



Al Rabeeh Academy

Safeguarding and Child Protection Policy

2025-2026

1. Vision

At Al Rabeeh Academy, every child is valued as an individual with unique strengths, needs, and rights. We are committed to safeguarding and promoting the welfare of all students, ensuring they feel safe, respected, and empowered to thrive academically, socially, and emotionally.

2. Mission

Our mission is to create a nurturing, culturally sensitive, and secure environment where children are protected from harm and supported to develop resilience, confidence, and lifelong skills. Safeguarding is a shared responsibility that we uphold in partnership with parents, ADEK, and the Family Care Authority (FCA).

3. Statement

In line with ADEK's *Student Protection Policy* and UAE Federal Law No. (3) of 2016 (*Wadeema's Law*), Al Rabeeh Academy commits to:

- Protecting students from maltreatment, neglect, bullying, exploitation, and unsafe practices.
- Providing consistent, age-appropriate safeguarding education for all students.
- Training staff and volunteers to recognise, report, and respond to concerns within 24 hours.
- Ensuring safeguarding systems respect UAE culture, Islamic values, and international best practices.
- Building partnerships with parents, families, and external agencies to strengthen child protection.

4. Safeguarding and Child Protection Team

The team works together to support our students and ensure their safety and well being. They will investigate and report safeguarding concerns and promote a culture of safeguarding in all aspects of the school.

- Designated Safeguarding Lead: Riaan Huyser - Executive Principal and James Hyland - Vice Principal
- Designated Safeguarding Lead and Social Worker - Nuura Ali
- Secondary Safeguarding Lead: Thomas Nelson - Head of Secondary
- Primary Safeguarding Lead: Matt Roberts - Head of Primary
- Safeguarding Lead: Sonia Naru / Executive Head of Inclusion

5 Roles and Responsibilities:

Principal:

The Principal has overall responsibility for safeguarding; ensures policies, training, and compliance with ADEK, BSME standards and Keeping Children Safe in Education guidance as well as Safer Recruitment.

Safeguarding and Child Protection Team:

- To lead on CPD and safeguarding awareness for all stakeholders.
- Monitor attendance, progress and well being of children who are at risk
- Trained leaders responsible for safeguarding reports, referrals, and liaison with ADEK and FCA.
- Ensuring that all relevant information about a child is disseminated to necessary staff within the school.
- In consultation with the Principal, referring an alleged case of child abuse to ADEK/Police for further support and guidance
- Ensure the Principal is informed of any concerns
- Ensure all staff are aware of the DSL and their role/contact details
- Ensure staff are aware of procedures
- Ensure safeguarding policy is adhered to throughout the school
- Provide guidance and information to parents
- Liaise with external agencies or support workers when and where required.
- Provide information to students about 'keeping safe' and ensure students are aware of relevant staff
- Develop effective links with the police and Family Care Authority (FCA)

All Staff and Volunteers:

Each individual teacher will:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to
- Record any concerns over the welfare of children in their class on MyConcern, (facts not opinions or interpretations)
- Inform the DSL if any form of Child Abuse is suspected. They in turn will inform relevant parties.
- Integrate child protection issues into relevant teaching and learning to help children protect themselves.
- Communicate any concerns to the Designated Safeguarding team through MyConcern.
- Respect children as individuals and engage them in conversations

- Cooperate as required with enquiries from relevant agencies regarding child protection matters.

Parents & Guardians:

- Parents and guardians are expected to engage with safeguarding policies
- Attend awareness sessions
- Reinforce safe behaviours at home.

Students:

- Students are encouraged to understand their rights
- Report concerns
- Treat peers with kindness and respect.

6. Reporting Procedures:

- ❖ Do not discuss confidential concerns with any members of the staff outside of the Safeguarding Team
- ❖ All concerns should be recorded on the same day, the school's safeguarding reporting platform "MyConcern".
- ❖ The SDS/PDS, in consultation with the Principal and the DSL, will decide whether the concern should be reported to ADEK, Family Care Authority and referred to the police (116111)
- Immediate risks must be escalated to the Principal and Police (999).
- Parents will be informed unless doing so places the child at additional risk.

7. Training and Professional Development:

- All teaching staff, including Teaching assistants, Support staff, Bus Supervisors, Drivers, Administration staff and volunteers receive annual training for Level 1 Safeguarding on the signs and symptoms of abuse as well as the policy and procedures with Al Rabeeh Academy. This will be repeated on a yearly basis.
- The Safeguarding and Child Protection team have all received advanced Level 3 safeguarding training
- All teaching staff are required to complete the National Online College Safeguarding in International Schools training
- Parents and school governors are encouraged to attend Level 1 Safeguarding
- We also provided safety awareness sessions for our students at an age appropriate and culturally considerate manner

8 Recognising abuse:

Definition of child abuse:

Child abuse is a generic term encompassing all ill-treatment of children including serious physical and sexual assaults as well as cases where the standard of care does not adequately support the child's health or development.

