



CHILD PROTECTION & SAFEGUARDING POLICY 2026-2027

VISION

“To ignite the potential in every child through holistic education, nurturing them to learn with curiosity, live with integrity, and thrive as responsible global citizens, united by respect, belonging, and a commitment to excellence”.

MISSION

We are committed to providing an inclusive, student-centered, and challenging learning environment that nurtures academic excellence, character, and well-being. Through holistic and experiential learning, we nurture critical thinking, open-mindedness, and resilience, grounded in integrity and ethical values. In partnership with parents and the community, we empower students to become confident, compassionate, and responsible contributors to a diverse global society, prepared for lifelong learning and success.

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1. POLICY STATEMENT

The Central School, Dubai (TCS) is fully committed to safeguarding and promoting the welfare of every child. We place the safety, well-being, and best interests of students at the centre of all our actions.

We maintain a zero-tolerance approach to all forms of abuse, neglect, or harm. All staff, volunteers, visitors, and external partners share the responsibility to protect children and must follow this policy at all times.

We listen to and respect students' voices, ensuring they feel safe, supported, and valued, so they can learn, grow, and achieve their full potential.

Introduction

This Child Protection and Safeguarding Policy aligns with the UAE National Child Protection Policy for educational institutions. It outlines the school's commitment to ensuring the safety, well-being, and rights of all students.

2. CHILD PROTECTION AND SAFEGUARDING POLICY PURPOSE

This policy:

- Ensures the protection, safety, and well-being of all students.
- Defines clear procedures for identifying, reporting, and responding to concerns.
- Establishes the roles, responsibilities, and good practices of the Child Protection Team.

3. LEGAL FRAMEWORK

This policy is aligned with the following UAE laws and regulatory requirements:

- UAE Federal Law No. 3 of 2016 (Wadeema's Law) – Child Rights
- UAE Federal Law No. 2 of 2015 – Combating Discrimination and Hatred
- UAE National Child Protection Policy in Educational Institutions
- KHDA regulations and Dubai Schools Inspection Bureau (DSIB) requirements
- United Nations Convention on the Rights of the Child (UNCRC)

4. CORE PRINCIPLES

The following principles guide this policy:

- The best interests and safety of the child are paramount
- Every child has the right to be heard, respected, and protected
- Safeguarding is a shared responsibility of the entire school community
- All concerns are taken seriously, recorded, and acted upon promptly
- Confidentiality is maintained, with information shared only when necessary to protect the child
- A culture of vigilance, inclusion, and care is promoted at all times

5. DEFINITIONS

- **Child:** Any person under the age of 18 years, as per UAE Federal Law.
- **Safeguarding:** The broad preventive actions taken to promote the welfare of children and protect them from harm, abuse and neglect.

- **Child Protection:** The specific procedures followed when a child is suspected of suffering from, or is at risk of, significant harm.
- **Abuse:** Any act of commission or omission that harms a child's physical, emotional, or psychological health and development.
- **Designated Safeguarding Lead (DSL):** The staff member responsible for managing and overseeing safeguarding concerns.

6. CATEGORIES AND IDENTIFICATION OF ABUSE

Staff are trained to identify the following forms of abuse and must report any concerns immediately, even if they do not have absolute proof.

Physical Abuse

This involves hitting, shaking, or causing any physical injury to a child. It also includes corporal punishment, which is strictly prohibited. Indicators may include unexplained injuries, a child's fear of physical contact, or an expressed reluctance to go home.

Emotional Abuse

This refers to the persistent maltreatment of a child that impairs their emotional development. This includes belittling, bullying, or silencing a child. Signs may include sudden changes in behaviour, extreme withdrawal, or a loss of self-esteem.

Sexual Abuse

This occurs when an adult exploits a child for sexual gratification, including non-contact activities such as exposure to inappropriate images or online grooming. Indicators include age-inappropriate sexual knowledge, sudden mood swings, or withdrawal from social groups.

Neglect

This is the failure to meet a child's basic physical or psychological needs, such as providing adequate food, clothing, medical care, or supervision. Signs include poor personal hygiene, constant hunger, or appearing excessively tired and listless in class.

Bullying

This involves repetitive aggressive behaviour intended to cause harm or distress. This includes physical, verbal, social, and cyberbullying. TCS treats bullying as a serious safeguarding issue that requires immediate intervention and support for all involved.

