution.

Figure 1. Safety Concern Referrals in Abu Dhabi Educational Institutions



Relevant contact details are as follows:

- **Abu Dhabi Police: 999**
- **Ministry of Education Child Protection Unit: 80085; cpu@moe.gov.ae (for guidance)**
- **Family Care Authority: 800444; ICM@adfca.gov.ae**
- **Safety Concern Portal: <https://daasafetyconcern.abudhabi/>**

3. Data confidentiality:

- Case reports regarding concerns threatening the child's physical, psychological, moral or mental safety, including student maltreatment are strictly confidential. The identity of the student subject to alleged and/or suspected maltreatment or threatening his/her physical, psychological, moral or mental safety, including student maltreatment including maltreatment, and the identity of the alleged/suspected perpetrator and the person reporting the alleged/suspected case must be kept confidential by all parties.
- The data should be shared only with authorized individuals from the relevant CPU and the FCA, investigative teams and the Abu Dhabi Judicial Department.
- Authorized individuals are strictly prohibited from discussing active and/or closed cases with the media, any third parties or other staff, and/or unauthorized departmental staff, with the exception of investigative and judicial authorities as part of their legal responsibilities in this regard.

4. Training

- Given the critical importance of understanding and complying with all aspects of this policy to ensure the protection of students, educational departments shall undergo mandatory child protection training and/or coordinate with relevant agencies the delivery of the training for leadership and other specified staff in educational institutions.
- All staff in schools and nurseries shall complete the student protection and safeguarding measures training sessions and sign off that they have received training and understand their responsibilities.
- Volunteers shall receive training on student protection policy and safeguarding measures. All invited visitors shall also be required to attest they have read and understood the school's student protection policy.
- Any staff providing counseling, support, advocacy or being in direct contact with students shall receive continuous training in student protection and safeguarding measures and be properly supervised by the principal.
- CPSs working in CPUs shall receive the CPS training provided by ECA or MoCD and the Judicial Officer training from Abu Dhabi Judicial Department or Ministry of Justice.

PROVISIONS



5. Evaluating, Hiring and Monitoring of Educational Institution Staff and Volunteers:

- Staff, volunteers and invited visitors shall be properly vetted and screened prior to working in or accessing any locations where students are present. This includes criminal record checks from countries from which the applicant is being hired.
- The principal must take full responsibility for all persons working in the educational institution and ensure their suitability and compliance with all student protection and safeguarding requirements. This includes preventing any person from working with students if they pose a risk to students' safety and wellbeing.
- The Principal must ensure that all employment contracts include a clause permitting the suspension, relocation, or immediate termination of an employee in cases of suspected or investigated student maltreatment, in accordance with enforced legislations.
- The Principal must ensure continuous monitoring of all staff and immediately report inappropriate conduct or any acts violating the law to the Child Protection Unit of the educational institution in which he/she belongs.

6. Acceptable Adult Behaviors:

- Staff, volunteers, and invited visitors must protect the rights of all students and avoid any actions that could threaten the students' physical, psychological, moral, or mental safety.
- Staff and volunteers and invited visitors shall not undertake any inappropriate behaviors towards students and/or in the presence of students.
- Staff and volunteers and visitors are required to report any incidents of

inappropriate behaviors against students.

- Any allegations of inappropriate sexual behavior by staff, volunteers, or invited visitors must be reported immediately to Abu Dhabi Police and the FCA. The involved staff member, volunteer, or visitor will then be immediately removed from the premises of the educational institution

7. Student Protection Learning Resources:

- Age-appropriate student protection learning resources shall be developed and distributed to students to support their knowledge and ability to understand personal safety and wellbeing and what actions they can take to report any violations and seek help.
- Age-appropriate student protection learning resources shall be available in the classroom and in counseling sessions and include story books, activity books, illustrations, posters, reading content, etc., that can be discussed either individually or within a group setting.
- Child protection culture must be promoted among students by trained and qualified staff in the field of student protection and development.
- All content shall identify easy-to-use references on how to seek assistance when needed.

