

GULF ROSE NURSERY



CHILD Safeguarding & Protection Policy

IMPLEMENTATION DATE:

April - 2025

REVIEW DATE:

March - 2026

PRINCIPAL AND DESIGNATED
SAFEGUARDING LEAD (DSL):

JYOTI JOSHY

CHILD PROTECTION POLICY

Version Date	:	April - 2025
Next Review	:	March - 2026
Policy	:	Child Protection Policy
Purpose	:	To provide child protection and safeguarding
Target Group	:	Students
Issued For	:	Staff, Parents and Students



INTRODUCTION

Child protection is the process of protecting individual children identified as either suffering or likely to suffer significant harm as a result of abuse or neglect. It involves measures and structures designed to prevent and respond to abuse and neglect.

Safeguarding and promoting the welfare of children refers to the process of protecting children from abuse or neglect, preventing the impairment of their health or development, ensuring that children grow up in circumstances consistent with the provision of safe, effective and nurturing care and undertaking that role to enable those children to have optimum life chances and to enter adulthood successfully.

At Gulf Rose Nursery, we prioritize the safety and well-being of children. Our Child Protection Policy outlines our commitment to ensuring that all children are safe from harm, abuse, and exploitation. This policy provides guidelines for preventing and responding to potential risks, helping our staff and volunteers understand their responsibilities. We believe every child has the right to be protected and treated with respect. We are dedicated to creating a safe environment where children can thrive, and we will regularly review this policy to ensure it meets current best practices. Together, we can support and protect all children in our care.



PURPOSE

It is our collective responsibility to ensure the safety of every one of our students. This policy outlines procedures to safeguard children from harm, promote their welfare, and comply with UAE Federal Law No. 3 of 2016.

UAE Child Protection Law

- The Federal Law No. 3 of 2016 -
Places a **LEGAL DUTY** on local authorities, governing bodies, and people in positions of Child wellbeing to protect children. All staff of the nursery should know:
 - Know about the UAE Child Protection Law.
 - Know your responsibilities.
 - Identify different types of abuse.
 - Learn to recognize signs of abuse.
 - Know how to report child protection concerns.
 - Know how to create a safe working environment for all.

POLICY OBJECTIVES

- To protect children from abuse, neglect, exploitation, and harm.
- To ensure a safe, inclusive, and supportive environment for children's growth and development.
- To provide staff with clear guidelines and training for identifying and responding to safeguarding concerns.
- To comply with UAE child protection laws and international standards for safeguarding children.
- To promote a culture of openness and accountability where safeguarding is a shared responsibility.



ROLES & RESPONSIBILITIES:

Key Staffs

Designated Safeguarding Lead : Jyoti Joshy (Principal)

**Safeguarding Officers : Mini James (Nurse)
Krishnaveen R. (senior Teacher)**

Child Protection Team : All the Nursery Staff

CLASS TEACHERS:

- Class teachers will, in most cases, be the first person to raise a concern. They will collate detailed, accurate, secure written records of concerns and liaise with the designated safeguarding staff.
- They will keep all concerns and reports confidential and ensure that the information is handed over to one of the safeguarding officers as soon as possible.

SCHOOL NURSE:

- It is the role of the school nurse to ensure that relevant information obtained in the course of their duties is communicated to the Designated Teacher. Types of injuries, attendance and frequency are recorded.

WHOLE SCHOOL STAFF:

- All school staff have a responsibility to identify, and report suspected abuse and to ensure the safety and well-being of the pupils in their school. In doing so, they should seek advice and support as necessary from the Principal/Designated Teacher.

- Staff are expected to provide a safe and caring environment in which children can develop the confidence to voice ideas, feelings and opinions.
- Children must be treated with respect within a framework of agreed and understood behavior.

All school staff are expected to:

- Be aware of signs and symptoms of abuse
- Report concerns to the DSL as appropriate
- Keep clear, dated, factual and confidential records of safeguarding concerns.
- Follow all guidelines, practice and policy relating to safeguarding as laid down by the school, SIS School Support Centre or UAE Law.
- The school also has a duty under UAE Law to report any abuse or suspected abuse to the Police.

