



THE INDIAN HIGH SCHOOL AL GARHOUH CAMPUS

SAFEGUARDING POLICY INCLUDING CHILD PROTECTION

Academic Year 2026 - 2027



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1. RATIONALE

The Indian High Group of Schools is committed to safeguarding and promoting the welfare, wellbeing, dignity, and rights of every student. The school provides a safe, inclusive, and nurturing environment where children are protected from abuse, neglect, exploitation, bullying, discrimination, and any form of harm. Safeguarding is the responsibility of all members of the school community and requires active collaboration among staff, students, parents, volunteers, and external agencies where necessary.

2. SCOPE

This policy applies to all students, staff, school leaders, volunteers, contractors, visitors, and parents associated with the school. All stakeholders are expected to understand and follow safeguarding procedures and report concerns appropriately.

3. POLICY STATEMENT

The school recognises every student's right to be safe, protected, respected, and listened to. All students should be treated with dignity and fairness regardless of age, gender, nationality, religion, ability, or background.

The school is committed to:

- Protecting children from abuse, neglect, exploitation, and harm.
- Promoting student wellbeing and mental health.
- Creating a culture where students feel safe to speak about concerns.
- Ensuring timely identification, reporting, and management of safeguarding concerns.

Working in partnership with parents and external agencies to protect children.

4. TYPES OF ABUSE

4.1 Physical Abuse

Physical abuse involves actions that deliberately cause or are likely to cause physical injury, pain, or suffering to a child.

Examples include:

- Hitting, slapping, kicking, pushing, or pinching.
- Throwing objects at a child.
- Excessive physical punishment.
- Physical intimidation or bullying.
- Failure to prevent physical harm.

4.2 Emotional or Psychological Abuse

Emotional abuse includes persistent actions or behaviours that negatively affect a child's emotional wellbeing, confidence, development, or self-worth.

Examples include:

- Humiliation or ridicule.
- Verbal abuse and intimidation.

- Persistent criticism or rejection.
- Making inappropriate comparisons.
- Ignoring or dismissing a child's needs.
- Emotional bullying or exclusion.

4.3 Sexual Abuse

Sexual abuse involves forcing, persuading, or exploiting a child to take part in sexual activities, whether physical or non-physical, resulting in harm to the child's wellbeing and development

4.4 Cyber Abuse

Cyber abuse refers to deliberate harm, harassment, intimidation, exploitation, or bullying through digital technologies, social media platforms, gaming environments, messaging services, emails, or online forums.

Examples include:

- Online bullying.
- Sharing inappropriate content.
- Threatening messages.
- Impersonation.
- Publishing personal information without consent.
- Recording or photographing students without authorization.

4.5 Neglect

Neglect refers to the failure of parents, caregivers, or responsible adults to provide adequate care, supervision, safety, healthcare, education, emotional support, or protection required for a child's development and wellbeing.

4.6 Bullying

Bullying is intentional and repeated behaviour that causes physical, emotional, psychological, social, or cyber harm to another individual. The school maintains a zero-tolerance approach towards all forms of bullying.

4.7 Potential Abuse

Potential abuse includes situations where there is reasonable concern that a child may be at risk of future harm based on known circumstances, family history, environmental factors, or professional assessments.

5. PROCEDURES FOR RESPONDING TO SAFEGUARDING CONCERNS

Any child, regardless of background or circumstances, can be vulnerable to abuse. Staff must always maintain an attitude that safeguarding concerns can arise anywhere.

Staff Responsibilities

When a safeguarding concern arises, staff must:

- Ensure the immediate safety of the child.
- Report concerns immediately to the Designated Child Protection Officer (DCPO).
- Record facts accurately and objectively.

- Maintain confidentiality on a need-to-know basis.
- Preserve any evidence relevant to the concern.
- Refrain from conducting their own investigations.

If a Child Makes a Disclosure

Staff must:

- Listen carefully and remain calm.
- Take the child seriously.
- Ask only open-ended questions.
- Avoid leading questions.
- Reassure the child that they have done the right thing.
- Never promise complete confidentiality.
- Explain that information may need to be shared to keep them safe.
- Record the disclosure using the child's own words where possible.
- Report the disclosure immediately to the DCPO.

Recording Concerns

Records must:

- Be factual, accurate, and objective.
- Include dates, times, locations, and individuals involved.
- Clearly identify sources of information.
- Avoid assumptions, personal opinions, or interpretations.
- Be signed, dated, and submitted to the DCPO promptly.
- Be stored securely and confidentially.

Indicators of Concern

Staff should be alert when a child:

- Has repeated unexplained injuries.
- Displays sudden behavioural or emotional changes.
- Shows signs of fear, anxiety, withdrawal, or distress.
- Demonstrates age-inappropriate sexual behaviour.
- Makes disclosures indicating possible harm.
- Frequently misses school without reasonable explanation.

6. DIGITAL SAFEGUARDING AND ONLINE SAFETY

The school recognises that technology offers significant educational opportunities while also presenting safeguarding risks.

The school shall:

- Promote safe and responsible digital citizenship.
- Educate students about online risks and cyberbullying.
- Support students in understanding privacy and digital footprints.
- Address incidents of cyberbullying promptly.
- Provide online safety awareness programmes for students, staff, and parents.
- Ensure appropriate monitoring and safe use of technology within school systems.

Unauthorized photography, video recording, live streaming, or sharing of student information or images without permission is strictly prohibited.

7. CHILDREN MISSING EDUCATION

The school recognises that children missing education may be at increased risk of abuse, neglect, exploitation, or harm.

