



# المدرسة الهندية العالمية الخاصة INTERNATIONAL INDIAN SCHOOL

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## CHILD PROTECTION


### CHILD PROTECTION POLICY 2025-2026

**Ratified: August 2018**

**Amended : September 2025**

**Next Review Date: April 2026**

### Policy Responsibilities and Review

Policy Type	School
Reference	Wadeema's law, Amiri Decree No. (6) of 2024 regarding the Office of Private Education Affairs in the Emirate of Ajman
Related Policies	Anti Bullying policy, Behaviour Management Policy, Cybersafety and security policy
Review Frequency	Annually
Committee Responsible	Child Protection Committee
Chair Signature	 PRINCIPAL Ms. Qurat Ul Ain

## **School Mission and Vision**

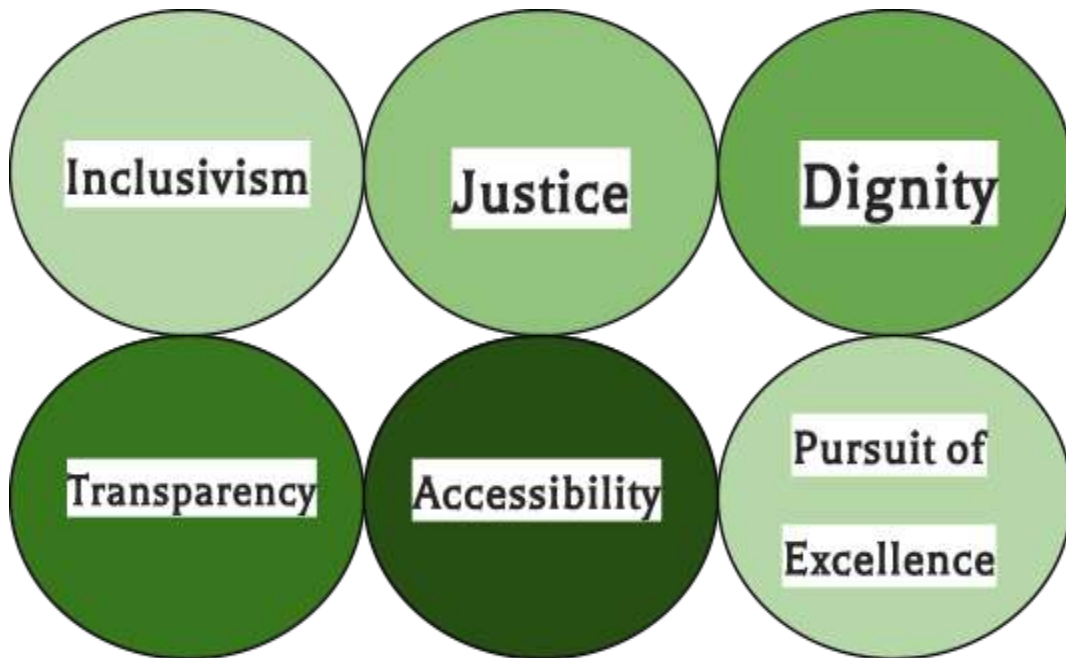
### **Our Vision**

The school envisages learning as a communitarian process of imbibing education from the natural, academic, social and technological ecosystems created around the institution of school.

### **Our Mission**

We strive to provide a new model of education for the expatriate children in the UAE in a culturally inclusive, technologically effective and ecologically sensitive way in a cosmopolitan environment.

### **CORE VALUES**



## **I. POLICY STATEMENT**

International Indian School Ajman is fully committed to safeguarding and promoting the welfare, safety, and well-being of all students in our care. We believe that every child has the right to be protected from harm, abuse, neglect, and exploitation, and to grow up in a safe and supportive learning environment where their dignity, rights, and individuality are respected.

### **This policy is guided by the principles of:**

- The best interests of the child
- Zero tolerance for abuse or neglect
- Equity, inclusion, and non-discrimination
- Confidentiality and accountability
- Collaboration with families and authorities
- Right to be Heard

We adhere strictly to the provisions of UAE Federal Law No. 3 of 2016 (Wadeema's Law), the directives of the Ajman Private Education Authority (APEA), and all relevant regulations set forth by the Ministry of Education.

All staff, service providers, volunteers, and visitors have a legal and moral obligation to report any concerns related to child safety or well-being. Failure to report suspected abuse may result in disciplinary or legal action.

This policy outlines the preventive measures, roles and responsibilities, reporting mechanisms, and response procedures to ensure the physical, emotional, and psychological protection of all students enrolled at International Indian School Ajman.

Together, we aim to foster a school culture where children feel safe, valued, and empowered to speak up.

## **II. PURPOSE**

- To protect all students from abuse, harm, neglect, harassment, and exploitation.
- To define the roles, responsibilities, and procedures for reporting and managing child protection concerns.
- To comply with Administrative Circular No. 06 of 2025 (Ajman), UAE Federal Law No. 3 of 2016 (Wadeema's Law), and APEA directives.

## **III. SCOPE**

This policy applies to:

- All students enrolled at the school.
- All school employees (teaching & non-teaching).
- Volunteers, contractors, visitors, school bus staff.
- School-related activities on or off campus.

#### IV. DEFINITION OF TERMS

**Competent Authorities:** Federal authorities concerned with child affairs.

**Concerned Bodies:** Local authorities concerned with child affairs.

**Child:** Each and every human being born alive and below 18 years of age.

**Custodian:** The person legally in charge of the child or who is entrusted with the child's custody.

**Foster Family:** The alternative family entrusted with the custody and care of the child.

**Child Abuse:** Each and every act or omission that would harm the child in a manner that prevents his upbringing and growth in a proper safe and healthy manner.

**Child Neglect:** Failure of parents or custodians to take the measures necessary for preserving the child's life and physical, psychological, mental and moral wellness from danger and protecting his various rights.

**Violence Against Child:** The deliberate use of force against any child by any individual or community that inflicts actual harm to the child's health or growth or life.

**Child's Best Interest:** Is making the child's interest above any consideration and of priority and preference in all conditions, regardless of the interests of the other parties.

**Child Pornography:** Production, display, publication, acquisition or exchange of a photo, film or drawing via a means of communication, social media, or any other means in which the child appears in an actual and real or fictional or simulated disgraceful situation in the sexual act or show.

#### V. TYPES OF ABUSE

Our school is committed to preventing and combating all forms of abuse against students, including:

- 1. Physical abuse:** such as hitting, kicking, pushing, or any act causing physical pain or injury.
- 2. Psychological or emotional abuse:** such as belittling, humiliating, intimidating, or mocking the student in ways that affect their mental well-being.
- 3. Neglect:** such as failing to meet the student's basic needs or leaving them in unsafe situations.
- 4. Verbal abuse:** using offensive, insulting, or threatening language.
- 5. Harassment:** any unwanted verbal, physical, or electronic behavior with sexual implications that causes discomfort or a lack of safety.
- 6. Discrimination and bullying:** unfair treatment or repeated harassment based on gender, origin, religion, appearance, abilities, or any other personal characteristics.

**Ref: Administrative Circular No. (06) of 2025 regarding the Protection of Students in Private Schools in the Emirate of Ajman.**

## **VI. ROLES & RESPONSIBILITIES OF STAKEHOLDERS**

### **A. School Principal**

- Overall in-charge of child safety.
- Ensures policy implementation, staff compliance, and emergency actions.
- Reports to APEA and authorities when required.
- The detailed responsibilities outlined in the Child Protection Committee's job description

### **B. Student Protection Officer**

- Certified staff member appointed by the school.
- Receives and investigates reports.
- Coordinates training, documentation, reporting.
- Point of contact for APEA and authorities.
- The detailed responsibilities outlined in the Child Protection Committee's job description

### **C. Child Protection Committee**

- Includes Principal, Student Protection Officer, VP, Section Heads, Inclusion and Wellbeing Faculty, Nurse
- Oversees implementation, holds regular reviews, handles cases.
- The detailed responsibilities outlined in the Child Protection Committee's job description

### **D. Teachers & Staff**

- Mandatory reporters.
- Must report any suspicion or disclosure of abuse immediately to the Student Protection Officer.
- Failure to report any known child rights violation by a staff member whether intentional or due to negligence is a serious breach of duty.

### **E. Parents & Guardians**

- Informed of policy.
- Encouraged to communicate concerns.

### **F. Students**

- Taught about their rights, how to seek help.

