

## ZPS POLICY DOCUMENT

**(All Policies are under constant review. Changes to policies will occur as required and will be updated)**

### Child Protection Policy Statement for Parents

Approved by: Quality Assurance and CPO	Date: October 2019
Implemented :	Date: 5th September, 2022
Next review due by: Annually	Date: October 2023

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and sessional workers, agency staff, students or anyone working on behalf of **ZPS**. A sweeping child protection law enables teachers to offer greater support to pupils facing abuse or neglect in the UAE.

The legislation, known as Wadeema's Law, was approved on March 15, 2016.

It lays out the legal rights of minors in the country and protects children, defined as anyone aged under 18, from all types of abuse, be it physical, verbal or psychological.

#### The purpose of this policy:

- To protect children and young people who receive ZPS services. This includes the children and adults who use our services.
- To provide staff and volunteers with the overarching principles that guide the child protection.

ZPS believes that a child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practice in a way that protects them.

#### Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children namely:

- The Child Rights Law 2016;
- Article 274 of the Penal Code Federal (3) of 1987, as amended;
- Relevant Ministry of Interior guidance on protecting children from harm;
  
- ADEK Private School Policy and Guidance (2014-2015);
- ADEK's 2016 issued Child Protection Policy;
- UN Convention on the Rights of the Child, 1989, ratified by the UAE 1996;
- UAE Federal Law No.3 of 2016 on Child Rights;
- ADEK-MOI CPC Memorandum of Understanding of 2015;
- Ministry of Interior – Child Protection Center website ([www.moi-cpc.gov.ae](http://www.moi-cpc.gov.ae)).

### We recognise that:

- The welfare of children is paramount.
- We are responsible as the guardians of these children whilst they are in our care, when travelling to and from school, or on school transport, and moving between, waiting for and taking part in all activities organised by the school, both in and out of the school.
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents and guardians is essential in promoting young people's welfare.
- All adults working with children are responsible for noting and reporting cases of suspected abuse and/or neglect, whether or not the perpetrator is inside the school.

### We will seek to keep children and young people safe by:

- Valuing them, listening to and respecting them.
- Adopting child protection practices through procedures and a code of conduct for staff and volunteers.
- Developing and implementing an effective e-safety policy and related procedures.
- Providing effective management for staff and volunteers through supervision, support and training.
- Recruiting staff and volunteers safely, ensuring all necessary checks are made.
- Sharing information about child protection and good practice with children, parents, staff and volunteers.
- Sharing concerns with Ministry of Interior Child Protection Centre, Child Protection Officer, ADEK, or MoSA who need to know, and involving parents and children appropriately.

### Linked policies

- Acceptable Use
- Administration of Medicines
- Allegations Made Against Another Child
- Allegations Made Against an Employee
- Anti-bullying
- Behaviour Code for Adults Working with Children
- Children at Risk of Abuse Procedure
- Clinic
- Confidentiality
- Disciplinary Procedure
- Equal Opportunities
- E-safety
- HR recruitment
- Mobile Phone
- School Personnel Code of Conduct
- Special Educational Needs (SEND)
- Whistle Blowing

I declare that I have read the code of conduct and shall abide by it

Student name \_\_\_\_\_

\_\_\_\_\_

Class: \_\_\_\_\_

Name of Parent: \_\_\_\_\_

\_\_\_\_\_

Signature: \_\_\_\_\_



**This policy is written in conjunction with the following legislation:**

- ADEK Policy and Guidance Manual (2014-2015)
  - Policy 2: Ethical Leadership, Corresponding to Article (4) of the Organising Regulations
  - Policy 3: Student Protection, Corresponding to Article (5) of the Organising Regulations
  - Policy 23: The Principal's Authorities, Corresponding to Article (28) of the Organising Regulations
  - Policy 30: Professional Code of Ethics, Corresponding to Article (35) of the Organising Regulations
  - Policy 36: School Reports, Corresponding to Article (41) of the Organising Regulations
  - Policy 52: Corporal Punishment, Corresponding to Article (57) of the Organising Regulations
- Child Rights Law, 2016, Federal National Council, UAE
- Article 274 of the Penal Code Federal (3) of 1987, as amended
- UAE Federal Law 5 of 2012 on Combating Cybercrimes