8. Non-Compliance:

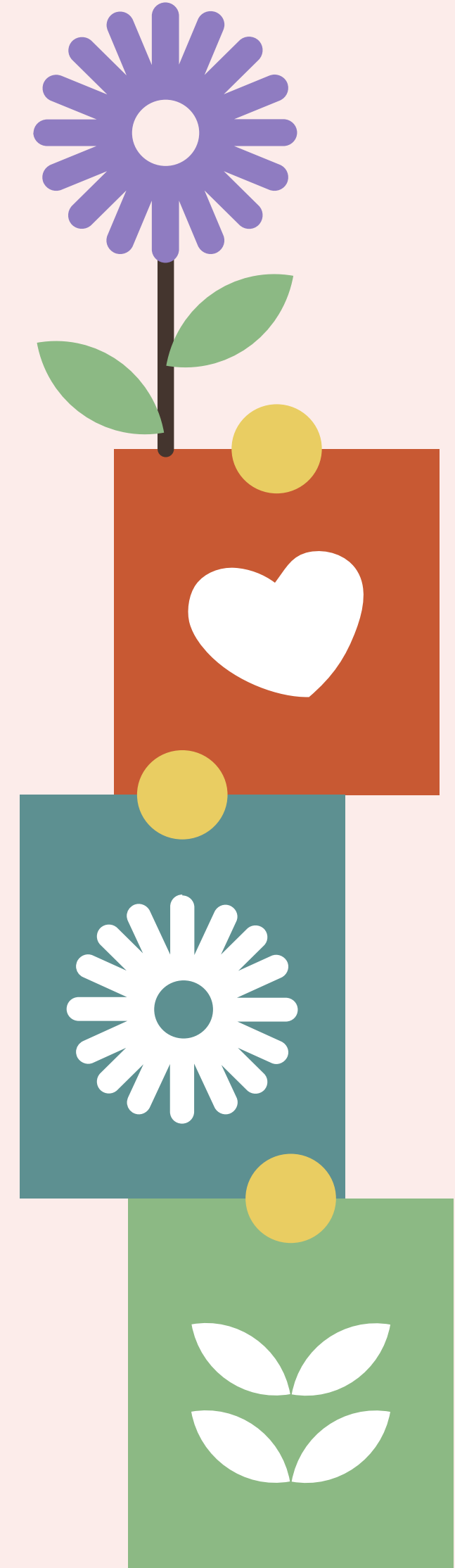
- Failure to comply with this policy is subject to legal accountability and administrative penalties stipulated in accordance with the UAE Federal Law No. 3 of 2016 on Children's Rights, Federal Law No. 3 of 1987 on the Penal Code and any other local or federal relevant laws effective at the time of non-compliance



PROVISIONS

9. Policy Dissemination and Review

- The student protection policy shall be available publicly and on the educational institution's website and distributed annually, (together with a student-friendly version), annually to parents, institution board members, staff and volunteers.
- All student protection policies, guidelines, safeguarding measures and procedures should be regularly reviewed and updated at least every 5 years or as required.
- The Dama Al-Aman in Schools and Nurseries Guide on Handling Maltreatment Concerns in the educational institutions should be available to all staff and should be reviewed regularly and updated at least every 5 years.



ROLES AND RESPONSIBILITIES



Child Protection Unit in the Ministry of Education (MoE):

Articles 6 and 7 of the executive regulation of Wadeema's Law outline the responsibilities of the Child Protection Unit within the Ministry of Education.

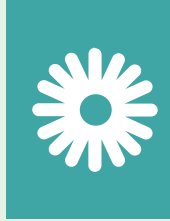
The key roles and responsibilities of the Child Protection Unit in the Ministry of Education include the following:

- Develop, monitor, and enforce student protection policies and safeguarding measures.
- Support educational institutions in formulating their own student protection policies when needed.
- Establish standards for developing suitable intervention plans in educational institutions.
- Ensure student protection standards are integrated in school inspection frameworks and provide the necessary support to institutions that do not meet standards
- Collaborate with stakeholders to design and implement student maltreatment prevention programs.
- Provide guidance to reporters and redirect them to the safety concern portal if they are reporting a child maltreatment concern.
- Receive reports of any violations of children's rights as stipulated by enforced legislations in the country.
- Promote a culture focused on child rights to limit violations that may occur to children by all possible means.
- Contribute to the reconciliation between the child and his/her parents, caregivers, or any other party, in which there is no violations of the law.
- Follow-up and support investigations into crimes happening against the child if necessary.

