



Child Protection Policy

2026-27



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Authorized Signatories:		
Principal	Vice Principal	Head of Inclusion (DSL)
Counselor & Wellbeing coordinator	Head of Kindergarten	Head of Primary
Manager School Operations	Health and Safety Officer	School Nurse

Vision: Creating global leaders with yogic values.

Mission: Our mission is to establish a globally renowned educational ecosystem comprising of one distinguished university, a network of schools and preschools. Our commitment lies in instilling confidence and nurturing joyful, conscious, and impactful global leaders.

INTRODUCTION & LEGAL FRAMEWORK

The health, safety, and well-being of all children in our care are of the utmost importance to everyone working within our school. Every child has the right to protection, regardless of age, gender, race, culture, or disability. They have a right to feel safe within our school environment.

Child protection is a shared responsibility, and everyone at our school is expected to report any action or behavior—whether by a parent, staff member, or any other individual—that results in neglect, physical or emotional injury, or sexual harm to a child enrolled in the school.

All staff members have a duty to report any suspected or disclosed child protection issues to the Child Protection Team. In cases where the threat is immediate or ongoing, the appropriate local safeguarding authorities, as set by the UAE, will be notified.

This policy is strictly compliant with the statutory requirements of the United Arab Emirates and the Dubai School Inspection Bureau (DSIB) Framework (Performance Standard 5: Protection, Care, Guidance and Support):

- 1. UAE Federal Law No. 3 of 2016 concerning Child Rights ('Wadeema's Law')**
- 2. UAE Crimes and Penalties Law (Federal Decree-Law No. 31 of 2021)**
- 3. UAE Federal Decree-Law No. 13 of 2024 on Protection Against Domestic Violence**

4. KHDA Guidelines for Private Schools in Dubai on Safeguarding and Child Protection Ministry of Interior (Mol) Child Protection Centre & Community Development Authority (CDA) Frameworks.

5.

CORE PROTECTION CATEGORIES & DEFINITIONS

In accordance with Wadeema's Law (Federal Law No. 3 of 2016), the school recognizes the following primary areas of harm:

- 1. Child Abuse:** Any action, commission, or omission that causes physical, psychological, or emotional harm to a child.
- 2. Child Neglect:** The failure of parents, guardians, or caretakers to meet the child's essential physical, medical, educational, or emotional needs, endangering their well-being.
- 3. Violence Against Children:** The intentional use of physical force or power against a child resulting in injury or emotional distress.
- 4. Sexual Abuse & Exploitation / Child Pornography:** Depicting, involving, or exposing a child to sexually explicit, exploitative, or degrading acts or media.
- 5. Digital / E-Safety Violations & Cyberbullying:** Online harassment, grooming, unauthorized distribution of child images, cyber-exclusion, or exposure to harmful digital content.

PURPOSE AND POLICY AIMS

The safety and well-being of our students is our highest priority. Our students have the right to feel safe and protected from significant physical and emotional harm, both within and outside of school. This policy aims to:

- Provide a safe, inclusive, and supportive environment where children can learn and thrive.
- Protect our students by giving clear, mandatory guidance to all staff on how to act when abuse or neglect is suspected.
- Ensure 100% compliance with UAE Federal Law No. 3 of 2016 (Wadeema's Law) and KHDA safeguarding mandates.
- Mandate immediate reporting of suspected abuse to statutory authorities (Mol Hotline 116111 / CDA Hotline 800988) without internal delay.
- Incorporate child protection and online safety topics into the school curriculum (PSHE/Moral Education).
- Safeguard vulnerable groups, particularly Students of Determination (POD), with adapted communication and safety strategies.

STAFF CODE OF CONDUCT & ETHICS OF PRACTICE

At Dhruv Global School, staff are expected to uphold the highest ethical standards: Trust, Respect, Care, and Integrity.

PROHIBITION OF CORPORAL PUNISHMENT:

Corporal punishment is strictly prohibited by UAE Law and school policy. Any form of physical punishment, physical restraint (unless necessary to prevent immediate physical harm to self or others), or verbal degradation will result in immediate suspension, formal disciplinary action leading to dismissal, and mandatory reporting to KHDA and Dubai Police.