## **VII. CHILD PROTECTION COMMITTEE**

<b>Designation</b>	<b>Name of the Staff</b>
Principal	Ms. Qurat Ul Ain
Vice Principal	Mr. Manzar Alam

Student Protection Officer	Ms. Sudheesha Rahul
Section Heads	Mr. Jayakrishnana Ms. Vinu Susan Zacharia Ms. Jagrita Mazumdar Ms. Diana Yash Ms. Aashiya
Inclusion & Wellbeing Faculty	Mr. Shamjith Kalliyil Ms. Ashfina A.P Ms. Aswani Viswanath Ms. Shehana Sherin Ms. Riya Shaju
School Nurses	Ms. Vinaya Ms. Geethu Ms. Sajna Ms. Fathimath

## VIII. CONDUCT AND DISCIPLINE OF STUDENTS

This section outlines the expected standards of behavior for students and the disciplinary procedures that will be followed in cases of misconduct.

### Expected Student Behavior

All students are expected to:

- Treat peers, staff, and school property with respect and care
- Demonstrate honesty, responsibility, and inclusiveness
- Comply with school rules, classroom norms, and safety procedures
- Avoid any behavior that disrupts learning, threatens safety, or violates others' rights
- Report incidents of bullying, harassment, or abuse to a trusted adult

### Unacceptable Behavior Includes (but is not limited to) : Refer Behaviour Management Policy

- Physical or verbal aggression
- Bullying, cyberbullying, or harassment
- Discrimination or use of hate speech
- Possession or use of prohibited items (e.g., weapons, harmful substances)

- Damage to school property
- Insubordination or persistent defiance of school authority

## **Disciplinary Procedures**

All disciplinary actions will be:

- Fair, proportionate, and clearly explained to the student
- Documented and shared with parents/guardians when necessary
- Focused on corrective and restorative outcomes, not punishment
- Carried out in a manner that upholds the dignity and rights of the child

## **Disciplinary measures may include:**

Any violations of expected behavior will be managed in line with the UAE Ministry of Education's approved Student Code of Conduct and disciplinary guidelines.

## **Prohibited Disciplinary Practices**

In accordance with UAE law and school safeguarding principles, the following are strictly prohibited:

- Corporal punishment of any kind
- Humiliation, ridicule, or verbal abuse
- Isolation or seclusion
- Denial of food, water, or bathroom access as punishment
- Any form of physical, emotional, or psychological harm

## **IX. GENERAL SAFEGUARDING PROVISIONS IN THE SCHOOL**

### **Security of School ICT Systems**

The school maintains a comprehensive ICT Usage Policy that all teachers and staff members are required to review and adhere to. A simplified version of this policy is also distributed to students and their parents to ensure awareness and understanding. Any reported violations of the ICT Usage Policy are taken seriously, thoroughly investigated, and appropriate disciplinary actions are implemented when necessary to maintain a safe digital environment.

### **Supervision of Students During School Hours and After-School Activities**

#### **During School Hours:**

The safety and well-being of students during school hours is a shared responsibility among all teachers, school

leaders, and support staff. Teachers are accountable for creating and maintaining a secure classroom environment and must actively monitor students throughout all scheduled instructional periods. Additionally, teachers are assigned specific supervision duties beyond classroom time to ensure students are safely managed during breaks, transitions, and other school activities.

#### **After School:**

Students participating in after-school extracurricular activities are closely supervised by designated adults at all times. Supervising adults must accompany students to the designated pick-up area following the conclusion of activities and may not leave the premises until the last student has been collected by their parent or authorized guardian. This policy ensures students' safety until they are in the care of a responsible adult.

### **School Building Safety, Transportation, and Field Trips**

The school prioritizes student safety by implementing multiple security measures on campus. The school building is regularly maintained and monitored by security personnel who control access to the premises. Additionally, security surveillance cameras are strategically placed to enhance campus safety.

For transportation related to field trips and other school events, the school provides supervised bus services. Staff members oversee students throughout the journey, and bus nannies are assigned to support supervision, ensuring the safety and well-being of all children during transit.

### **Access Control and Visitor Management**

To ensure the safety and security of students and staff, the school implements strict access control and visitor management procedures. All visitors are required to sign in at the main entrance, present valid identification, and wear visitor badges while on campus. Unauthorized individuals are not permitted access to school premises. Staff and students must display identification badges at all times, enabling easy recognition and enhancing security. Regular audits and checks are conducted to maintain compliance with these protocols.

Additionally, any external speakers, resource persons, or visitors invited to conduct sessions or activities within the school must receive prior approval from the Ministry of Education (MOE). The school ensures that all such individuals undergo appropriate background checks and are briefed on the school's safeguarding policies before engaging with students.

### **Emergency Preparedness and Response**

The school maintains comprehensive emergency preparedness plans to protect students and staff during incidents such as fires, natural disasters, or security threats. Regular fire drills and evacuation exercises are conducted to ensure that everyone understands their roles and evacuation routes. Medical emergencies are managed promptly by trained personnel, with first aid kits readily accessible throughout the campus. Lockdown procedures are clearly outlined and practiced to respond effectively to potential security risks, minimizing harm and confusion during critical events.

### **Health and Hygiene Protocols**

The school is committed to maintaining a healthy environment by enforcing rigorous health and hygiene standards. Guidelines for managing common illnesses, contagious diseases, and pandemics such as COVID-19 are clearly communicated and strictly followed. Sick students and staff are advised to stay home to prevent the spread of infection. First aid kits and medical supplies are stocked and regularly inspected, and designated personnel are trained to provide immediate care. Regular sanitation of classrooms, restrooms, and common areas supports overall wellbeing.



## **Use of School Facilities**

All school facilities, including playgrounds, sports fields, laboratories, and libraries, are maintained to ensure student safety. Adequate supervision is provided during the use of these areas to prevent accidents and inappropriate behavior. Equipment is regularly inspected and maintained to meet safety standards. Clear rules governing the use of facilities are communicated to students and staff, fostering responsible and safe usage.

## **Bullying Prevention and Management**

The school enforces a zero-tolerance policy toward bullying in any form, including physical, verbal, social, and cyberbullying. Students and staff are encouraged to report bullying incidents promptly and without fear of retaliation. Reported cases are investigated thoroughly and addressed through appropriate disciplinary actions and support for affected students. Prevention programs and awareness campaigns are regularly conducted to promote a culture of respect, empathy, and inclusion.

## **Confidentiality and Data Protection**

The school strictly safeguards the confidentiality of all student records and sensitive information. Personal data is collected, stored, and used in accordance with applicable privacy laws and regulations. Access to student information is limited to authorized personnel only. Procedures are in place to securely handle data, and staff members receive regular training on data protection principles to prevent unauthorized disclosure or misuse.

## **Staff Code of Conduct**

All staff members are expected to uphold the highest standards of professional behavior in their interactions with students and colleagues. Clear boundaries must be maintained to ensure appropriate communication and relationships. Staff are prohibited from engaging in any conduct that could harm or exploit students. This includes avoiding situations that may lead to conflicts of interest or breaches of trust. Regular training on ethical conduct and child protection is mandatory for all employees.

## **Training and Awareness**

The school is dedicated to fostering a culture of safeguarding through ongoing training and awareness initiatives. All staff receive regular child protection and safeguarding training to recognize, prevent, and respond to concerns effectively. Students and parents are also provided with information and resources to understand their rights and responsibilities regarding safety. Awareness campaigns, workshops, and assemblies are held periodically to reinforce the importance of a safe and supportive school environment.

The school ensures a comprehensive safeguarding framework through several proactive measures. All staff undergo mandatory background checks, including police clearance prior to employment. Regular annual training on child protection and safeguarding is provided to all staff to reinforce their responsibilities. Age-appropriate student awareness programs are conducted to educate learners about personal safety, rights, and reporting mechanisms. Parent workshops are organized periodically to build awareness and collaboration in child protection. The school implements safe transport procedures, ensures restricted access to school buildings through controlled entry points, and maintains continuous monitoring of digital platforms with clear e-safety rules to protect students in both physical and virtual environments.

## **X. REPORTING MECHANISM**

**Any suspected or disclosed case of abuse, neglect, bullying, harassment (physical, emotional, sexual, cyber) observed**



**STUDENT / PARENT / STAFF / OBSERVER**



**REPORT TO STUDENT PROTECTION OFFICER**

( First point of contact, Collects initial information, Ensures confidentiality)

(Reporting through : **Email** : [spo@iisajman.org](mailto:spo@iisajman.org)/ Mob:050I926I36/ Direct Meeting in the office)



**PRINCIPAL**

( Assesses severity and urgency, Decides immediate action steps)



**PROTECTION COMMITTEE MEETS**

( assign case owner/investigator, safeguarding & initial response plan, Immediate safety measures for students, Provide counseling, medical help if needed, Inform parents if appropriate.