Peer-on-Peer Abuse

This occurs when a child is harmed, distressed, or exploited by another student. It includes physical violence, sexual harassment, or digital aggression. TCS recognises that children can be perpetrators of abuse; all such cases are handled professionally with a focus on immediate victim protection and restorative intervention for those involved.

7. ROLES AND RESPONSIBILITIES

The School

The school ensures a safe, secure, and child-centred environment at all times by:

- Appointing suitably qualified and trained staff, including a Designated Safeguarding Lead (DSL) and Deputy DSL (DDSL)
- Conducting rigorous safer recruitment checks, including background and reference verification for all staff and contractors
- Implementing clear safeguarding procedures across all areas, including classrooms, transport, school premises, and school activities
- Ensuring effective supervision, visitor management, and controlled access to the school campus
- Providing regular safeguarding training and awareness for all staff
- Maintaining secure, confidential records of all safeguarding concerns
- Establishing safe and accessible reporting channels for students, staff, and parents
- Ensuring timely reporting to relevant authorities in line with UAE laws
- Promoting a culture of safety, respect, inclusion, and student voice

Safeguarding Committee (DSL and DDSL)

The Safeguarding Committee is responsible for leading and managing all safeguarding matters by:

- Overseeing the implementation of the safeguarding and child protection policy
- Receiving, recording, and responding to all concerns promptly and appropriately
- Maintaining accurate, secure, and confidential safeguarding records
- Assessing risk and coordinating appropriate action, including referrals to external authorities
- Providing guidance and support to staff on safeguarding matters
- Ensuring all staff are trained and aware of their responsibilities
- Monitoring safeguarding practices and ensuring compliance with UAE and KHDA requirements

All Staff

All staff share responsibility for safeguarding and must:

- Maintain a safe, respectful, and supportive environment for all students
- Be vigilant and identify signs of abuse, neglect, or harm
- Listen to students and take all concerns seriously

- Record and report concerns immediately through the school's procedures
- Maintain professional boundaries and follow the code of conduct
- Protect student confidentiality, sharing information only when necessary to safeguard the child

School Medical Team

The medical team supports safeguarding by:

- Identifying and reporting any signs of injury, neglect, or concern
- Maintaining accurate medical records, including patterns of concern
- Providing immediate care while ensuring that safeguarding procedures are followed
- Sharing relevant information with the DSL to support timely action

Parents

Parents are key partners in safeguarding and are expected to:

- Ensure the safety and well-being of their child in line with UAE laws
- Communicate openly with the school regarding any concerns affecting their child
- Cooperate with the school in safeguarding matters and support plans
- Inform the school promptly of any risks to their child's safety or well-being

8. PROCEDURES FOR RESPONDING TO DISCLOSURES

When a student shares a concern or discloses abuse, the child's **safety, dignity, and emotional well-being** are the priority.

Staff Response

All staff must:

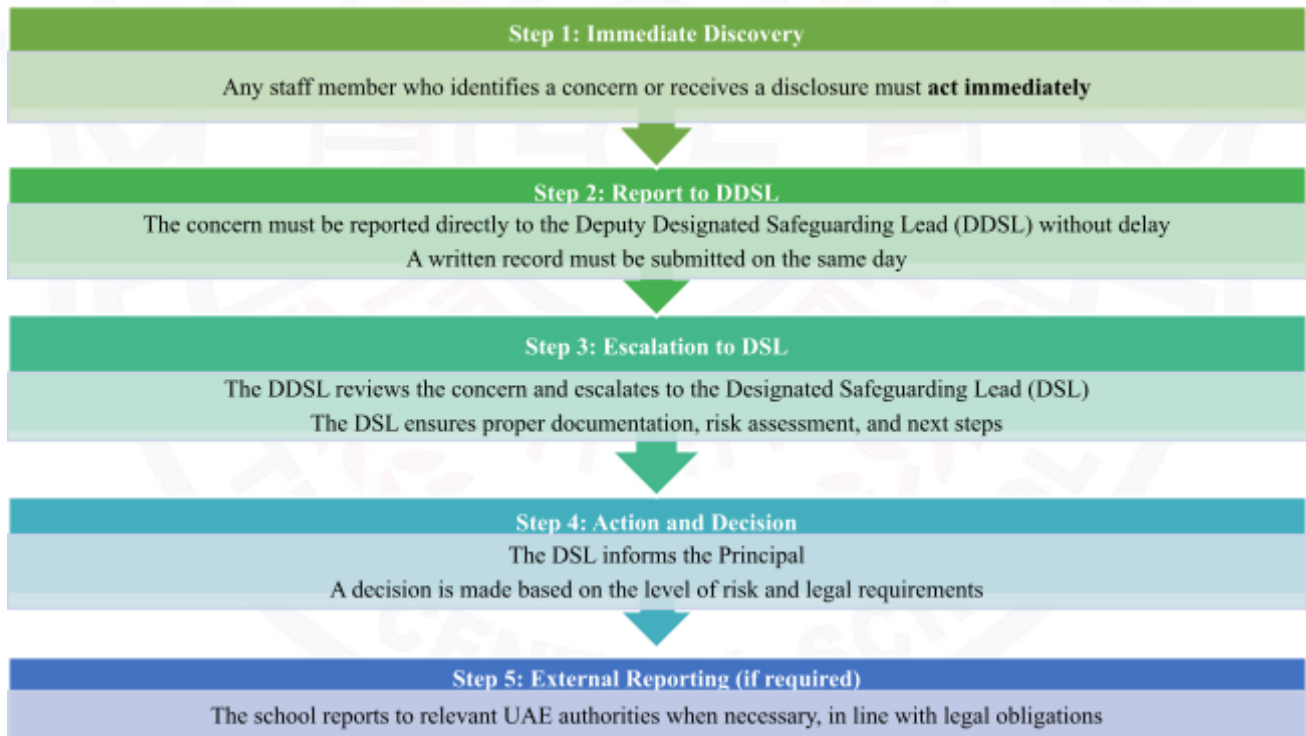
- Stay calm, listen carefully, and give the student full attention
- Allow the student to speak freely without interruption
- Reassure the student that they have done the right thing
- To not ask leading questions or attempt to investigate
- To not promise confidentiality, explain that information must be shared to keep them safe

Recording the Concern

- Record the information immediately after the disclosure
- Use the student's own words as much as possible
- Include facts only (no assumptions or opinions)
- Note any visible injuries or changes in behaviour
- Sign, date, and submit the record to the DDSL without delay
- Maintain strict confidentiality at all times

9. REPORTING AND ESCALATION PROCEDURE

All safeguarding concerns must be reported **immediately** and follow this clear structure:



1. National Reporting Hotlines (UAE-Wide)

MOI Child Protection Centre (Hotline): 116111 (Primary Reporting Channel)

Ministry of Education (Child Protection Unit): 80085 (cpu@moe.gov.ae)

Al Ameen Service (Confidential Reporting): 8004444 (SMS to 4444)

2. Dubai-Specific Authorities

Community Development Authority (CDA): 800988 (Dubai-specific Child Protection)

Dubai Foundation for Women and Children (DFWAC): 800111 (Shelter & Support)

Dubai Police (Non-Emergency): 901

10. THE SAFEGUARDING COMMITTEE AND CASE MANAGEMENT

The Safeguarding Committee oversees all safeguarding cases to ensure timely, fair, and lawful action in line with UAE regulations. The child's safety, well-being, and best interests remain the priority at all times.

Cases Involving Students

- Focus on protection, support, and early intervention
- Provide counselling and well-being support through the Inclusion/Well-being team
- Apply restorative and age-appropriate approaches where behaviour is a concern
- Ensure continuous monitoring and follow-up to safeguard the student

Cases Involving Adults

- All allegations against adults are treated as serious and urgent
- The Principal refers cases to relevant UAE authorities (e.g., KHDA, Police, DFWAC) as required
- Immediate external reporting is mandatory in cases of serious harm or abuse

Management of Allegations

- Any allegation or concern regarding a staff member must be reported immediately to the DSL or Principal
- Concerns must not be delayed or managed informally
- The school will take immediate action to safeguard the student, including risk assessment and supervision measures
- The accused staff member may be removed from duties or suspended on a neutral basis while an investigation is conducted

- All investigations are handled fairly, confidentially, and in line with UAE laws and KHDA requirements
- Proven cases of misconduct result in disciplinary action, including termination, and referral to relevant UAE authorities