WHO IS RESPONSIBLE TO PROTECT THE CHILDREN?

- All staff in nursery are to recognize the signs that a child's needs are not being met. If staff recognize and report concerns, this may prevent abuse from happening. If staff don't know how to recognize and report concerns, children can be left at risk of harm.
- We all are responsible.

SUPPORT TEAM

TEACHER

NURSERY PRINCIPAL

NURSE



- Child protection is about making sure that all those who work with children in nursery are safe, competent, and confident to do so.
- Staff need to know how to work in a safe appropriate way with children.
- Safe professional conduct protects both children and staff.
- It is your responsibility to report any suspected case of abuse.



TYPE OF ABUSE

- Physical abuse
- Neglect
- Sexual abuse
- Emotional abuse

PHYSICAL ABUSE:

Physical abuse is the deliberate infliction of physical injury on a child.

This may include:

- Hitting, shaking, or throwing
- Poisoning
- Burning or scalding
- Drowning or suffocating
- Confinement to a room or cot
- Inappropriately administering drugs to control behaviour



NEGLECT:



It may involve a parent or carer failing to provide adequate food, shelter, and clothing, and failing to protect a child from physical harm and danger. Failing to ensure access to appropriate medical care or treatment, LACK OF STIMULATION, LACK OF SUPERVISION. It results in serious harm to the child's health and/or development.

SEXUAL ABUSE:



Sexual abuse involves forcing or encouraging a child or young person to take part in sexual activities. This may also include non-contact activities, such as involving children in looking or watching sexual activities or encouraging children to behave in sexually inappropriate ways.

EMOTIONAL ABUSE:



Bullying, domestic violence, adult mental health problems and parental substance misuse may expose children to emotional abuse. Conveying to a child that they are worthless unloved or inadequate. It may include deliberately silencing them or making fun of what they say.

SOME SIGNS OF ABUSE



- PHYSICAL SIGNS; Bruises, cuts, or tenderness.
- Change in behaviour, withdrawal, aggression, sadness, fear of others.
- Unusual eating habits; refusing to eat or over-eating.
- Low self-esteem, fear of failure, feelings of guilt.
- Difficulty in forming relationships, suspicion of others, lack of trust, disinterest in everything.
- Development of stutter or unwillingness to communicate.
- Unexplained absence from school

REPORTING ABUSE:

- Staff need to recognize when there may be an issue with a child. Being able to recognize concerns means being familiar with the indicators of abuse.
- Staff must respond to a concern about a child by passing the information to the concerned person as soon as possible. Staff must then make a written record of their concern.

RECORDING SUSPECTED ABUSE:



- Child's name and date of birth.
- Date, time, and concern.
- Factual account of what happened, where and who was present using the child's own words.
- Any opinion/interpretation needs to be explained.
- Your response.
- Printed name and signature of person making the record.
- Job title of person making record.
- Date and time of the record.

STAFF RESPONSIBILITIES

- Always follow the nursery's safeguarding procedures.
- Recognize and report signs of abuse or neglect immediately.
- Maintain confidentiality and act professionally when handling concerns.
- Promote positive behaviour and act as role models for children.
- Create a safe environment, and develop a culture of kindness.
- Ensure policies and practices align with UAE laws and KHDA requirements.
- Conduct background checks for all staff and volunteers.
- Provide ongoing training and professional development on safeguarding.
- Oversee all safeguarding policies and procedures.
- Record and investigate concerns or disclosures.
- Liaise with external agencies (e.g., Child Protection Unit or Dubai Police).
- Ensure regular training and awareness programs for staff.

REPORTING PROCEDURES

Recognize : Identify signs of abuse, neglect, or distress.

Respond : Listen carefully and reassure the child without making promises.

Record : Document observations, conversations, and concerns accurately.

Report : Inform the DSL immediately, who will escalate the case if required.

Refer : If necessary, report the matter to authorities, including:

Child Protection Centre (Ministry of Interior Hotline): 116111

Dubai Foundation for Women and Children (DFWAC): 800111

Dubai Police: 999

CHILD PROTECTION ON ROAD AND IN TRANSPORT



Many children are killed or injured on roads and streets. As pedestrians or passengers in vehicles, they need to be protected. Using child seats and providing children with road safety information are essential steps to teach them about safe behavior on the road.