**ESCALATION TO EXTERNAL AUTHORITIES**

(if applicable, depending on case type: Ministry of Interior – Child Protection Center, Police (999) in emergency or criminal cases, Social Services / Child Protection Units, Ajman Private Education Authority )



**ONGOING MONITORING & CASE MANAGEMENT**

( Regular check-ins with student by the case owner/investigator usually inclusion & wellbeing faculty, Case documentation maintained securely by SPO, Disciplinary action (if staff involved) by Principal, HR, Management , Recovery & reintegration support by inclusion & wellbeing faculty reviewed by SPO & Principal)

All school staff must handle such disclosures with sensitivity, care, and professionalism.

### **Staff Should:**

- Listen calmly and attentively – allow the child to speak freely in their own words, without interruption or judgment.
- Accept what the child says – do not question the truthfulness or accuracy of the information during the initial disclosure.
- Reassure the child that they did the right thing by telling you and that you believe them.
- Remain calm and composed – avoid displaying shock, anger, or disbelief.
- Be honest about the limits of confidentiality – let the child know that you cannot keep the information secret and that you are required to report it to the appropriate school safeguarding authorities.
- Make it clear that the child is not to blame, even if they believe they have broken a rule or have been threatened.
- Be aware that the child may be frightened, confused, or have been coerced or threatened by the abuser.
- Tell the child what will happen next – inform them that you will report the concern to the Student Protection Officer (SPO) or a designated senior school leader, and that they will be kept informed of the process as appropriate.
- Do not probe for details or investigate – your role is to receive and refer, not to gather evidence or conduct interviews.
- Immediately refer the concern to the Student Protection Officer or designated Child Protection Committee member.
- Write a factual, objective, and accurate report as soon as possible. Include:
  - The date, time, and location of the disclosure
  - Exact words used by the child (use quotation marks where possible)
  - Observations about the child's behavior or emotional state
  - Other Remarks if any
- Sign and date the report, and hand it directly to the Student Protection Officer or the delegated school leader.
- Maintain confidentiality – do not discuss the matter with colleagues, students, or others who are not directly involved in handling the case.

### **Staff Should Not:**

- Make promises they cannot keep (e.g., “I won't tell anyone”)
- Ask leading or suggestive questions
- Ask the child to write about, or depict their experience in some other way.
- Express judgment or shock
- Question potential witness
- Investigate the case independently
- Delay reporting the disclosure

## **XI. RECOGNISING SIGNS OF ABUS**

In accordance with UAE law and best safeguarding practices, school staff must remain vigilant for any indicators of abuse or harm. The following are the key types of abuse, with examples and signs to help identify concerns early:

### **I. Physical Abuse**

*Includes: hitting, kicking, pushing, slapping, or any act causing physical pain or injury.*

**Possible signs include:**

- Unexplained bruises, cuts, burns, or fractures
- Injuries in various stages of healing
- Flinching or fearful reactions to physical contact
- Wearing long sleeves or clothing that may hide injuries
- Frequent absenteeism or reluctance to return home
- Reports or disclosures of being physically harmed

## **2. Psychological or Emotional Abuse**

*Includes: belittling, humiliating, intimidating, isolating, threatening, or mocking the child in a way that harms emotional well-being.*

**Possible signs include:**

- Low self-esteem or excessive need for approval
- Withdrawal from peers or activities
- Anxiety, depression, or frequent mood swings
- Difficulty concentrating or sudden changes in academic performance
- Self-harming behavior or talk of suicide
- Reluctance to speak openly or express emotions

## **3. Neglect**

*Includes: failing to provide adequate food, clothing, shelter, medical care, supervision, or emotional support.*

**Possible signs include:**

- Poor hygiene, dirty or inappropriate clothing
- Frequent hunger or stealing food
- Untreated illnesses or injuries
- Chronic absenteeism or lateness
- Fatigue or falling asleep in class
- Lack of supervision after school or during breaks

## **4. Verbal Abuse**

*Includes: the use of offensive, insulting, degrading, or threatening language.*

**Possible signs include:**

- Fear of specific individuals
- Refusal to speak or sudden changes in speech patterns
- Nervousness or tension when certain topics or people are mentioned
- Display of aggressive behavior or mimicry of abusive language
- Expressions of worthlessness or shame

## **5. Harassment (Including Sexual Harassment)**

*Includes: any unwanted verbal, physical, or electronic behavior with sexual implications that causes discomfort, fear, or emotional distress.*

**Possible signs include:**

- Sexualized behavior or knowledge inappropriate for age
- Reluctance to attend school or specific classes
- Fear of being alone with certain individuals
- Sudden changes in dress or behavior
- Complaints of discomfort during interactions
- Use of technology or social media in secretive or distressed ways

## **6. Discrimination and Bullying**

*Includes: repeated negative behavior or unfair treatment based on gender, nationality, religion, appearance, disability, or other personal characteristics.*

**Possible signs include:**

- Isolation or withdrawal from social groups
- Reluctance to come to school or participate in activities
- Visible distress or anxiety before or after school
- Sudden drop in academic performance
- Unexplained injuries, missing belongings, or damaged possessions
- Reports or disclosures of bullying or exclusion

Parents and guardians are essential partners in protecting children from all forms of abuse and neglect. As the primary caregivers, they are often in the best position to notice early warning signs that may not be immediately visible in the school environment.

Parents should be vigilant and responsive to the following behaviors or changes in their children, which may indicate a protection concern:

- Sudden withdrawal or extreme mood swings
- Unexplained injuries or reluctance to explain marks or bruises
- Loss of interest in activities, school, or social relationships
- Fearfulness or anxiety around specific individuals or places
- Changes in eating or sleeping patterns
- Decline in academic performance or school attendance
- Use of sexualized language or behavior inappropriate for age
- Fear of using technology or secretive behavior online

If a parent observes any of these signs, they are encouraged to:

- Communicate calmly with the child
- Report concerns to the school's Student Protection Officer ([spo@iisajman.org](mailto:spo@iisajman.org)) or Principal([principal@iisajman.org](mailto:principal@iisajman.org))
- Seek professional support (e.g., counseling, medical care) if needed
- Cooperate with school or legal authorities in addressing the concern

## **XII. SUPPORT FOR VICTIMS**

- Confidential counseling by the school counsellor/Psychologist/Social Worker.
- Medical care via school nurse.
- Academic accommodations if needed.
- Reintegration plans.

## **XIII. DOCUMENTATION AND CONFIDENTIALITY**

The school is committed to maintaining all case files securely, ensuring that sensitive information is accessible only to authorized personnel. All documentation practices comply strictly with UAE data protection laws and child safety regulations to protect the privacy and rights of students and families.

## **XIV. MONITORING & REVIEW**

The Child Protection Committee conducts an annual review of safeguarding policies and procedures to ensure ongoing effectiveness. Updates are made in response to new laws and regulations, such as recent APEA circulars, insights gained from case reviews, and findings from school inspections and audits. This continuous monitoring ensures the school's child protection framework remains current and robust.

## **XV. ANNEXES**

1. Reporting contact details & Child Protection Committee roles and responsibilities
2. Disclosure Process Flow
3. Disclosure Form
4. Wadeema's law
5. Administrative Circular No. (06) of 2025 regarding the Protection of Students in Private Schools in the Emirate of Ajman

### **Annexure I :**

#### **Reporting Contact Details**

<b>Designation</b>	<b>Name of the Staff</b>	<b>Contact Details</b>
<b>Principal</b>	<b>Ms. Qurat Ul- Ain</b>	<b>Email : <a href="mailto:principal@iisajman.org">principal@iisajman.org</a> Mob : 0558403796</b>
<b>Student Protection Officer</b>	<b>Ms. Sudheesha Rahul</b>	<b>Email : <a href="mailto:spo@iisajman.org">spo@iisajman.org</a> Mob : 0501926136</b>