- Receive and review reports of concerns that threaten the child or his/her physical, psychological, moral or mental safety or safety, including student maltreatment.
- Implement appropriate preventive measures to protect the child subject to the report.
- Develop suitable preventive plans within the jurisdiction of educational entities, providing consultation and support to families and children subjected to maltreatment, or violence, or exploitation and introducing them to effective educational foundations for dealing with children
- Coordinate with relevant entities to provide psychological, social and health treatment for children who have been exposed to anything that threatens the child or threatens his/her physical, psychological, moral or mental safety or safety, including maltreatment.
- Follow-up with families and children throughout the protection process, provide them with the necessary requirements, assess their conditions to determine the progress of their case, and provide them with necessary recommendations in collaboration with the FCA.
- Coordinate with relevant entities and specialized departments to search and investigate missing children from their families and residences.
- Take the necessary measure in cases of suspected threats to the child or threat to his/her physical, psychological, moral or mental safety, including the maltreatment of a student by an employee of the educational institution.
- Activate bullying prevention programs and activate bullying prevention policy in the school environment.
- Collaborate with CPS in the educational institution to follow-up on cases handled within the public schools.
- Supervise the management of cases that are the responsibility of CPS in the institution.
- Collaborate with relevant entities and facilitate information sharing related to the educational institution for the purpose of conducting comprehensive assessments and/or investigations (in the best interests of the student and in line with the legal framework) of suspected cases of threat to the child or threat to his/her physical, psychological, moral or mental safety, including student maltreatment.
- Collaborate with the FCA to follow-up on the management of cases referred to the authority.
- Document all reports and/or communications in confidential records that are accessible only to child protection professionals or the relevant authority, where necessary and based on approved information sharing protocols.
- Participate in Family and Child Protection Committee meetings to provide support in complex cases.
- Ensure adopting safety practices in schools (including school transportation, e.g., buses, field trips, and extracurricular activities).



ROLES AND RESPONSIBILITIES



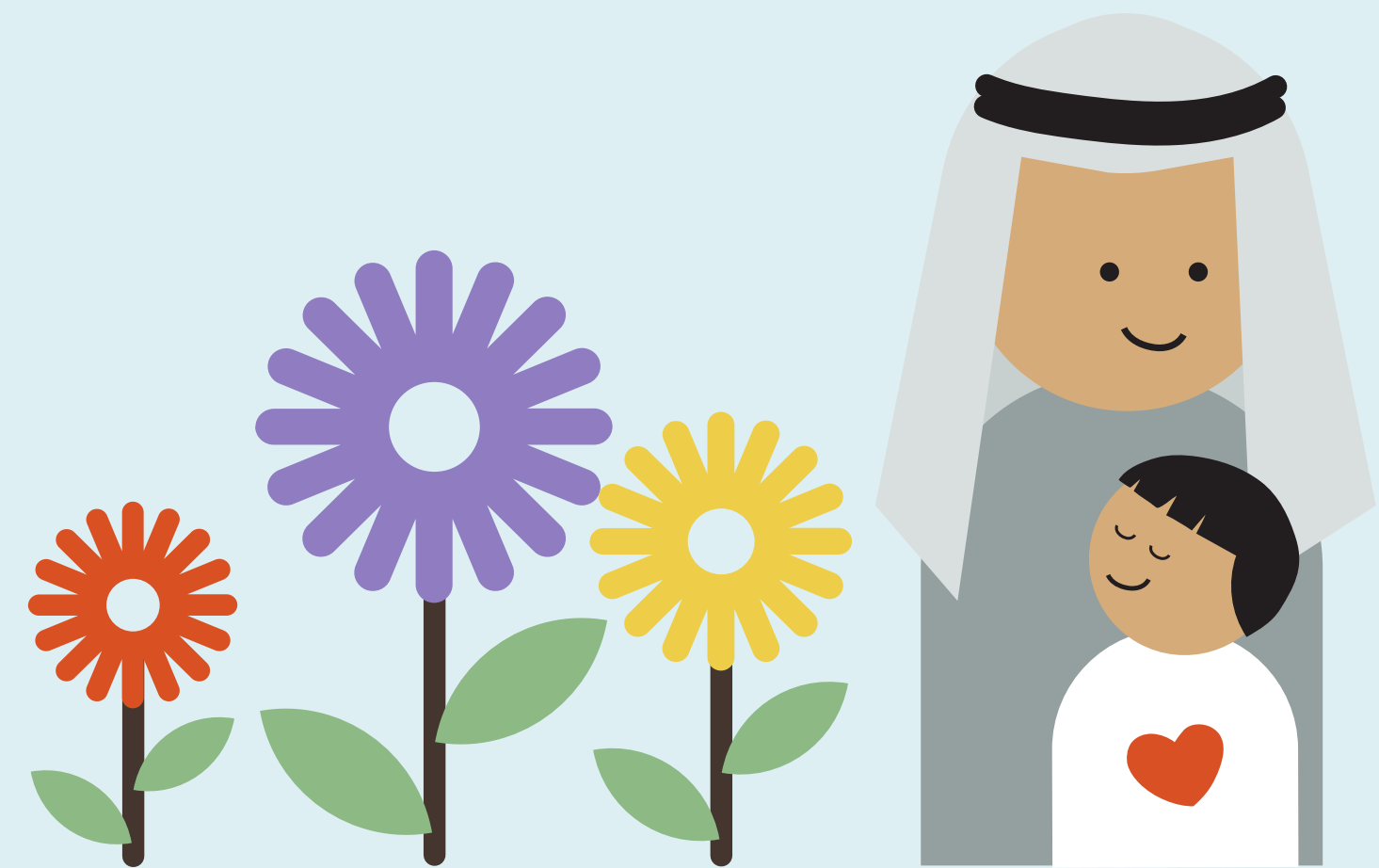
Child Protection Unit in Abu Dhabi Department of Education and Knowledge (ADEK):

