



SCHOOL SAFEGUARDING POLICY

1. Introduction

The Philippine School is committed to providing a safe, nurturing environment where students are protected from harm and can thrive academically, emotionally, and socially. Our safeguarding policy ensures the protection and well-being of every student in line with the requirements of the Abu Dhabi Department of Education and Knowledge (ADEK) policies. This policy applies to all members of the school community, including the governing board, staff, volunteers, students, and parents.

2. Purpose

The purpose of this policy is to:

- Ensure the safety and protection of children at The Philippine School.
- Promote a culture where safeguarding is everyone's responsibility.
- Outline the roles, responsibilities, and procedures for safeguarding students from abuse, neglect, and exploitation.

3. Scope of the Policy

- This policy applies to all students, staff, governing board members, volunteers, and anyone working on behalf of The Philippine School. It addresses child protection, staff conduct, online safety, and the procedures for handling safeguarding concerns.

4. Legal Framework and Compliance

- This policy aligns with UAE Federal Law No. 3 of 2016 on Child Rights (Wadeema's Law), ADEK guidelines, and other relevant local and international laws on child protection and safeguarding.

5. Key Definitions

- **Safeguarding:** The proactive measures to protect children from abuse, neglect, exploitation, and harm.
- **Child Protection:** The specific actions to protect children identified as suffering or likely to suffer significant harm.
- **Abuse:** Physical, emotional, sexual harm, or neglect of a child.

6. Roles and Responsibilities

- **Governing Board:** Ensure policies and procedures are in place and regularly reviewed.
- **Principal:** Oversees the implementation of safeguarding measures in the school.
- **Designated Safeguarding Lead (DSL):** The key point of contact for all safeguarding issues, responsible for reporting concerns and liaising with ADEK.
- **Staff and Volunteers:** Must be trained in safeguarding, understand the signs of abuse, and follow the school's reporting procedures.

7. Safeguarding Training

- All staff, volunteers, and governing board members will receive safeguarding training during induction, including training on how to identify signs of abuse, reporting procedures, and child protection laws.
- Ongoing training will be provided annually, and updates will be shared as per ADEK's regulations.

8. Procedures for Reporting Concerns

- If any member of staff, volunteer, or student suspects abuse, they must report their concerns immediately to the DSL.
- The DSL will document and assess the situation, then act accordingly, which may involve contacting ADEK or local authorities.





- Concerns should be reported confidentially, and the identities of those involved will be protected to the extent possible.

9. Managing Allegations against Staff

- Any allegations against staff members must be reported directly to the DSL, who will take immediate action in accordance with ADEK guidelines.
- An internal investigation will be conducted, and the necessary authorities will be informed.

10. Code of Conduct for Staff and Volunteers

- All staff and volunteers must adhere to professional conduct, which includes maintaining appropriate boundaries, avoiding favoritism, and always prioritizing the welfare of students.
- Any behavior that compromises the safety or well-being of students will not be tolerated and will be subject to disciplinary action.

11. Online Safety

- Students will be educated on the importance of online safety and the dangers of cyberbullying, grooming, and other forms of online abuse.
- The school will monitor students' online activities during school hours, ensuring compliance with ADEK's e-safety regulations.
- Staff must guide students on safe use of technology, and report any concerns regarding online abuse or inappropriate conduct.

12. Whistleblowing Policy

- Any concerns about misconduct or breaches of safeguarding procedures should be reported without fear of retaliation.
- The school will ensure that whistleblowers are protected, and concerns will be treated with confidentiality.

13. Partnership with Parents

- The Philippine School believes that safeguarding is a shared responsibility between the school and parents.
- The school will maintain open communication with parents regarding safeguarding issues and will involve them in reinforcing safety measures at home.

14. Monitoring and Evaluation

- This policy will be reviewed annually by the school's leadership team and governing board to ensure it remains effective and compliant with ADEK's safeguarding standards.
- Feedback from staff, students, and parents will be considered during reviews, and any updates from ADEK will be incorporated.

Alignment with ADEK Policy

- This policy is designed to align with the Abu Dhabi Department of Education and Knowledge (ADEK) policies on student safety, security, and orderly school operations.

Review Date:	August 24, 2024
Next Review Date:	September 14, 2025

Approved By:


Jesus S. Ostos Jr
School Principal