## Child Protection Committee roles and responsibilities

Name and Designation	Roles and Responsibilities
Ms. Qurat Ul Ain, Principal	<ul style="list-style-type: none"> <li>● Ensure the school follows all applicable child protection laws and national policies, including Circular No. 06 (2025) in Ajman and the UAE's National Child Protection Policy.</li> <li>● The principal is considered guardians of the students while under school care. That means students must be protected at all times: in school premises, during school transport, in school-organised activities (inside or outside school), etc.</li> <li>● Develop, implement, and enforce clear internal procedures for prevention of abuse, neglect, harassment, bullying, etc.</li> <li>● Ensure awareness among staff, students, and parents about child protection rights, what constitutes abuse/neglect, how to report concerns.</li> <li>● Provide mandatory training for teachers/staff.</li> <li>● Establish secure, confidential reporting channels inside the school for students, staff, parents.</li> <li>● Ensure staff report any suspected case of child abuse, neglect, or harm immediately through the reporting system. The principal should follow through with required reporting to the relevant authorities (e.g. Ministry of Interior – Child Protection Centre) within required timeframes (often 24 hours), APEA under UAE/Ajman policy.</li> <li>● If there is immediate danger or serious harm, ensure contact with police (999) and follow up with formal reporting.</li> <li>● Oversee student supervision at all times in school care (during school hours, school transport, extracurriculars).</li> <li>● Ensure that school transport (buses, etc.) meet safety standards. Possibly supervise facilities (bus cameras, GPS etc.), driver/supervisor vetting.</li> <li>● Embed a culture of child protection into the daily life of the school: values, rights, welfare, safety.</li> <li>● Holding awareness workshops for parents and students so they understand rights, reporting mechanisms, etc.</li> <li>● Appointment of a certified Student Protection Officer in the school. Principals must ensure that this person is in place and that staff know who that person is.</li> <li>● Make sure staff receive required training, understand child protection policies.</li> <li>● Ensure that non-compliance by staff is addressed. If a staff member is suspected or accused, the principal must ensure suspension (if necessary), that investigations take place, and that legal or regulatory authorities are engaged.</li> <li>● Be aware of possible consequences for the school or staff for failing to meet child protection obligations (fines, license suspension, etc.).</li> </ul>
Ms. Sudheesha Rahul, Student	<ul style="list-style-type: none"> <li>● Be the contact point for staff, students, and parents for any</li> </ul>

Protection Officer	<p>concerns about abuse, neglect, bullying, harassment, etc.</p> <p><b>Planning and Supervision</b></p> <ul style="list-style-type: none"> <li>● Develop and implement an annual plan for student protection within the school.</li> <li>● Ensure that all school staff comply with child protection policies and procedures.</li> <li>● Supervise the implementation of child protection awareness programs for students, parents, and staff.</li> <li>● Contribute to promoting a culture of reporting and awareness of student rights within the school community.</li> </ul> <p><b>Reporting and Response</b></p> <ul style="list-style-type: none"> <li>● Provide safe and confidential channels to receive reports related to abuse or neglect.</li> <li>● Receive and handle reports with complete confidentiality, ensuring the protection of the student's and family's identity.</li> <li>● Take urgent measures in cases of immediate danger to the student, including rapid intervention for protection.</li> <li>● Escalate serious or recurring cases to the Private Education Affairs Office and relevant official authorities in accordance with approved regulations.</li> </ul> <p><b>Training and Development</b></p> <ul style="list-style-type: none"> <li>● Organize and conduct regular training workshops for all school staff on protection policies and reporting mechanisms.</li> <li>● Attend accredited training courses offered by the Private Education Affairs Office and official authorities.</li> <li>● Submit periodic reports on training programs and their outcomes to the school administration and the office.</li> </ul> <p><b>Documentation and Follow-up</b></p> <ul style="list-style-type: none"> <li>● Document all reports and actions taken in detail and with confidentiality.</li> <li>● Prepare monthly and annual reports on the protection status in the school, including statistics, achievements, and recommendations.</li> <li>● Cooperate with inspection teams during periodic visits and review protection records.</li> </ul>
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Mr. Manzar Alam, Vice Principal	<ul style="list-style-type: none"> <li>● Provide leadership support to the Student Protection Officer and help enforce the school's safeguarding policies.</li> <li>● Ensure that child protection policies are integrated into the school's operational and academic systems.</li> <li>● Supervise the implementation of disciplinary actions related to child protection cases.</li> <li>● Facilitate communication between the school principal, staff, and parents in safeguarding matters.</li> <li>● Participate in decision-making and risk assessments during high-level safeguarding concerns.</li> <li>● Ensure compliance with legal and regulatory requirements on</li> </ul>
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	<p>safeguarding at the school level.</p> <ul style="list-style-type: none"> <li>● Support the planning and delivery of training and awareness programs for staff and students.</li> <li>● Attend CPC meetings if required</li> <li>● Oversee record-keeping protocols to ensure confidentiality and legal adherence.</li> </ul>
<p>Mr. Jayakrishnan, Section Head: Boys  Ms. Vinu Susan , Section Head : Girls  Ms. Jagrita Mazumdar, Section Head : Primary 2  Ms. Diana Yash, Section Head, Primary I  Ms. Aashiya, Section Head KG</p>	<ul style="list-style-type: none"> <li>● Act as first responders within their respective sections when concerns arise.</li> <li>● Observe and report any behavioral, emotional, or physical signs of concern among students.</li> <li>● Ensure that all teachers in their section are trained and aware of child protection procedures.</li> <li>● Encourage students to report concerns and help create a culture of trust and safety.</li> <li>● Liaise with the Student Protection Officer and counselors to provide section-specific insights into cases.</li> <li>● Support the monitoring of vulnerable students and implementation of support plans.</li> <li>● Participate in safeguarding meetings and investigations when relevant to their section.</li> <li>● Ensure the curriculum integrates age-appropriate child protection education, such as online safety or personal boundaries.</li> <li>● Work with parents when needed to resolve concerns sensitively and professionally.</li> <li>● Escalate any unresolved or serious concerns directly to the Student Protection Officer and Vice Principal</li> </ul>
<p>Mr. Shamjith K, School Psychologist  Ms. Ashfina AP, School Psychologist</p>	<ul style="list-style-type: none"> <li>● Provide expert psychological insight into child protection cases to help understand the emotional and mental wellbeing of affected students.</li> <li>● Assist in identifying signs of abuse, neglect, trauma, or behavioral changes related to safeguarding concerns.</li> <li>● Conduct psychological assessments or evaluations when requested by the committee to support investigations.</li> <li>● Offer counseling and emotional support to students involved in child protection cases.</li> <li>● Advise the committee on appropriate interventions and support strategies tailored to the individual needs of students.</li> <li>● Collaborate with the Student Protection Officer, counselors, social workers, and other staff to develop holistic care and safety plans.</li> <li>● Support the reintegration of students back into school following safeguarding incidents, ensuring their emotional and psychological needs are met.</li> <li>● Maintain confidentiality and adhere to ethical guidelines when handling sensitive child protection information.</li> </ul>

	<ul style="list-style-type: none"> <li>● Participate in child protection training for staff, sharing knowledge about psychological impacts of abuse and trauma.</li> <li>● Help develop school-wide initiatives focused on mental health awareness, resilience building, and emotional wellbeing.</li> <li>● Provide input into safeguarding policy reviews from a psychological perspective.</li> <li>● Attend child protection meetings and contribute professional recommendations during case discussions.</li> </ul>
Ms. Aswani , Social worker	<ul style="list-style-type: none"> <li>● Act as a link between school, students, families, and external support services.</li> <li>● Identify students experiencing emotional, social, family-related, or behavioral challenges that impact learning or wellbeing.</li> <li>● Conduct home visits (where appropriate) to assess the student's family and living environment.</li> <li>● Support child protection efforts by working closely with the Student Protection Officer, counselors, and safeguarding team.</li> <li>● Participate in investigating and managing cases involving abuse, neglect, absenteeism, or other welfare concerns.</li> <li>● Prepare case reports and maintain confidential documentation related to student welfare and family support.</li> <li>● Refer families to appropriate community resources (e.g., legal aid, health services, financial assistance).</li> <li>● Educate students and families about their rights under UAE child protection laws.</li> <li>● Mediate in conflict resolution between students, families, and school staff when needed.</li> <li>● Support reintegration plans for students returning after suspension, trauma, or significant life events.</li> <li>● Conduct regular follow-ups with at-risk students to monitor progress and ongoing needs.</li> <li>● Collaborate with teachers and inclusion teams to implement behavior and academic support plans.</li> <li>● Provide training to staff on social challenges affecting students, including poverty, trauma, and cultural sensitivity.</li> <li>● Organize awareness programs or workshops for parents on parenting skills, communication, and child development.</li> <li>● Help address issues related to bullying, peer pressure, substance abuse, or school refusal.</li> <li>● Ensure all interventions are culturally sensitive, confidential, and aligned with UAE regulations.</li> <li>● Promote social-emotional wellbeing and inclusivity throughout the school environment.</li> <li>● Participate in multidisciplinary child protection or student welfare meetings.</li> </ul>
Ms. Shahana , School Psychologist cum	<ul style="list-style-type: none"> <li>● Identify students with special educational needs (SEN) and</li> </ul>