Guidance for Good Practice:

Maintain appropriate physical distance and professional boundaries at all times.

Avoid one-on-one isolated interactions in closed rooms; leave doors open or ensure clear visual contact.

- Never invite students to private homes or communicate via non-official personal social media/messaging apps.
- Obtain written parental consent before transporting students in private vehicles.
- Never engage in teasing, shouting, humiliation, sarcasm, or withholding basic needs (water, meals, washroom access) as punishment.

ROLES AND RESPONSIBILITIES

The Principal & Safeguarding Lead will:

- Ensure overall policy enforcement and full compliance with KHDA and UAE legal requirements.
- Immediately suspend any staff member under investigation for suspected abuse or neglect.
- Serve as the primary liaison with statutory bodies (Mol, CDA, KHDA, Dubai Police).
- Ensure annual safeguarding training for 100% of staff and orientation for parents.

The Child Protection / Safeguarding Team will:

- Review disclosure reports, conduct preliminary safeguarding risk assessments, and escalate immediately.
- Maintain confidential, encrypted safeguarding logs.
- Coordinate continuous training and curriculum integration.

All School Staff will:

- Maintain continuous vigilance ('it could happen here mindset').
- Immediately report any suspected case of abuse, neglect, or digital harm to the DSL within 24 hours.
- Complete mandatory annual child protection training.

SAFER RECRUITMENT & HR PROCEDURES

To ensure that unsuitable individuals are prevented from working with children, HR mandates:

1. Police Clearance Certificate (PCC) / Good Conduct Certificate from UAE and country of origin.
2. Minimum of two professional reference checks verified directly with former employers.
3. Signed self-declaration of no prior convictions or pending investigations involving children.
4. Full background vetting of all third-party contractors (bus drivers, monitors, coaches, security).
5. Mandatory Safeguarding Induction completed prior to official duty commencement.

DIGITAL SAFEGUARDING, E-SAFETY & CYBERBULLYING

In alignment with DSIB Framework requirements for Digital Safety:

- The school enforces strict internet filtering, monitoring systems, and firewall controls on all school networks.
- Photography or video recording of students on personal devices is strictly prohibited.
- Cyberbullying, online harassment, grooming, or unauthorized sharing of student media is treated as a severe child protection violation.
- Age-appropriate digital literacy and e-safety instruction are integrated into the curriculum for all year groups.

DISCLOSURE, REPORTING & ESCALATION PROTOCOLS

Handling Disclosures:

When a child discloses abuse: Listen calmly, take it seriously, reassure the child, do NOT promise total confidentiality (explain that help must be brought in), use open-ended questions ('Tell me what happened'), and record exact verbatim statements.

Reporting & Statutory Escalation Pathway:

1. Immediate Internal Reporting: Staff member submits written Disclosure Form to DSL within 2 hours.
2. Risk Assessment: DSL and Safeguarding Team evaluate risk immediately.
3. Mandatory Statutory Reporting: If abuse/neglect is suspected, the DSL must report the case to:
 - **Ministry of Interior Child Protection Centre Hotline: 116111**
 - **Community Development Authority (CDA) Hotline: 800988**
 - **KHDA Safeguarding Reporting Portal**
 - **Dubai Police (Emergency cases / immediate danger: 999)**
4. Informing Parents: Parents are informed UNLESS doing so poses a direct threat to the child's safety.

CONFIDENTIALITY & RECORD KEEPING

Child protection records are stored separately from academic files in a secure, password-protected, encrypted system accessible only by the DSL and Principal. Information is shared strictly on a 'need-to-know' basis for child safety.

APPENDIX A: STATUTORY DEFINITIONS & WARNING SIGNS

Definitions align with Wadeema's Law (Federal Law No. 3 of 2016).

Neglect - The persistent or severe neglect of a child which results in impairment of health or development.