CHILD PROTECTION INSIDE BUILDINGS.

Home safety is a significant topic, and ensuring the safety of children at home is crucial. Potential risks include electrocution, falls on hard surfaces, poisoning, and falls from windows and balconies in high-rise buildings. Parents and caregivers must be aware of these risks and take steps to prevent them.



Child Protection in Times of Crisis and Disasters

Many children suffer from abuse, violence, neglect, and exploitation, especially during disasters or crises. In such situations, they may become separated from their parents or become orphans. This can lead to homelessness and hunger.



CHILD PROTECTION IN PUBLIC VENUES

Public venues pose several risks to children, including the possibility of getting separated from their parents and becoming lost, as well as the danger of being trampled in large crowds. It is important for parents to understand how to prevent and reduce these risks.

The Ministry of Interior's Child Protection Center will collaborate with Civil Defence and other entities to ensure the protection of children in all public venues.

Protecting Children from Technological Risks and Threats



There are several threats to children's safety that are now widely recognized online. These include:

- Exposure to inappropriate sexual or violent material, which may involve illegal content featuring children.
- Targeting and grooming of children by predatory adults in chat rooms.
- Real-time abuse of children through webcams.
- Bullying and harassment of individuals, including children.

Additionally, games and instant messaging can be just as addictive as drugs. It's essential to be aware of these risks and to educate children on how to navigate the internet safely.

Preventing Child Labor Exploitation



One disturbing reality is that some individuals not only seek to exploit children but also aim to increase their wealth through this exploitation. This is now an internationally recognized issue, and while the UAE has seen very few cases of such exploitation in recent years, it remains a serious concern.

The Ministry of Interior Child Protection Center will collaborate with other government and non-government agencies to identify instances of child labor exploitation.

TRANSPORTATION SAFETY PROTOCOLS

The school transport system operates across three emirates: Dubai, Sharjah, and Ajman. We adhere to the procedures and policies established by the relevant ministries.

- **CCTV Surveillance:** The buses are fitted with a comprehensive video surveillance system, which records footage using a durable digital video recorder for security purposes.
- **Emergency Alert Systems:** Panic buttons are installed on each bus, allowing for immediate attention and assistance during emergencies.

Following list of responsibilities, which are in line with ministry rules, are in place and practiced:

RESPONSIBILITIES OF BUS DRIVERS:



- Perform a thorough daily inspection of the buses before departure, checking the lights, tires, body, and seating. Document any defects and report them to the operator.
- Make sure that no students remain on the bus at the end of the route.
- Ensure that students are not permitted to stand while the bus is in motion, and notify the operator of any violations.
- Confirm that the bus is equipped with first aid supplies and fire extinguishers.
- Before starting the journey, ensure that all entrances, exits, and aisles, including emergency exits, are completely unobstructed.
- Get the bus ready for passenger boarding, ensuring it is clean and that the interior temperature is set between 21-24 degrees Celsius.
- Do not exceed the maximum speed limit, maintaining a maximum speed of 80 km/h at all times, regardless of posted limits.
- Activate the stop arm and warning lights whenever students are crossing the road to enhance their safety.

- Allow students to exit the bus only at their designated stops, unless there is written authorization from the school.
- Maintain a professional demeanor by wearing the designated uniform while on duty.
- Provide the school bus driver permit to authorized inspectors upon request.
- Refrain from eating, drinking, or using mobile devices while the bus is in motion.

RESPONSIBILITIES OF BUS ATTENDANTS:

- Ensure that all students are seated and wearing seat belts, where available, while the bus is in motion. Students should not occupy the center seat in the rear row.
- Confirm that no students are left on the bus at the final stop.
- Ensure that students under the age of 11 are dropped off only with a guardian. If a guardian is not present, inform the school that the student will be returned after all other students have been dropped off.
- Monitor student behaviour to ensure their safety during the journey and report any incidents to the school transport coordinator.
- Keep doorways, aisles, and emergency exits clear of any obstructions throughout the trip.
- Assist students when crossing streets to ensure their safety.
- Aid in the evacuation of the bus in case of an emergency.
- Use appropriate car seats for children under four years old, following the manufacturer's instructions.
- Avoid eating, drinking, or using mobile phones while students are on the bus.
- Educate students about traffic safety and proper bus usage, and supervise any entertainment activities on the bus.