<p>Special Educator Ms. Riya , Special Educator</p>	<p>conduct initial assessments in collaboration with the inclusion team.</p> <ul style="list-style-type: none"> <li>● Develop and implement Individualized Education Plans (IEPs) tailored to the specific needs of students with disabilities or learning difficulties.</li> <li>● Adapt teaching methods and materials to support diverse learning needs and ensure inclusive education.</li> <li>● Collaborate with teachers, counselors, and child protection staff to monitor the wellbeing and academic progress of students with SEN.</li> <li>● Observe and report any signs of abuse, neglect, or safeguarding concerns related to students with special needs.</li> <li>● Advocate for the rights and protection of students with disabilities within the school and broader community.</li> <li>● Provide support and training to teachers and staff on inclusive practices and managing students with SEN.</li> <li>● Work closely with parents and guardians to support the child's development and address any welfare concerns.</li> <li>● Participate actively in Child Protection Committee meetings, offering insights into the unique vulnerabilities of students with special needs.</li> <li>● Ensure that safeguarding policies are inclusive and consider the specific risks faced by students with disabilities.</li> <li>● Support students' social and emotional development, helping build resilience and self-advocacy skills.</li> <li>● Coordinate with external specialists, therapists, and healthcare providers when necessary.</li> <li>● Maintain accurate records of interventions, progress, and any safeguarding incidents involving students with special needs.</li> <li>● Attend CPC meetings if required</li> </ul>
<p>Ms. Vinaya N. K  Ms. Geethu Jayakumar  Ms. Sajna Salih  Ms. Fathimath Thanseera</p>	<ul style="list-style-type: none"> <li>● Monitor for signs of abuse or neglect: Identify unexplained injuries, recurring health issues, poor hygiene, emotional distress, malnutrition, or behavioral changes.</li> <li>● Recognize indicators of all abuse types: Physical, emotional, sexual, cyber, neglect—especially in routine health checkups or student drop-ins.</li> <li>● Confidential health discussions: Maintain trust and confidentiality when students approach for health concerns that may reveal abuse or stress.</li> <li>● Report suspected cases: Immediately report concerns to the <b>Student Protection Officer</b> and <b>Principal</b>, per school's reporting flow.</li> <li>● Securely document any injuries, complaints, or health concerns that may indicate abuse or neglect.</li> <li>● Share relevant medical documentation with the Child Protection Committee or authorities, when requested.</li> <li>● Provide appropriate first aid for injuries, whether accidental or</li> </ul>

	<p>suspicious in nature.</p> <ul style="list-style-type: none"> <li>● In cases of suspected serious harm or assault, follow emergency protocols—alert SPO, Principal,</li> <li>● Refer students to hospital or clinic when needed, always notifying appropriate school authorities and documenting the referral.</li> <li>● Deliver age-appropriate sessions on personal hygiene, body safety, and recognizing inappropriate behavior.</li> <li>● Work with SPO and Counselor to conduct workshops for students, staff, and parents on health-linked child protection issues.</li> <li>● Attend CPC meetings, provide medical insight, assist in planning responses for student welfare.</li> <li>● Help design follow-up health care plans for affected students.</li> <li>● Ensure multidisciplinary approach in supporting the student.</li> <li>● Assist in training other school staff on recognizing physical/health signs of abuse and proper reporting protocol.</li> </ul>
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## Annexure II:

<b>DISCLOSURE - PROCESS FLOW</b>
<p><b>Stay calm</b> (Don't over-react, however shocked you may be)</p>
<p><b>Listen, hear and believe</b> (Listen carefully, take it seriously)</p>
<p><b>Give time for the person to say what they want</b> (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)</p>
<p><b>Reassure and explain that they have done the right thing in telling.</b> (Do not promise confidentiality; explain that only those professionals who need to know will be informed)</p>
<p><b>Record in writing as near verbatim as possible and as soon as possible on a Disclosure Form</b> (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)</p>
<p><b>Report to the Student Protection Officer</b></p>

### Annexure II:

DISCLOSURE FORM Child Safeguarding and Protection	
<b>Child's Name :</b>	
<b>Class /Section:</b>	
<b>Date of Birth:</b>	
<b>Please fill and submit to the school Student Protection Officer</b> <ul style="list-style-type: none"><li>▪ Staff should not make any undertakings to absolute confidentiality.</li><li>▪ Staff should not investigate a situation.</li></ul>	
<b>Details of Concern ( Please give full factual details including dates and time ) Date /Time:</b>	
<b>Description given by child / adult:</b>	

<b>Date:</b>	<b>Person Reporting :</b>	<b>Signature :</b>
<b>To Whom reported:</b>		
<b>Action Taken (to be completed by the Student Protection Officer):</b>		
<b>Final decision &amp; remarks by the Principal :</b>		
<b>Date :</b>		<b>Signature :</b>

## **Annexure 4 :**

### **Administrative Circular No. (06) of 2025 regarding the Protection of Students in Private Schools in the Emirate of Ajman**

#### **Administrative Circular No. (06) of 2025**

Regarding the Protection of Students in Private Schools in the Emirate of Ajman

#### **Executive Director**

After reviewing:

- Amiri Decree No. (6) of 2024 regarding the Office of Private Education Affairs in the Emirate of Ajman,
- Executive Council Chairman's Resolution No. (13) of 2025 regarding the management of the Office of Private Education Affairs in the Emirate of Ajman,

And in line with the Office's keenness to provide a safe educational environment that preserves the dignity of all students and protects their rights, and based on work requirements and necessities, it has been decided as follows:

#### **Article (1) – Title of the Circular**

This circular shall be titled: Administrative Circular No. (06) of 2025 regarding the Protection of Students in Private Schools in the Emirate of Ajman.

#### **Article (2) – Types of Abuse**

All private schools in the Emirate of Ajman must prevent and combat all forms of abuse against students, including:

1. Physical abuse: such as hitting, kicking, pushing, or any act causing physical pain or injury.
2. Psychological or emotional abuse: such as belittling, humiliating, intimidating, or mocking the student in ways that affect their mental well-being.
3. Neglect: such as failing to meet the student's basic needs or leaving them in unsafe situations.
4. Verbal abuse: using offensive, insulting, or threatening language.
5. Harassment: any unwanted verbal, physical, or electronic behavior with sexual implications that causes discomfort or a lack of safety.
6. Discrimination and bullying: unfair treatment or repeated harassment based on gender, origin, religion, appearance, abilities, or any other personal characteristics.

#### **Article (3) – Preventive Measures**

Private schools in the Emirate of Ajman must:

1. Establish internal systems and procedures for student protection.
2. Promote a culture of protection among students, staff, and parents.

#### **Article (4) – Responsibilities of Private Schools**

Private schools in the Emirate of Ajman are required to:

1. Appoint a trained and accredited Student Protection Officer.
2. Provide safe and confidential reporting channels.
3. Train administrative, teaching, and technical staff on protection measures and reporting mechanisms.

#### **Article (5) – Immediate Actions and Response**

1. Take urgent measures to protect the student in cases of immediate danger.
2. Report serious cases to the Office and the competent authorities.
3. Document all reports and actions in a confidential manner.

#### **Article (6) – Awareness and Training**

1. Conduct annual mandatory training for staff on student protection.
2. Organize awareness workshops for students and parents on child rights and reporting mechanisms.

#### **Article (7) – Accountability and Penalties**

1. Professional accountability: Any staff member proven to be involved in abuse or neglect shall be held accountable for breaching duties.
2. Disciplinary actions: Penalties shall range from warnings to dismissal or referral to the competent legal authorities.
3. Office's role: The Office has the authority to take regulatory or administrative actions against violating private schools, including imposing fines or suspending licenses.
4. Monitoring and supervision: Conduct regular inspection visits and review protection records to ensure compliance.

#### **Article (8) – Entry into Force**

This circular shall take effect from 01/09/2025 and shall be circulated to all private schools in the Emirate. All concerned parties must comply with its provisions.

#### **Annexure 5 : Wadeema's law**

Federal Law No. 3 of 2016

Issued on 08/03/2016

Corresponding to 28 Jumada Al-Awwal 1437 H.