Safeguarding Committee Members

The committee is composed of a multi-disciplinary team to ensure a comprehensive review of all cases:

Designation	Committee Role
Principal	Committee Lead
Designated Safeguarding Leads	Case Manager
	AN: Sebastian Thomas Email: sebastianthomas@centralschool.net Ph: 042674433 Ext: 228
	FN: Andrea Bout Email: andreabout@centralschool.net Ph: 042674433 Ext: 101
Deputy Designated Safeguarding Leads	Phase-wise Safeguarding Lead for FN & AN
Head of Inclusion	Inquiry Lead (Students of Determination)
Head of Student Affairs	Inquiry Lead (Student Wellbeing)
Medical Director	Health and Physical Evidence Advisor
Heads of Section (HoS)	Operational Support

School Counselor	Emotional Support and Counseling
Admin / Transport Manager	Campus and Transit Safety Advisors

Case Management Guidelines

The Safeguarding Committee will:

- Act immediately to ensure the child is safe and supported
- Assess risk levels and implement appropriate protection measures
- Ensure all concerns are recorded, reviewed, and acted upon within 24 hours
- Conduct a thorough and child-centred review of each case
- Maintain confidential, accurate, and secure records
- Work in partnership with external authorities and agencies when required
- Provide ongoing emotional, medical, and counselling support
- Promote student voice, confidence, and awareness of safety
- Ensure all actions are compliant with UAE law and KHDA requirements

11. PROFESSIONAL BOUNDARIES AND GOOD PRACTICE

To prevent misunderstandings and ensure a safe environment, all staff must adhere to the following conduct guidelines:

- **Physical Contact:** Staff should avoid unnecessary physical contact. Comforting a distressed child should be done in a natural, transparent manner.
- **Intimate Care:** For students requiring help with hygiene or toileting, care must always be provided by two staff members simultaneously to ensure transparency and the child's dignity.
- **Online Interactions:** All digital communication must occur through official school channels. Staff are strictly prohibited from connecting with students on personal social media platforms or sharing personal contact details.
- **Practical Lessons:** During PE or practical activities, any necessary physical guidance must be provided openly and only when essential for safety or instruction.

12. SAFEGUARDING STUDENTS OF DETERMINATION

TCS recognises that Students of Determination (SoD) may require specialised protection due to communication barriers, increased dependency on adults, or unique vulnerabilities.

The Head of Inclusion and DEIW works in direct partnership with the DSL to ensure that bespoke safeguarding measures are integrated into the student's Individual Education Plan (IEP). This includes training staff on recognising "non-verbal" indicators of distress.

Where a comprehensive risk assessment identifies that a student requires 1:1 support (such as a Learning Support Assistant) to ensure their own physical safety or the safety of the school community, the school will collaborate with the family to secure this provision. In exceptional circumstances, where a required safety measure is not yet in place, an Interim Safety Plan will be implemented. This plan will prioritise the students' well-being and may include temporary adjustments to the learning environment or schedule to ensure no student is placed at risk while a long-term solution is finalised.

13. ADDITIONAL SAFETY PROCEDURES

- **Missing Students:** If a student is found to be missing, the HoS and Principal are notified immediately. If a search of the grounds is unsuccessful, parents and the police are contacted without delay.
- **Early Help:** We prioritise early intervention. Staff are trained to spot emerging problems (such as sudden changes in hygiene or mood) and offer support or counselling before the situation escalates.
- **Digital Safeguarding (E-Safety):** The school utilises robust web filtering and monitoring systems on all campus devices to prevent access to inappropriate or harmful content. Digital activity is monitored to identify and intervene in cases of cyberbullying, online grooming, or exposure to extremist material.

14. CONFIDENTIALITY AND RECORD KEEPING

All child protection records are kept in a secure, locked cabinet. Access is restricted to the Principal and the specific DSL involved. Information is shared only on a "need-to-know" basis with professionals who are directly involved in the child's safety. Records are transferred to the student's next school upon their departure to ensure continuous protection.

15. REVIEW OF THE POLICY

Reviewed by	Senior Leadership Team	Reviewed & Approved	
Reviewed by	Safeguarding Committee	Reviewed & Approved	
Review Date	April 2026	Next Review Date	March 2027
Approved by	Principal	(Signature of the Principal)	Reviewed & Approved