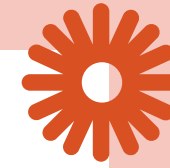
- Develop, monitor, and enforce student protection policies, procedures, and safeguarding measures.
- Support educational institutions in formulating their own student protection policies as needed.
- Ensure student protection standards are integrated in school inspection frameworks and provide the necessary support to institutions that do not meet standards
- Collaborate with relevant entities on the design and implementation of maltreatment prevention programs.
- Receive and review reports of concerns that threaten the child or threaten his/her physical, psychological, moral or mental safety or safety, including student maltreatment.
- Implement appropriate preventive measures to protect the child subject to the report.
- Develop suitable preventive plans within the jurisdiction of educational entities, providing consultation and support to families and children subjected to maltreatment, or violence, or exploitation and introducing them to effective educational foundations for dealing with children.
- Coordinate with the relevant entities to provide psychological, social and health treatment for children who have been exposed to what threatens the child or threatens his/her physical, psychological, moral or mental safety or safety, including maltreatment.
- Follow-up with families and children throughout the protection process, provide them with the necessary requirements, assess their conditions to determine the progress of their case, and provide them with necessary recommendations in collaboration with the FCA.
- Coordinate with relevant entities and specialized departments to search and investigate missing children from their families and residences.
- Take the necessary measure in cases of suspected threats to the child or threat to his/her physical, psychological, moral or mental safety, including the maltreatment of a student by an employee of the educational institution.
- Activate bullying prevention programs and activate bullying prevention policy in the school environment.
- Collaborate with CPS in the educational institution to follow-up on cases handled within the public schools.
- Supervise the management of cases that are the responsibility of CPS in the institution.
- Collaborate with relevant entities and facilitate information sharing related to the educational institution for the purpose of conducting comprehensive assessments and/or investigations (in the best interests of the student and in line with the legal framework) of suspected cases of threat to the child or threat to his/her physical, psychological, moral or mental safety, including student maltreatment.
- Collaborate with the FCA to follow-up on the management of cases referred to the authority.
- Document all reports and/or communications in confidential records that are accessible only to child protection professionals or the relevant authority, where necessary and based on approved information sharing protocols.
- Participate in Family and Child Protection Committee meetings to provide support in complex cases.
- Ensure adopting safety practices in schools (including school transportation, e.g., buses, field trips, and extracurricular activities).