**ON CHILD RIGHTS (WADEEMA'S LAW)**

We, Khalifa bin Zayed Al Nahyan, President of the United Arab Emirates,

After perusal of the Constitution,

Federal Law No. (I) of 1972 on the Competencies of the Ministries and Powers of the Ministers, and its amendments;

Federal Law No. (II) of 1972 on Compulsory Education;

Federal Law No. (I7) of 1972 on Nationality and Passports, and its amendments;

Federal Law No. (9) of 1976 on Delinquent and Vagrant Juveniles;

Federal Law No. (8) of 1980 regulating Labour Relations, and its amendments;

Federal Law No. (5) of 1983 on Nurseries;

Federal Law No. (5) of 1985 promulgating the Civil Transactions Law, and its amendments;



Federal Law No. (3) of 1987 promulgating the Penal Code, and its amendments;  
Federal Law No. (35) of 1992 promulgating the Criminal Procedure Law, and its amendments;  
Federal Law No. (43) of 1992 regulating Penal Institutions;  
Federal Law No. (14) of 1995 regarding fighting narcotics and psychotropic substances, and its amendments;  
Federal Law No. (21) of 1995 on traffic, and its amendments;  
Federal Law No. (3) of 1996 on the jurisdiction of Sharia'a Courts to hear some criminal cases;  
Federal Law No. (2) of 2001 on Social Security;  
Federal Law No. (28) of 2001 on the establishment of Emirates Authority for Standardisation and Metrology, and its amendments;  
Federal Law No. (7) of 2002 on copyrights and neighbouring rights, and its amendments;  
Federal Decree-Law No. (1) of 2003 on the establishment of the Supreme Council for Motherhood and Childhood;  
Federal Decree-Law No. (3) of 2003 on the Regulation of Telecommunication Sector, and its amendments;  
Federal Law No. (28) of 2005 on Personal Status;  
Federal Law No. (29) of 2006 on the Rights of People with Special Needs, and its amendments;  
Federal Law No. (51) of 2006 on combating human trafficking crimes, and its amendments;  
Federal Decree-Law No. (11) of 2008 on Human Resources in the Federal Government, and its amendments;  
Federal Law No. (15) of 2009 on Tobacco Control;  
Federal Law No. (18) of 2009 on the Registration of Births and Deaths;  
Federal Law No. (1) of 2012 on the Custody of Children of Unknown Parentage;  
Federal Decree-Law No. (5) of 2012 on Combating Cyber-crimes;  
Federal Decree-Law No. (5) of 2013 on Weapons, Ammunition, Explosives and Military Equipment;  
And based on the proposal of the Minister of Social Affairs, the approval of the Council of Ministers and the Federal National Council and the ratification of the Federal Supreme Council,  
Issued the following Law:

## **Chapter I**

### **General Provisions**

#### **Article I - Definitions**

In the implementation of the provisions of this Law, the following words and expressions shall have the meanings assigned against each unless the context requires otherwise:

State: The United Arab Emirates.

Ministry: Ministry of Social Affairs.

Minister: Minister of Social Affairs.

Competent Authorities: Federal authorities concerned with the children's affairs.

Concerned Entities: Local authorities concerned with the children's affairs.

Child: Every human being born alive and who is under eighteen years old.

Custodian of the Child: The person legally liable for the child or entrusted with his care.

Foster Family: Alternative family entrusted with the custody and care of the child.

**Child Protection Specialist:** The person licensed and appointed by the competent authority or the concerned entities - as the case may be - to preserve the rights of the child and protect him/her within the limits of his competencies as stated in this Law.

**Child Abuse:** Every action or omission that would lead to the harm of the child and prevent the latter's upbringing and growth in a sound, safe and healthy manner.

**Child Neglect:** Failure of the parents or the custodian to take necessary actions to preserve the child's life, as well as his/her physical, mental and moral integrity from risks and to protect his/her various rights.

**Violence against Children:** Deliberate use of force against any child by any individual or group that would lead to actual harm to the health, growth or survival of the child.

**Best Interests of the Child:** Placing the interests of the child above everything else and having priority and preference in all circumstances, regardless of the interests of other parties.

**Child Pornography:** Production, display, publication, possession or circulation of a picture, film or drawing through any means of communication, social media platforms or other means where the child is shown in a disgraceful manner in a sexual act or sexual show, whether such act is real, virtual or simulated.

## Article 2

The competent authorities and the concerned entities shall:

1- Maintain the child's right to life, survival and development and provide all necessary opportunities to facilitate the same and grant him/her a free, secure and developed life.

2- Protect the child from all forms of neglect, exploitation and abuse and from any physical and psychological violence that exceeds the limits of the Sharia and the Law, such as the rights of the parents and their equivalents to discipline their children.

3- Raise the child in a way to adhere to his/her Islamic faith and to have pride in his/her national identity and respect for the culture of human brotherhood.

4- Protect the best interests of the child.

5- Raise awareness among children on their rights, obligations and duties in a society in which justice, equality, tolerance and moderation prevail.

6- Raise the child on the sense of morality, particularly the respect of his/her parents and family and social surroundings.

7- Spread the culture of child rights as widely as possible using appropriate means.

8- Involve the child in the aspects of community life according to his/her age, maturity and developed abilities in order to be raised on the love of work, initiatives, legitimate earning and self-reliance.

## Article 3

This Law shall guarantee that the child has all the rights decided thereunder and under the other legislations in force at the State and shall protect the child without discrimination because of origin, sex, home country, religion, social status or disability.

## Article 4

1- The natural family is the first and best environment for the upbringing of the child. The State shall guarantee its existence, preservation, protection and care in order to achieve the child's rights and best interests. Such family may be replaced, when necessary, by the alternative family.

2- The protection of the child and his/her best interests shall have priority in all the decisions and actions taken in his/her regard. The competent authorities and the concerned entities shall work on achieving the same by taking necessary measures, namely:

- a- Ensuring to meet the moral, psychological and physical needs of the child under the special circumstances of his/her age, health and family surroundings, and particularly his/her right of custody.
- b- Giving the child priority of protection, care, rescue and guidance in cases of emergencies, disasters, armed conflict and any crime committed against him/her.
- c- Not harming the child psychologically in all the stages of collecting evidence, investigation and trial, whether the child is a party to the case or a witness.

#### Article 5

The child shall have the right for privacy according to public morals, taking in consideration the rights and liabilities of the custodian according to the Law.

#### Article 6

The concerned entities liable for the implementation of the policies and programs developed by the competent authorities shall work in all the areas related to the child.

### **Chapter 2**

#### Fundamental Rights

#### Article 7

- 1- The child shall have the right to life and security.
- 2- The State shall guarantee the child's growth, development and care according to the Law.

#### Article 8

The child shall have the right, since birth, to have a name that does not involve humiliation or denigration of his/her dignity or that is contrary to religious beliefs and customs.

#### Article 9

The child shall be registered in the birth register immediately after his/her birth according to the legal system prescribed in this regard.

#### Article 10

The child shall have the right to nationality according to the provisions of the laws in force at the State.

#### Article 11

- 1- The child shall have the right to parentage by his legal parents according to the laws in force at the State.
- 2- Each of the child's parents or whoever having legal authority thereon shall procure the issuance of the documents proving his birth, nationality and all other documents according to the laws in force at the State.

#### Article 12

- 1- The child shall have the right to express his/her opinion freely according to his/her age and maturity, commensurate with the public order and morals and with the laws in force at the State.
- 2- (S)he shall have the opportunity to express his/her opinion concerning the measures taken in his/her regard within the limits of the laws in force.

#### Article 13

It shall be prohibited to expose the child to any arbitrary interference or illegal conduct in his/her life, family, home or correspondences. It shall be also prohibited to harm his/her honour or reputation. The State shall guarantee the protection of the child from all child pornography forms according to the legislations in force.

#### Article 14

The competent authorities and the concerned entities shall:

- 1- Prohibit the employment of children before the age of fifteen.
- 2- Prohibit the economic exploitation and employment in any works that may expose the child to risk, whether due to the work nature or circumstances.

The Implementing Regulation of the Law and the Labour Law shall regulate the conditions and principles of child labour.

### **Chapter 3**

#### Family Rights

##### Article 15

- 1- The child's parents or their equivalents and the custodian of the child shall provide the requirements of family safety to the child within a coherent and cooperative family.
- 2- The child's custodian shall assume the responsibilities and obligations entrusted to him/her in raising, caring, guiding and developing the child in the best way.

##### Article 16

Taking in consideration the applicable Law, the child shall have the right to meet his/her natural parents and family and receive their care and to maintain personal relationships and direct contact with both of them.

##### Article 17

The child shall be entitled to custody, breast-feeding, alimony and protection of his/her person, his/her honour, religion and property according to the laws in force at the State.

### **Chapter 4**

#### Health Rights

##### Article 18

The child shall have the right to receive health services according to the laws and regulations of health care applicable in the State.

##### Article 19

The State shall work on developing its capacities in the field of preventive, curative and mental healthcare as well as health guidance related to the health, nutrition and protection of the child.

##### Article 20

The competent authorities and concerned entities shall provide healthcare to mothers before and after childbirth according to the legislations in force.

They shall also take the possible measures for the following:

- 1- Protect the child from environmental pollution hazards and damages and work on combating them.
- 2- Play a constructive and active role in raising awareness in the field of prevention and health guidance, particularly with respect to the areas of child health and nutrition, the benefits of breastfeeding, prevention of diseases and

accidents and the harm caused by smoking, and set the policies and programs necessary for the advancement of the health media in this regard.