There are four broad categories of abuse that are generally recognised

- **Neglect:** failure to meet a child's basic physical and emotional needs
- **Physical abuse:** causing injury or suffering to a child
- **Sexual abuse:** involvement of a child in sexual activity, including access to pornography
- **Emotional abuse:** persistent emotional ill-treatment of a child

Staff should be aware of safeguarding challenges that may exist for students with additional learning needs and more vulnerable students who may not be able to communicate the situation effectively

9. Bullying & Cyberbullying

Al Rabeeh Academy has awareness sessions focussing on e-safety and empowering students to use online platforms safely. Parent information is also provided on a weekly basis via dojo to inform them of updates in online platforms.

- The school has a zero-tolerance stance on bullying in any form.
- Incidents of bullying, including online harassment, will be addressed promptly through restorative approaches and, where necessary, disciplinary procedures.
- Students will receive guidance on digital citizenship, online safety, and respectful use of technology.

10. CCTV

Al Rabeeh Academy uses closed-circuit television (CCTV) across the school site to help maintain a safe and secure environment for students, staff, and visitors. CCTV is monitored in accordance with UAE regulations, ADEK guidance, and the school's safeguarding and data protection policies. Footage is stored securely and only accessed by authorised staff approved by the Principal, when necessary for safeguarding, security, or investigation purposes. CCTV is not used in private areas of the school, and its use always respects the dignity, privacy, and cultural values of our community. Due to confidentiality, parents are not permitted to view CCTV according to ADEK Policy.

11. Mental Health, Self-Harm, and Trauma-Informed Practice

Al Rabeeh Academy recognises that safeguarding extends beyond physical protection to include the promotion of positive mental health and wellbeing. Students may experience challenges such as anxiety, depression, self-harm, or the effects of trauma, and the school is committed to responding with care, sensitivity, and professionalism.

- **Early Identification:** All staff are trained to recognise signs of mental distress, self-harm, or trauma, and to report concerns promptly to the Designated Safeguarding Lead (DSL).
- **Support and Intervention:** Students at risk will be supported through a coordinated plan involving the DSL, school counsellor, pastoral team, and parents, with referrals to external agencies when necessary.
- **Safe and Supportive Environment:** Staff adopt trauma-informed practices that prioritise safety, predictability, and trust, helping students feel secure and respected.
- **Student Voice:** Students are encouraged to share concerns in a safe and confidential way, with assurance that their dignity and cultural values will be respected.
- **Education and Awareness:** Mental health awareness is promoted through assemblies, PSHE lessons, and workshops, reducing stigma and encouraging help-seeking behaviours.

By embedding trauma-informed approaches and prioritising mental health, Al Rabeeh Academy aims to build resilience, foster wellbeing, and ensure that every child is supported to flourish.

12. Allegations against staff:

At Al Rabeeh Academy, staff may only use safe and approved forms of restraint when absolutely necessary to avoid harm to the student themselves or other students, and only at the levels permitted. Volunteers are expected to follow the same high standards of conduct as employed staff.

Any complaint against a staff member will be taken seriously and fully investigated by the school leadership team. Investigations will be carried out confidentially to protect both staff and students.

In serious cases, staff may be suspended while inquiries take place; in other cases, their duties may be adjusted to avoid unsupervised contact with children. All actions will follow ADEK guidelines.

13. Whistleblowing - Letting people know

Young children especially cannot be expected to always raise concerns about the behaviour and actions of an adult whom they work with in school.

It is important that an atmosphere is created in school where it is acceptable to raise concerns. This should be encouraged by both staff and children. Concerns that are raised should be taken seriously and acted upon. Details provided and decisions made should be recorded on MyConcern.

All staff should therefore be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.

14. Guidelines for Al Rabeeh Academy Staff:

- Staff must maintain professional relationships with students at all times.
- Disclosures must be handled sensitively and confidentially following guidance in the Induction Level 1 Safeguarding session.
- Communication with students should always be respectful, age-appropriate, and transparent.
- Staff are prohibited from one-to-one unsupervised contact outside school-approved contexts.
- Online interactions between staff and students must follow ICT and e-safety guidelines.

15. Safer Recruitment

- All new staff and volunteers undergo police clearance, ADEK approval, and reference checks before working with students.
- Ongoing checks are conducted in compliance with ADEK regulations.
- Contractors, visitors, and external providers must sign and follow the school's safeguarding code of conduct.
- HR and senior leaders undertake Safer Recruitment training.

16. Cultural Considerations

- Safeguarding practices will be delivered in ways that respect Islamic traditions, Emirati values, and the school's diverse international community.
- Gender-sensitive protocols will be followed where appropriate.
- Safeguarding communication (policies, workshops, resources) will be made available in both Arabic and English.

17. Confidentiality

- Safeguarding concerns will be handled with strict confidentiality.
- Information will be shared only on a need-to-know basis with relevant staff and agencies.
- Student dignity and privacy will be respected at all times.

18. UAE Support

- Abu Dhabi Social Support Unit: 02 657 3724
- MOI CPC Hotline: 116111

19. Monitoring and Review:

This Policy is reviewed annually or sooner in accordance with ADEK or MOE updates by the School Principal, Safeguarding Team and Governing body.