Physical Abuse - Actual or likely physical injury to a child, or failure to prevent physical injury or suffering.

Sexual – Actual or likely exploitation of a child by involvement in sexual activities without informed consent or understanding, or that violate social taboos or family roles

Emotional – Actual or likely severe adverse effects on the emotional and behavioral development of a child by persistent or severe emotional ill-treatment or rejection

Potential abuse – situations where children may not have been abused but where social and medical assessments indicate a high degree of risk that they might be abused in the future, including situations where another child in the household has been abused, or where there is a known abuser

Bullying - any persistent and uninvited behavior which insults, hurts or intimidates someone (includes cyber bullying).

Signs of possible abuse include: (These are not exhaustive or necessarily indicative of abuse).

Neglect – constant hunger or tiredness; frequent lateness or absence, poor personal hygiene, untreated medical problems; running away, stealing, low self-esteem

Physical - unexplained injuries/bruises; improbable or evasive excuses, untreated injuries; fear of treatment or medical help, fear of physical contact, fear of going home, over aggressive or defensive tendencies, fear of removing clothes, bites, lashes, facial injuries.

Sexual - Tendency to cling, tendency to cry, genital itching, acting 'like a baby', distrust of familiar adults, wetting and/or soiling, fear of undressing, throat infections, depression, fearful/panic attacks.

Emotional – Physical, emotional, developmental delay; over-reaction to mistakes; tearful, fear of losing, fear of parents being contacted, stealing, thumb-sucking, rocking, anxiety, Munchausen Syndrome by proxy (If a parent of child deliberately fabricates or induces illness in that child). Signs may include; perceived illness, doctor shopping, enforced illness, fabricated illness, poisoning e.g. with salt, induced seizures, suffocation, bleeding, rashes, tampering with vomit/urine.

Child may exhibit unusual or unnaturally prolonged illness; symptoms/signs have a temporal association with mother's presence, mother unusually at ease in hospital environment, multiple illnesses/similar symptoms in family, unexplained death of siblings.

APPENDIX B: DISCLOSURE GUIDELINES & ACTION STEPS:

Stay calm

(Don't over-react, however shocked you may be)



Listen, hear and believe (Listen carefully, take it seriously)



Give time for the person to say what they want

(Don't make assumptions and don't offer alternative explanations, ask questions beginning with Tell me about...Explain...Describe... Avoid 'who, what, when, where' questions)



Reassure and explain that they have done the right thing in telling.

(Do not promise confidentiality; explain that only those professionals who need to know will be informed)



Record in writing as near verbatim as possible and as soon as possible on a Disclosure Form

(Use the child's own words, make your record as soon as possible after the event, so that you don't forget anything, and include information about what action was taken afterwards)



Report to the Child protection team lead & to the Principal



APPENDIX C: Dhruv Global School, Dubai. SAFEGUARDING DISCLOSURE FORM

Student Name

Grade

Date/Time

Person Reporting

Detailed Verbatim Account

Physical Indicators/Observations

Immediate Actions Taken

Name and Signature:

Role:

Date and Time:

APPENDIX D: EMERGENCY & STATUTORY ESCALATION MATRIX

- Level 1 (Internal Support/Low Concern): Referral to School Counselor & Parent Meeting.
- Level 2 (Moderate Risk/Neglect/Domestic Strain): DSL Intervention + CDA Referral (800988).
- Level 3 (Severe Abuse/Immediate Harm/Criminal Violation): Immediate Contact with MoI Hotline (116111) / Dubai Police (999) + KHDA Escalation.

Child abuse case reported

DGS Employee reports to the respective phase
supervisor

Supervisor reports the case to the child protection
specialist

Child protection specialist reports to the Principal and takes action based
on the child protection policy

If parent is not involved/ the
parent had not abused the child,
the child protection specialist in
the presence of the Principal
inform/ clarifies with the parent
and then informs the child
protection unit, Dubai.

If parent is involved/ the parent had
abused the child, the child protection
officer in the presence of the Principal
inform/ clarifies with the parent and
then informs the child protection unit,
Dubai.