3- The competent authorities and concerned entities shall take necessary actions to prevent and protect the child from the use of drugs, intoxicants and stimulants, as well as all types of psychotropic substances or contribution in the production, trading or promotion thereof.

4- Support the school health system in order to play its role in the field of prevention, treatment and health guidance.

5- Prevent infectious, dangerous and chronic diseases and provide necessary vaccinations and immunisations.

6- Develop programs related to the training of the workers in the maternal and child health care and prepare them to achieve the objectives of this Law.

7- Handle psychological care including the mental, emotional, social and language development of the child.

8- Take the necessary measures for the early detection of children diagnosed with disabilities and chronic diseases.

#### Article 21

It shall be prohibited to:

1- Sell or attempt to sell tobacco or tobacco products to children. The seller shall have the right to ask the purchaser to provide evidence of reaching the age of eighteen.

2- Smoke in public and private transportation means and indoor places in the presence of a child.

3- Sell or attempt to sell alcoholic beverages to children and any other materials posing risk to the health of the child, determined by a decision issued by the Council of Ministers.

4- Import or trade in materials that are contrary to the specifications approved in the State for the nutrition, food supplies or health or hormonal supplements or children's toys.

### Chapter 5

#### Social Rights

##### Article 22

The State shall provide a standard of living that is adequate for the child's physical, mental, psychological and social development according to the Laws in force.

##### Article 23

The children who do not have a competent breadwinner or source of income, shall have the right to be assisted by the State according to the Laws in force.

##### Article 24

Without prejudice to the Laws on Personal Status and on the Children of Unknown Parentage, the child who is deprived of his natural family in a permanent or temporary manner shall have the right to alternative care through:

1- The foster family.

2- Public or private social welfare institutions in case the foster family is not available.

### Chapter 6

#### Cultural Rights

##### Article 25

The child shall have the right to have knowledge, innovation and creativity means. For that purpose, s(he) may participate in the recreational, cultural, artistic and scientific programs that are adequate to his/her age, the public

order and morals. The competent authorities and concerned entities shall set the programs necessary for the same.

#### Article 26

It shall be prohibited to publish, display, circulate, possess or produce any visual, audio or printed works or games for children that address the child's sexual instincts or adorn the behaviours that are contrary to the public order and morals or that would encourage abnormal behaviour.

#### Article 27

The Implementing Regulation of this Law shall determine the places where the children are prohibited to enter as well as the rules of entrance to other places.

#### Article 28

The Managers of the cinemas, the television broadcasting channels and other similar places set forth in the previous Article shall display in an apparent and visible place, a statement prohibiting the children to enter or watch, according to the Implementing Regulation of this Law and other regulations in force.

#### Article 29

The telecommunications companies and internet service providers shall notify the competent authorities or the concerned entities of any child pornography materials being circulated through the social media sites and on the Internet and shall provide necessary information and data on the persons, entities or sites that circulate such material or intend to mislead the children.

#### Article 30

The State shall form councils, associations, clubs and centres for children, specialised in the children's cultural, artistic, scientific and physical development as well as other aspects of development.

### **Chapter 7**

#### Educational Rights

#### Article 31

Every child shall have the right to education and the State shall work on achieving equal opportunities for every child according to the Laws in force.

#### Article 32

The State shall take the following measures in the field of education:

- 1- Prevent the children's escape from school.
- 2- Promote the participation of children and their parents in the decisions related to children.
- 3- Ban all forms of violence in educational institutions and maintain the dignity of the children upon taking decisions or setting programs.
- 4- Develop the educational system including kindergartens in order to achieve its purposes of development of every child in the mental, physical, emotional, social and moral aspects.
- 5- Set special and structured programs for reporting and complaints in order to ensure investigation of the acts and violations to the educational rights set forth in this Law as determined by the Implementing Regulation.

### **Chapter 8**

#### Right to Protection

#### Article 33

The following in particular shall be considered as threatening to the child or to his/her physical, psychological, moral

or mental integrity, which requires his/her right to protection:

- 1- Loss of both parents and living without a breadwinner or tutor.
- 2- Child's exposure to neglect, rejection and homelessness.
- 3- Obvious and continuous default in education and care.
- 4- Habitual child abuse.
- 5- Child's exposure to exploitation or sexual abuse.
- 6- Child's exposure to exploitation by illegal organisations and in organised crime, such as planting the ideas of intolerance and hatred or inciting the child to carry out acts of violence and intimidation.
- 7- Child's exposure to begging or to economic exploitation.
- 8- Inability of the parents or custodian to provide care or to raise the child.
- 9- Child's exposure to kidnapping, sale or trafficking for any purpose or to exploitation of any form.
- 10- Psychological or mental disability that affects the child's ability to perception.

#### Article 34

It shall be prohibited to endanger the mental, psychological, physical or moral integrity of the child, whether through abandonment of the child by his/her custodian, leaving him/her at a care institution without due reason, rejecting the child by his/her custodian, or refraining from treating his/her illness and handling his/her affairs.

#### Article 35

It shall be prohibited for the custodian to expose the child to rejection, homelessness or neglect, leaving him/her without supervision or follow-up, refraining from his/her guidance, not handling his/her affairs, not enrolling him/her at an educational institution or leaving him/her without education during the compulsory education stage without due reason.

#### Article 36

Taking into consideration Clause 2 of Article 2 hereof, it shall be prohibited to expose the child to torture, violate his/her physical integrity or commit any act involving cruelty that would affect the child's emotional, psychological, mental or moral balance.

#### Article 37

The following acts shall be prohibited:

- 1- To use or exploit a child in the filming, recording or production of pornographic materials.
- 2- To produce, publish, distribute or facilitate access of children to pornographic materials in any way.
- 3- To possess child pornography materials regardless of the intent to distribute the same.
- 4- To download, upload or send child pornography materials through the Internet or any other communications or IT means.
- 5- The custodian's contribution to the child's participation in the production or filming of child pornography or any other sexual acts, or his permission or assistance offered to the child in such acts.
- 6- To exploit the child sexually by exposing or preparing him/her for prostitution or debauchery, whether with or without pay, directly or indirectly.

#### Article 38

The following shall be prohibited:

1- To exploit the child for begging.

2- Child labour under illegal conditions.

3- Entrust the child with an act that would hinder his/her education or harm his/her health or physical, psychological, moral or mental integrity.

## **Chapter 9**

### **Protection Mechanisms**

#### **Article 39**

1- The competent authorities and the concerned entities shall coordinate with the Ministry in order to establish child protection units aiming at developing and implementing mechanisms and child protection measures as set forth in this Law.

2- The Implementing Regulation of this Law shall determine the following:

a- Competencies and work mechanisms of the child protection units.

b- The conditions to be met by the child protection specialist.

#### **Article 40**

The child protection specialist shall take oath before exercising his duties, and shall be specialised in the following:

1- Preventive intervention in all the cases where the child's health or physical, psychological, moral or mental integrity is threatened or endangered.

2- Therapeutic intervention in all the cases of abuse, exploitation, neglect and all the cases set forth in Article 33 hereof.

#### **Article 41**

The child protection specialist shall have the following powers upon performing his duties:

1- Collecting evidence about the facts covered by the reporting and attending investigation and trial sessions if necessary.

2- Entering alone or accompanied by whomever he deems convenient to any place where the child is present, with the permission of the place's owner and the necessity to show a card proving his title.

3- Taking appropriate preventive measures concerning the child as determined by the Implementing Regulation of this Law.

4- Having recourse to social research in order to estimate the reality of the child's situation.

#### **Article 42**

1- Every person shall notify the child protection specialist or child protection units in case of anything that threatens the child's physical, psychological, moral or mental integrity or health.

2- The notification shall be mandatory for the educators, physicians, social specialists or others entrusted with the protection, care or education of the child.

#### **Article 43**

Every person who reaches the age of majority shall assist any child who asks him/her to notify the competent authorities or concerned entities about his/her suffering, the suffering of any of his/her siblings or any other child in one of the cases set forth in Article 33 hereof.

#### **Article 44**



The identity of the reporter shall only be disclosed with his consent and it shall be forbidden to disclose the identity of all the parties of the incident and the witnesses in the cases of child assault or abuse, upon using the information in the analyses or media reports or upon publishing all that may reveal his identity.

#### Article 45

The concerned and competent entities shall provide protection to the witnesses at all stages of the criminal proceedings.

### **Chapter 10**

#### Protection Measures

#### Article 46

Taking into consideration the provisions of Articles (47) and (51) of this Law, the child protection specialist shall, in agreement with the custodian of the child, take the necessary measures if he finds anything that threatens the child's physical, psychological, moral or mental integrity or health, as determined by the Implementing Regulation of this Law.