PRINCIPLES

- Comply with the provisions of this policy.
- All educational institutions shall undertake to disseminate this policy to protect students from any threats to the child or threats to his/her physical, psychological, moral, or mental safety, including maltreatment.
- Ensure the implementation of procedures that prevent anything that would threaten the child or the child's physical, psychological, moral, or mental safety, including maltreatment. While confirming understanding of that by all students, educational institution staff and school principles.
- Always ensure continuous supervision of students while they are under the educational institution's provision.
- Ensure educational institutions are focused on protecting students and take immediate action when there are suspicions of any threats to their safety that could threaten a child or his/her physical, psychological, moral, or mental safety, including maltreatment.
- Ensure that students know how, where and to whom to safely report their concerns regarding incidents that could threaten their physical, psychological, moral, or mental safety, including maltreatment.
- Ensure that staff, volunteers, and students are aware of how to safely report their concerns regarding any potential threats to a child's physical, psychological, moral, or mental safety, including abuse, without fear of punishment or retaliation.
- Consider the opinions and recommendations of students and parents regarding reporting methods to ensure protection and safety.
- Immediately report any situation that threatens a child or his/her physical, psychological, moral, or mental safety, including maltreatment.
- Involve all staff and relevant volunteers in student protection training and ensure they acknowledge receiving the necessary child safety and protection training.
- Conduct orientation sessions for parents upon student registration or enrollment and at the start of every school year to promote this policy and to inform them of their roles and responsibilities, and their rights and duties.
- Maintain student records in compliance with MoE/ADEK policy in the Emirate of Abu Dhabi and ensure confidentiality of open and closed cases in accordance with the guidelines.
- Immediately suspend any staff member temporarily who is suspected of an offense involving the maltreatment of a child that threatens a child or his/her physical, psychological, moral, or mental safety, including maltreatment, and until the suspicion is adjudicated.
- Ensure that students have a safe and confidential space to report any concerns they may have about their rights to safety and wellbeing.
- Ensure vetting, hiring and monitoring of all staff, volunteers, and invited visitors according to this policy and relevant safeguarding measures.





All Staff and Volunteers of Educational Institutions shall:

- Report an alleged and/or suspected case of threat to the child's physical, psychological, moral, or mental safety including maltreatment
- Pay attention to students throughout their time under the supervision of the educational institution.
- Understand this document to address alleged and/or suspected cases that cause threat to the child's physical, psychological, moral, or mental safety including maltreatment.
- Attend and participate in mandated student protection and safeguarding training.



Parents:

- Cooperate with the educational institution's principal and staff, to answer all inquiries about the student's behavior and academic performance and respond to their feedback and guidance.
- Attend all scheduled parent meetings with the educational institution.
- Report any concerns, observations, or changes in their student's behavior to the educational institution's principal, and/or board members, and/or to the relevant institution's staff.
- Support the educational institutions in adopting safe online practices during distance learning and completing homework.

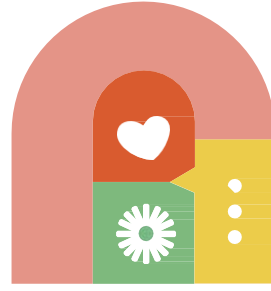
References

- The United Nation's Convention on the Rights of the Child (UNCRC) 1991
- UAE Federal Law No. 3 of 2016 on Children's Rights (Wadeema)
- Federal Law No. (5) of 1983 Concerning Nurseries
- Decree related to Federal Law No. (21) of 2021
- Federal Law 9 of 1976 (Juvenile Delinquents and Vagrants Act)
- UAE Penal Code 1987
- UAE Criminal Procedure Code 1992
- UAE Law of Evidence 1992
- Federal Compulsory Education Law - 11, 1972
- MoI Child Protection Center website (www.moi-cpc.gov.ae)
- MoI-ADEK Child Protection Center Memorandum of Understanding of 2015
- MoE Child Protection Policy
- MoE National Policy for the Prevention of Bullying in Educational Institution
- ADEK Policy 30 (Professional Code of Ethics) of the Private Schools Policy and Guidance Manual 2014-2015
- ADEK Policy 3 (Students Protection) of the Private Schools Policy and Guidance Manual 2014-2015
- Handling Student concerns of maltreatment at educational institutions

Appendix

- Reporting potential child safety concerns portal: www.daasafetyconcern.abudhabi





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Thank you

