



المدرسة الهندية العالمية الخاصة INTERNATIONAL INDIAN SCHOOL

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CORPORAL PUNISHMENT POLICY 2025-2026

Ratified: April 2019

Amended : September 2025

Next Review Date: April 2026

Policy Responsibilities and Review

Policy Type	School
Reference	Wadeema's law, APEA guidelines, MOE code of conduct,
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

POLICY STATEMENT

At International Indian School Ajman, we are fully committed to promoting a safe, respectful, and supportive learning environment for all students. In accordance with Federal Law No. 3 of 2016 (Wadeema's Law), the UAE Ministry of Education Code of Conduct, the Ajman Private Education Authority (APEA) regulations, and CBSE guidelines the use of corporal punishment in any form is strictly prohibited. The Central Board of Secondary Education (CBSE) has explicitly banned corporal punishment in its affiliated schools. This directive aligns with the provisions of the Right of Children to Free and Compulsory Education (RTE) Act, 2009 which defines corporal punishment as "physical or mental harassment."

Corporal punishment is defined as any action that causes physical pain, discomfort, humiliation, or emotional harm to a child for disciplinary purposes. This includes, but is not limited to, hitting, slapping, pushing, forced standing, isolation from class, public shaming, verbal threats, or any punishment that undermines a child's dignity or safety.

All staff members are expected to adopt positive behavior management strategies that support the child's development and wellbeing. Disciplinary actions must always be respectful, age-appropriate,

and aligned with the principles of child protection. Please note that practices such as sending students out of the classroom, making them stand as a form of punishment, or excluding them from lessons and activities are strictly prohibited and will not be tolerated under any circumstances.

Any breach of this policy will be treated as a serious violation of the school's code of conduct and may result in disciplinary action or legal referral, in line with UAE child protection laws.

AIM OF THE POLICY

The aim of this policy is to protect students from all forms of corporal punishment and ensure that all disciplinary practices within the school are safe, respectful, and legally compliant. The policy seeks to:

- Uphold the rights of every child to dignity, protection, and a safe learning environment, in line with Wadeema's Law and relevant UAE education regulations.
- Prevent the use of physical, emotional, or psychological harm as a method of discipline.
- Promote positive behavior management strategies that foster student growth, responsibility, and well-being.
- Ensure all staff, students, and parents understand what constitutes corporal punishment and the consequences of such actions.
- Establish clear procedures for reporting, investigating, and addressing any incidents involving corporal punishment.

This policy reinforces the school's commitment to creating a nurturing and protective environment where all children can learn and thrive free from fear or harm.

ROLES & RESPONSIBILITIES

School Principal

- Ensure strict enforcement of the corporal punishment policy across the school.
- Lead by example, promoting a zero-tolerance culture against corporal punishment.
- Provide resources and support for staff training on positive discipline and child protection.
- Oversee the investigation and resolution of corporal punishment allegations.
- Liaise with education authorities (APEA, MoE) and external agencies regarding cases and compliance.
- Ensure policy updates and reviews are conducted regularly based on legal requirements and incident trends.

Vice Principal

- Assist the Principal in monitoring policy compliance during school hours, including classrooms, recess, and extracurricular activities.
- Coordinate the reporting, documentation, and investigation process of corporal punishment cases.
- Support staff with alternative discipline strategies to prevent corporal punishment.

- Organize and facilitate regular training and awareness programs for teachers and support staff.
- Communicate with parents regarding disciplinary practices and incidents if required.

Student Protection Officer (SPO)

- Act as the primary point of contact for receiving reports of corporal punishment or suspected abuse.
- Ensure all reports are documented accurately and confidentially.
- Lead or support investigations into alleged corporal punishment incidents.
- Provide emotional support and guidance to affected students.
- Facilitate referrals to counselors, child protection agencies, or medical professionals if needed.
- Conduct training and awareness sessions on positive discipline and child rights for staff, students, and parents.
- Participate in policy review and contribute to strengthening child protection measures.

Section Heads

- Ensure teachers and staff within their sections understand and adhere to the corporal punishment policy.
- Monitor classrooms and common areas to prevent corporal punishment or inappropriate disciplinary measures.
- Act promptly to report any incidents or concerns related to corporal punishment to the SPO or Principal.
- Support teachers in implementing positive discipline techniques and maintaining respectful student behavior.
- Help organize section-level awareness and training activities related to child protection.

Counsellors

- Provide support and counseling services to students affected by corporal punishment or other forms of abuse.
- Work with the SPO and leadership to identify underlying behavioral or emotional issues leading to disciplinary challenges.
- Assist in developing individualized behavior support plans that do not involve corporal punishment.
- Offer training and guidance to staff on managing student behavior positively and empathetically.
- Maintain confidential records of counseling sessions related to corporal punishment or abuse.
- Act as an advocate for the student's wellbeing and liaise with parents, teachers, and external agencies as necessary.

