United Private School (UPS) Safeguarding and Student Protection Policy

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Introduction

United Private School (UPS) upholds the highest standards of safeguarding and student protection to ensure a safe and nurturing environment for all students. The school actively promotes safe practices to protect students from harm, enabling their development and growth in line with Federal Law No. (3) of 2016 Concerning Child Rights (Wadeema). This policy outlines the priorities and procedures for safeguarding and promoting student welfare and security.

Purpose

The purpose of this policy is to:

- Establish safeguarding protocols and promote student welfare at UPS.
- Define a clear line of accountability to ensure full implementation of safeguarding measures.
- Outline security requirements for supervision, visiting and departure procedures, and managing security breaches.
- Specify requirements for the use of CCTV systems in schools.
- Define training requirements to ensure staff effectively maintain a safe environment for students.

Policy Provisions

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1. Safeguarding Supervision

1.1 Duty of Care
All UPS staff accept their duty of care toward students, ensuring their wellbeing, safety, and protection while under the school's supervision. The Principal assumes in loco parentis responsibility for all students within school supervision.

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2. School-Based Safeguarding Policy

2.1 Policy Development
UPS develops and implements a comprehensive Safeguarding Policy and actively communicates it to the school community. The policy includes:

1. A statement of safeguarding processes, procedures, and aspirations.
2. Practices aligned with ADEK wellbeing policies, ensuring all safeguarding matters are handled professionally and sensitively.
3. A security policy to protect students from physical and digital security breaches.
4. Mechanisms to monitor safeguarding practices.
5. Identification of resources to deliver safeguarding provisions.

2.2 Safeguarding Committee or Lead
UPS appoints a Safeguarding Committee or Lead to oversee the safeguarding strategy, ensuring:

1. Annual reviews of the policy's effectiveness.
2. Implementation of safeguarding procedures adopted by the Governing Board.
3. Training and induction for staff, volunteers, and visitors.
4. Accessibility of the Safeguarding Policy for parents.
5. Compliance with ADEK's Student Protection Policy.

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3. Safeguarding Awareness

3.1 Awareness Strategies
UPS adopts safeguarding strategies to:

1. Provide a safe environment for students to voice ideas and concerns.
2. Enforce zero tolerance for student maltreatment.
3. Monitor students at risk, including those with additional learning needs.
4. Train staff to handle safeguarding incidents appropriately.
5. Create a transparent environment where concerns about behaviors can be raised.
6. Address online safety as per the ADEK School Digital Policy.
7. Ensure no school policy jeopardizes student wellbeing.
8. Provide accessible, judgment-free counseling support.
9. Report incidents such as excessive absences to authorities as potential maltreatment.

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4. Safeguarding in the Curriculum

4.1 Curriculum Safeguards
UPS ensures the curriculum:

1. Builds students' self-esteem and self-regulation.
2. Fosters respect and civility.
3. Enhances communication and consent skills.

4. Educates on risks, including online behavior.
5. Equips students with self-protection strategies.
6. Promotes responsibility for safety.

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5. School Security Measures

5.1 Security Systems
UPS implements comprehensive security measures, including CCTV systems installed by licensed vendors, covering entrances, walkways, public areas, and pickup/drop-off points. Monitoring is conducted by vendor-appointed specialists.

5.2 Security Guards
UPS ensures security guards:

1. Are present at all entry points and licensed per ADEK policies.
2. Maintain visitor logs and issue access passes.
3. Verify identities and enforce security protocols.

5.3 Visitor Procedures
UPS establishes clear visitor procedures requiring sign-ins, visible access passes, and designated supervision.

5.4 Departure Procedures
UPS verifies authorized persons for student pickups and maintains logs for emergency changes.

5.5 Special Events
UPS enhances security during events, requiring guest pre-registration and ID verification.

5.6 Privacy Safeguards
UPS ensures the privacy of the school community by protecting personal information and avoiding public displays of sensitive data.

5.7 Security Breaches
UPS has systems to handle security breaches, including lockdown procedures, staff training, and regular data backups.

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6. Training and Professional Development

6.1 Staff Training
UPS provides induction and ongoing safeguarding training to staff, ensuring awareness of:

1. Signs of maltreatment.
2. Emergency protocols.
3. Recordkeeping and confidentiality.
4. The school's security systems.

7. Whistleblowing Mechanisms

7.1 Reporting Concerns
UPS establishes whistleblowing channels, protecting the identity of individuals raising or facing concerns during investigations.

8. Inclusion in Safeguarding

8.1 Inclusive Practices
The Safeguarding Committee collaborates with relevant stakeholders to address the unique needs of students with additional learning needs, ensuring inclusive safeguarding measures.

9. Compliance

9.1 Effective Date
This policy is effective from the start of AY 2024/25, with full compliance expected by February 2026.

9.2 Accountability
Failure to comply will result in penalties as per ADEK regulations and UAE Federal laws. UPS remains committed to fulfilling all safeguarding obligations.

References

- Federal Decree Law No. (3) of 2016 Concerning Child Rights (Wadeema).
- Federal Decree Law No. (34) of 2021 on Combating Rumors and Cybercrimes.
- ADEK Student Protection Policy and relevant UAE regulations.