All unexplained absences will be followed up in accordance with school attendance procedures. Where concerns remain unresolved, referrals may be made to relevant authorities or agencies. Parents are expected to inform the school regarding any student absence.

8. CARE AND PROTECTION OF STUDENTS OF DETERMINATION

The school is committed to safeguarding students of determination and ensuring equality, inclusion, dignity, and protection.

The school will:

- Provide a safe and supportive learning environment.
- Conduct risk assessments where necessary.
- Develop Personal Emergency Evacuation Plans (PEEPs) where applicable.
- Ensure accessibility and inclusion in all safeguarding practices.
- Provide specialised staff training when required.
- Protect students from discrimination, exploitation, abuse, and neglect.

9. SUPPORT FOR STUDENTS AND STAFF

Students affected by safeguarding concerns will receive appropriate emotional, pastoral, and wellbeing support.

Where necessary, support may be provided through:

- The DCPO.
- School counsellors.
- Wellbeing teams.
- School medical personnel.
- Relevant external agencies.

Staff involved in safeguarding cases will also be offered guidance and support to promote their professional wellbeing.

10. CONFIDENTIALITY

Safeguarding information will be shared strictly on a need-to-know basis.

All staff must:

- Treat safeguarding information confidentially.
- Share information only with authorised personnel.
- Never promise secrecy to students.
- Report safeguarding concerns immediately to the DCPO.

Confidentiality may be overridden where a child is believed to be at risk of harm or where reporting is legally required.

11. RECORDS AND MONITORING

Accurate and secure record-keeping is an essential component of effective safeguarding practice.

The DCPO shall:

- Maintain confidential safeguarding records.
- Monitor ongoing concerns and interventions.
- Record actions, referrals, decisions, and outcomes.
- Securely store all safeguarding documentation.
- Transfer relevant safeguarding information when students move schools.

12. STAFF TRAINING

All teaching and non-teaching staff, volunteers, and contracted personnel will receive safeguarding and child protection training:

- During induction.
 - Annually as part of continuing professional development.
 - Whenever significant policy or legislative updates occur.
 - As required for specific safeguarding responsibilities.
- Staff supporting students of determination may receive additional specialist training

13. INVESTIGATION, REFERRAL AND REPORTING

The Designated Child Protection Officer (DCPO) is responsible for coordinating safeguarding processes within the school.

The DCPO will:

- Receive and manage safeguarding concerns.
- Liaise with leadership and relevant authorities.
- Ensure timely referrals where required.
- Maintain records and monitor outcomes.
- Support affected students and families.

School staff must not investigate allegations of abuse.

Where there is reasonable cause to suspect significant harm, referrals shall be made promptly to the relevant UAE authorities.

If allegations involve the DCPO, concerns must be reported directly to the Headmistress, who will oversee the safeguarding response and appoint an alternative safeguarding lead where necessary.

14. NOTIFYING PARENTS

The school will normally discuss safeguarding concerns with parents or guardians in a sensitive and appropriate manner.

However, parents may not be informed immediately where doing so could:

- Increase the risk of harm to the child.
 - Compromise an investigation.
 - Place another person at risk.
- In such cases, guidance will be sought from the relevant authorities before parental contact is made.

15. RESPONSIBILITIES OF THE WHOLE SCHOOL COMMUNITY

All members of the school community share responsibility for safeguarding children.

All staff are expected to:

- Maintain a safe and supportive environment.
- Promote student wellbeing.
- Recognise signs of abuse and neglect.
- Follow safeguarding procedures.
- Report concerns promptly.
- Attend safeguarding training.
- Maintain professional boundaries.
- Keep accurate factual records.

The DCPO works in collaboration with school leaders, counsellors, medical personnel, and external agencies to ensure appropriate safeguarding support.

16. PREVENTATIVE SAFEGUARDING

The school adopts a proactive approach to safeguarding through:

- Student wellbeing programmes.
 - Anti-bullying initiatives.
 - Digital safety education.
 - Child protection awareness campaigns.
 - Staff safeguarding training.
 - Parent awareness sessions.
 - Collaboration with community partners and authorities.
- These measures help create a culture of safety, respect, inclusion, resilience, and student voice.

17. RELEVANT LEGISLATION AND GUIDANCE

This policy is informed by:

- United Nations Convention on the Rights of the Child (UNCRC).
- UAE Child Rights Law (Wadeema's Law).
- KHDA safeguarding requirements.
- Federal Law No. 29 of 2006 concerning the Rights of People of Determination.
- Law No. 2 of 2014 concerning the Protection of the Rights of Students of Determination in the Emirate of Dubai.

Applicable UAE safeguarding and child protection requirements.

18. INVOLVEMENT OF OUTSIDE AGENCIES

The school may seek guidance, consultation, support, or referral through relevant UAE agencies including:

- Dubai Foundation for Women and Children (DFWAC)
- Community Development Authority Child Protection Centre
- Dubai Police Human Rights Department
- Latifa Hospital Child Welfare Unit
- Al Ameen Service

The school will cooperate fully with all authorised agencies involved in safeguarding and child protection matters.

19. EFFECTIVENESS AND REVISED DATES

Date	Revision	Details
April 2017	Original	Policy created
September 2018	Revision 1	Format revised
May 2019	Revision 2	Reviewed
August 2022	Revision 3	Policy revised and updated
September 2023	Revision 4	Policy revised and updated
April 2024	Revision 5	Policy revised
September 2025	Revision 6	Reviewed
May 2026	Revision 7	Policy revised
September 2026	Revision 8	Policy revised