#### Article 47

Taking into consideration the provisions of Article (51) of this Law, the child protection specialist shall offer the following suggestions to the child's parents or custodian if he finds anything threatening the child's physical, psychological, moral or mental integrity or health:

I- Keeping the child at his/her family, provided that:

- a- The child's parents or custodian commit in writing to take necessary measures to remove the risk threatening the child and keep him/her under periodic supervision by the child protection specialist.
- b- The social intervention methods are regulated by the concerned entities and the competent authorities - as the case may be - by providing necessary services and social aid to the child and his/her family.
- c- Necessary precautions are taken to prevent any contact between the child and all that threatens his/her physical, psychological, moral or mental integrity or health.

2- Placing the child temporarily at an alternative family or a convenient body, social, educational or health institution, whether public or private, according to the rules determined by the Implementing Regulation of this Law.

#### Article 48

In case the child protection specialist reaches the appropriate measures in an agreement form, such agreement shall be written, read and signed by the various parties including the child who reached thirteen years old.

The specialist shall periodically follow the results of the agreed measures taken and shall decide to amend them when necessary in a way guaranteeing, as much as possible, that the child is kept in his/her family surroundings.

#### Article 49

The child protection specialist shall notify the parents or custodian of the child who reached thirteen years old, of their right to reject the measure suggested to them.

#### Article 50

I- The child protection specialist shall refer the matter to the entity to which he reports in order to take the convenient action in the following cases:

- a- Failure to reach an agreement within fifteen days from the date of knowledge of the case.
- b- Rejection of the agreement by the child's parents or custodian or by the child who reached thirteen years old.

2- The entity to which the child protection specialist reports shall take necessary action to refer the matter to the Public Prosecution.

#### Article 51

1- Taking into account the provisions of Articles (33), (34), (35), (36), (37) and (38), every action or omission posing a threat to the child's life, physical, psychological, mental or moral integrity or health in a way that cannot be avoided over time, shall be considered as significant harm or imminent danger.

2- Taking into account the sanctity of the residential places, the child protection specialist shall, in case of significant harm or imminent danger on the child, and before obtaining a judicial authorisation, take the child out from the place (s)he is present in and move him/her to a safe place under his personal liability and he may refer to public authorities in this regard.

3- The child protection specialist shall obtain a judicial order to continue taking the measures set forth in Clause 2 of this Article, within 24 hours from the time of taking the child out and the competent judge shall pronounce his decision within 24 hours from the time of submittal of the request.

#### Article 52

The child protection specialists specified by a decision from the Minister of Justice, under agreement with the Minister or the concerned entities, shall have the capacity of judicial officers as per the evidencing of the violations of this Law and the decisions and regulations issued in implementation thereof.

#### Article 53

The Public Prosecution and judicial authorities shall have recourse to the child protection specialist for the investigations and trials involving the child.

#### Article 54

1- Whoever is convicted of a crime of sexual assault or child pornography shall be prohibited to work in a job or position that makes him/her in direct contact with children, even if (s)he was rehabilitated.

2- The judge shall rule that whoever is convicted of a crime of sexual assault against a child shall be prohibited to reside in the area of residence of the assaulted child within a five square kilometres radius surrounding the child's place of residence.

3- In all cases, the convicted person sentenced to imprisonment in a crime of sexual assault against a child shall not be released until after being subject, after the period of imprisonment, to psychological tests in order to ensure that (s)he is not socially endangering. In case (s)he was proved to be socially endangering, the Court shall rule to transfer him/her to a therapeutic institution after expiry of the period of imprisonment. The Implementing Regulation of this Law shall regulate the placement of the convicted person in a therapeutic institution and the procedures of study of the release requests.

#### Article 55

A record shall be established at the Ministry in coordination with the competent authorities stating all the cases of child abuse. All that is stated in that record shall be confidential and shall not be perused unless by a permit from the Public Prosecution or the competent Court, as the case may be.

#### Article 56

The competent authorities and the concerned entities shall coordinate with the Ministry to:

1- Determine the standards and engineering specifications related to the construction laws and the safety and security conditions that protect the child from any type of harm. The Implementing Regulation of this Law shall determine the

rules necessary for the application of these standards, specifications and the exceptions thereof.

2- Set the necessary controls and procedures to protect the child safety in the public and entertainment places as well as the public transport means. The Implementing Regulation shall determine these required rules and procedures.

3- The provisions of Clauses (1) and (2) of this Article shall apply to the public and private sectors, except for all that is specifically determined in the Implementing Regulation.

#### Article 57

The competent authorities and the concerned entities shall take the following measures:

1- Ensure the safety of the products to prevent any threaten to the child's rights as stated in this Law and lay down marketing advertisement controls that are consistent with the child's rights to health, survival and development.

2- Monitor the business activities in a way preventing children to be exposed to any environmental hazards or damages.

#### Article 58

The competent authorities and concerned entities shall ensure the protection of the child from traffic accidents according to the provisions of the Traffic Law and its amending laws, particularly the following:

1- Prohibiting the seating of children under ten years old in the front seats of the vehicles of all types.

2- Developing controls concerning the use of bicycles by children.

#### Article 59

Taking into account the provisions of the Personal Status Law, the competent Court shall, before ruling custody, request a detailed report on the social, psychological, health and criminal status of the person requesting custody or to be granted custody, or an acknowledgment stating that (s)he did not commit a crime outside the State. The Implementing Regulation shall determine the procedures of preparation of such report and acknowledgment.

### **Chapter II**

#### Penalties

#### Article 60

Whoever violates the provisions of Clause 2 of Article (II), Articles (28), (34), (35) or Clause 2 of Article (42) of this Law shall be punished by imprisonment or a fine not less than AED 5,000 (five thousand).

#### Article 61

Shall be punished by a fine not less than AED (5,000) five thousand and not exceeding AED (50,000) fifty thousand, whoever:

1- Violates the provisions of Article (43) hereof.

2- Prevents the child protection specialist from carrying out his duties or hinders his work.

3- Gives false information or deliberately hides the truth concerning the status of the child.

#### Article 62

Whoever violates the provisions of Clause 2 of Article (21) hereof shall be punished by a fine not less than AED (5,000) five thousand.

#### Article 63

Whoever violates the provisions of Clauses 1 and 3 of Article (21) hereof shall be punished by imprisonment for a period not less than three months and/or a fine not less than AED (15,000) fifteen thousand.

#### Article 64

Whoever violates the provisions of Clause 4 of Article (21) or Article (29) hereof shall be punished by imprisonment for a period not less than six months and/or a fine not less than AED (100,000) one hundred thousand and not exceeding AED (1,000,000) one million.

#### Article 65

Whoever violates the provisions of Clauses 1, 2, 5 and 6 of Article (37) hereof shall be punished by imprisonment for a period not less than ten years.

#### Article 66

Whoever violates the provisions of Article (26) or Clauses 3 and 4 of Article (37) hereof shall be punished by imprisonment for a period not less than one year and a fine not less than AED (100,000) one hundred thousand Dirhams and not exceeding AED (400,000) four hundred thousand.

#### Article 67

Whoever violates any provision of Article (27) hereof shall be punished by imprisonment for a period not less than a month and not exceeding six months and a fine not less than AED five thousand (5,000).

#### Article 68

Whoever violates the provisions of Article (14) or (38) hereof shall be punished by imprisonment and/or a fine not less than AED (20,000) twenty thousand.

If the work endangers the life of the child who has not reached fifteen years of age or endangers his/her physical, mental or moral integrity, this shall be considered as aggravating circumstances.

#### Article 69

Whoever violates the provisions of Article (36) hereof shall be punished by imprisonment and/or a fine not less than AED (50,000) fifty thousand.

#### Article 70

In the application of the provisions of this Law, the claim of the perpetrator being not aware of the age of the victim may not be pleaded.

#### Article 71

The penalties set forth in this Law shall not prejudice any other more severe penalty stipulated in another Law.

### **Chapter 12**

#### Final Provisions

#### Article 72

The provisions of this Law shall not prejudice any rights and protection aspects guaranteeing the child's enjoyment of all rights and public freedoms as well as the protection and care aspects set forth in other legislations in force.

#### Article 73

The Council of Ministers shall -- upon the Minister's suggestion -- issue the Implementing Regulation of this Law within six months from the date of publication thereof in the Official Gazette.

#### Article 74

Any provision violating or contradicting the provisions of this Law shall be abrogated.

#### Article 75

This Law shall be published in the Official Gazette and shall enter into force three months after the date of publication thereof.

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Khalifa bin Zayed Al Nahyan

President of the United Arab Emirates

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