RESPONSIBILITIES OF PARENTS AND GUARDIANS:

- Designate a person to receive the student from the bus at the scheduled time and place if the student is under 10 years of age.
- Provide the school with necessary and up-to-date contact information.
- Pick up students from school if they are returned there due to unavailability of a person to receive them at the designated bus stop.
- Notify the school about any issues regarding bus cleanliness or any inappropriate behaviour by drivers, escorts, or students.
- Educate children on safety practices during their school bus journey, particularly while waiting for the bus, boarding, and exiting. Instruct them to:
 - Arrive at the assigned bus stop before the designated time.
 - Conduct themselves in a manner that ensures their safety and the safety of others during the ride.
 - Remain on the bus until they arrive at the school or another designated location.
 - Stay seated and use seat belts when available during the journey.
 - Avoid misbehavior, excessive noise, or causing disruptions.
 - Report any concerns regarding bus cleanliness or any misconduct by drivers, escorts, or fellow students to the school administration.



Our School implements the following school transport safety measures:

- **Attendance Monitoring:** Ayas are responsible for checking and recording students' attendance using an electronic tablet.
- **CCTV Surveillance:** All school transport vehicles are equipped with CCTV cameras to enhance safety and monitoring.
- **ID Card Verification:** Students must present their ID cards for verification before boarding the bus.
- **Seatbelt Requirement:** All students are required to wear seatbelts while the vehicle is in motion.
- **Drop-Off and Pick-Up Protocols:** Clear protocols are established for safe drop-off and pick-up of students.
- **Pre-Departure Attendance Check:** Attendance is taken before leaving the school campus to ensure all students are accounted for.
- **First Aid Supplies:** Each vehicle is equipped with essential first aid items to handle any medical emergencies.
- **Early Exit or Private Transport Form:** A slip/form is available in the transport department for students who do not require school transport on certain days.

These measures are designed to ensure the safety and well-being of all students during school transportation.

SAFE RECRUITMENT PRACTICES

- Conduct **criminal background checks** for all staff and volunteers.
- Verify references and previous employment history.
- Include **safeguarding responsibilities** in job descriptions.
- Provide **induction training** on child protection before employment begins.

CONFIDENTIALITY AND DATA PROTECTION

- All records of safeguarding concerns are securely stored and accessible only to authorized personnel.
- Information is shared strictly on a need-to-know basis to protect children and investigations.

CODE OF CONDUCT FOR STAFF

Staff must:

- Always maintain professional boundaries with children.
- Avoid **physical punishment, inappropriate language, or favouritism**.
- Ensure interactions are **visible** and **observable** by others.
- Report **peer misconduct** immediately.
- Follow procedures for **physical contact**, such as comforting a child appropriately.

TRAINING AND AWARENESS

- **Annual Training Sessions:** Mandatory for all staff covering child abuse, reporting, and prevention.
- **Children's Programs:** Teach children how to stay safe and seek help when needed.

MONITORING AND REVIEW

- **Monthly Audits:** Conduct checks to evaluate the implementation of safeguarding measures.
- **Annual Review:** Assess effectiveness and update policies as needed.
- **Feedback Mechanisms:** Collect input from staff, parents, and children to improve practices.

Emergency Contact Information:

- Child Protection Hotline : 116111
- Dubai Foundation for Women and Children (DFWAC) : 800111
- Dubai Police Emergency : 999
- Principal (Jyoti Joshy) : [0508626108]
- Nursery nurse (Mini James) : (554838707)

CHILD PROTECTION HOTLINE - 116111

POLICY APPROVAL AND ACKNOWLEDGMENT

By signing below, staff members acknowledge they have read, understood, and agree to comply with this Child Safeguarding and Protection Policy.

Staff Signature: _____ **Date:** _____

Principal Signature: _____ **Date:** _____