Teachers

- Strictly prohibit and avoid any form of corporal punishment or physical, emotional, or verbal abuse.
- Use positive and constructive discipline methods to manage student behavior.
- Recognize and report any incidents or suspicions of corporal punishment immediately to the Student Protection Officer (SPO).
- Participate in regular training on child rights, safeguarding, and non-violent discipline techniques.
- Maintain professional conduct and foster a respectful classroom environment.
- Immediately report challenging behavior and student misconduct to the school team through the appropriate official channels.
- Support students who may be victims of corporal punishment by providing a safe space and referring them to appropriate school staff.

Students

- Follow the school's **code of conduct** and behave responsibly to contribute to a positive and safe learning environment.
- Participate in awareness programs about **students' rights and positive discipline**.
- Report any incidents or threats of corporal punishment or physical discipline to a trusted teacher, counselor, or the Student Protection Officer.

Parents

- Support the school's **zero-tolerance policy** on corporal punishment.
- Encourage open communication with their children and the school regarding any concerns about discipline or punishment.
- Report any suspected use of corporal punishment by school staff or others immediately to the Student Protection Officer.
- Participate in school-led workshops or meetings on **positive parenting and discipline**.
- Cooperate with the school in any investigations or processes related to corporal punishment complaints

REPORTING PROCEDURE

Parents / Student/ Teacher/Staff



Report Concern or Incident



Student Protection Officer



- Receive and document the report confidentially
- Provide initial support to the student/parent
- Assess urgency and risk



If immediate risk to child → Take urgent protective action (e.g., medical, safe space)



Report to Principal



Investigation Initiated by SPO



Report findings to:

School Principal

Child Protection Committee (if applicable)



If confirmed abuse/corporal punishment:

- Take appropriate disciplinary action against responsible staff (Principal)
- Notify external authorities (APEA, MoE, Child Protection Agencies) as required by law (Principal)
- Provide support services (counseling, rehabilitation) for the child (Counsellors under the supervision of SPO)



Feedback to Reporter (parent/student) about outcomes (while maintaining confidentiality)



Monitor and follow up

Don'ts in the Policy Procedure

- No staff member shall emotionally weaken, intimidate, or threaten the complainant at any time during or after the complaint registration.
- No staff member shall participate in the investigation process without explicit permission from the Principal.
- No staff member shall discourage the victim or any student from reporting an incident.
- No staff member shall attempt to influence, intimidate, or interfere with witnesses in any way.
- No staff member shall conceal, ignore, or compromise incidents of corporal punishment without reporting them immediately to the Student Protection Officer.
- No staff member shall communicate with parents or guardians about the incident without prior authorization from the Principal.
- No staff member shall hold or express negative attitudes or discriminate against the victim, witnesses, or complainants after an incident.
- No staff member shall delay or fail to report any suspected or known child protection concerns, including corporal punishment, in a timely manner.
- No staff member shall breach confidentiality or share sensitive information about the case outside authorized personnel.
- No staff member shall retaliate or take punitive actions against any individual involved in reporting or cooperating with investigations.

IMPORTANT REFERENCES

Ministerial Resolution No.85I of Year 2018 On Code of Behavior Management for Students in the General Education Institutions

The staff of the school community shall not do any of the following actions when dealing with the students:

- I. Different types and forms of corporal punishment.
2. Depriving the student from eating meals.
3. Provoking the student or making fun or mockery of him / her.
4. Preventing the student from using the toilet.
5. The psychological punishment, such as verbal abuse or threatening.
6. Restricting the student's freedom or locking him / her inside the school.
7. Seizing the student's personal belongings by an individual decision, without having a resolution by the Behavior Management Committee.
8. Decreasing the school subjects' marks or threatening to do so.

9. Expelling the student from the class, activity or school during the school day by an individual decision and leaving the students unattended.
10. Depriving the student from participating in the events and trips by an individual decision, without having a resolution by the Behavior Management Committee.
11. All concerned persons shall take the responsibilities they are entrusted with, in respect of reforming behavior in accordance with the graveness degree and reoccurrence of such behavior.
12. The relevant methods shall be applied in the context of guiding and reforming the behavior, not out of anger or revenge.
13. Any act that is similar to these actions shall be considered as a breach to the regulations and bylaws, in accordance with the Behavior Management Committee's discretion.

Wadeema's Law (Federal Law No. 3 of 2016):

- **Article 36 prohibits:**

“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.”

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

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.

Code of Behavioral and Professional Violations for Employees in Private Educational Institutions

Concealing incidents of verbal or physical abuse against students/children in any form or degree.
(Level 2 violation)

Committing verbal or physical abuse in any form or degree against students/children.(Level 3 violation)

For any complaints related to corporal punishment, please email spo@iisajman.org or meet the Student Protection Officer (SPO) Ms. Sudheesha Rahul in person during school working hours.

At IIS, we are committed to upholding the dignity, rights, and wellbeing of every student. This policy reinforces our zero-tolerance approach to corporal punishment in all its forms- physical, emotional, or psychological. All staff are expected to adhere strictly to this policy and to implement positive, respectful, and inclusive behavior management strategies at all times. By fostering a safe, supportive, and nurturing environment, we aim to promote a school culture where every child feels valued, protected, and empowered to learn and grow.