



مدرسة سمارت فيجن
SMART VISION SCHOOL

***SVS Safeguarding &
Child Protection Policy
2026/2027***

Date of Original Policy: August 2024

Date of Next Review: August 2027

Safeguarding & Child Protection Policy

1. Introduction

“Every child has a right to protection from harm.” (NSPCC, UK)

*For the purposes of this policy, a **child** refers to any person under the age of 18.*

*At **Smart Vision School (SVS)**, safeguarding and promoting the welfare of children is a **fundamental responsibility shared by all members of staff**. We are committed to ensuring that every child is able to **grow, learn, play, develop and flourish** in a safe, supportive, respectful, and inclusive environment, free from abuse, neglect, or harm.*

Safeguarding is central to the school’s ethos and underpins all aspects of school life.

All staff have a duty to:

- *Remain vigilant to safeguarding concerns*
- *Listen carefully to children*
- *Share information appropriately*
- *Take prompt and proportionate action in the **best interests of the child***

*This policy reflects **KHDA safeguarding expectations, UAE Federal Law, and international best practice**.*

2. Legal and Guidance Framework

This policy is informed by the following legislation and guidance:

International Frameworks

- ***United Nations Convention on the Rights of the Child (UNCRC, 1989)***
- ***Keeping Children Safe in Education (KCSIE), September 2025***
(Used as an international benchmark – see Appendix 1)

United Arab Emirates Legal Framework

- **UAE Federal Law No. 3 of 2016 – Wadeema’s Law (Child Rights Law)**
*This law guarantees children protection from abuse, neglect, exploitation, and harm and places a **mandatory reporting duty** on educators and institutions.*

*Smart Vision School recognises its **legal duty to report safeguarding concerns** and cooperates fully with **KHDA and relevant child protection authorities**.*

3. Safeguarding and Child Protection

What is Safeguarding?

*Safeguarding is a **proactive and preventative approach** that promotes the welfare, safety, and wellbeing of all children.*

What is Child Protection?

*Child protection refers to the **specific actions taken** when a child is at risk of, or experiencing, **significant harm**.*

4. Confidentiality

The welfare of the child is always paramount.

*Students are encouraged to share concerns with trusted adults. While staff will respect confidentiality, **no promise of absolute confidentiality can be given** where safeguarding concerns exist.*

Information is shared:

- *On a **need-to-know basis***
- *As an extension of **professional care**, not a breach of trust*

Staff must:

- *Never promise confidentiality*
- *Be transparent about the need to share concerns*
- *Reassure children and explain next steps clearly*

(See Appendix 2)

5. Roles and Responsibilities

All Staff

All staff must:

- *Act in the best interests of the child*
- *Listen, observe, and report concerns promptly*
- *Understand they are **receiving information, not investigating***
- *Report concerns immediately to the **DSL or DDSL***

(See Appendix 3)

Designated Safeguarding Lead (DSL)

The DSL will:

- *Lead safeguarding and child protection practice*
- *Liaise with KHDA and external agencies where required*
- *Maintain confidential safeguarding records*
- *Ensure staff training and policy review*
- *Ensure safeguarding is embedded in the curriculum*

*A **Deputy DSL (DDSL)** will act in the DSL's absence.*

Principal

The Principal holds **overall accountability** for safeguarding implementation and decision-making.

Governors

A nominated **Safeguarding Governor** provides oversight and ensures:

- Annual policy review
- Compliance with KHDA and legal requirements

6. Vulnerable Groups

Staff must be particularly alert to children who:

- Have SEND or disabilities
- Experience family difficulties (mental health, substance misuse, domestic abuse)
- Are privately fostered
- Are young carers

7. Responding to Disclosures

When a child discloses information, staff must:

- Listen calmly and without judgement
- Reassure the child and acknowledge their courage
- Avoid leading or investigative questions
- Explain what will happen next
- Record factual information promptly

All concerns must be recorded and given to the DSL **immediately**.

In cases of **high-risk or emergency**, staff must contact the DSL by phone without delay.

(See Appendix 3)

8. Recording and Reporting

Safeguarding records must:

- *Be factual, accurate, and objective*
- *Use the child's own words where possible*
- *Include dates, times, and relevant context*
- *Be stored securely and **separately from academic files***

9. Child Abuse: Categories

The four main categories of abuse are:

- **Physical abuse**
- **Emotional abuse**
- **Sexual abuse**
- **Neglect**

Indicators must always be considered **in context and never in isolation**.

10. Additional Forms of Abuse

SVS recognises and responds to:

- *Peer-on-peer abuse*
- *Child sexual exploitation*

- *Online abuse and digital harm*

SVS adopts a **whole-school approach to online safety** and reviews risks annually.

11. Allegations Against Staff

All allegations against staff must be:

- *Reported immediately to the **Principal***
- *Managed fairly, professionally, and confidentially*
- *Handled in line with KHDA guidance and ISP procedures*

12. Whistleblowing

Staff are encouraged to raise safeguarding concerns **without fear of reprisal**.

Concerns may be reported to:

- *Principal*
- *SLT*
- *Governors*
- *ISP Regional Team*

13. Safer Recruitment

Smart Vision School follows **BSME Safer Recruitment** and **ISP safeguarding standards** (see Appendix 4), including:

- *Safeguarding statements in advertisements*
- *Interviews by trained staff*

- *Two verified references*
- *Police clearance checks (up to 10 years, including overseas checks where required)*
- *Scrutiny of employment gaps*

*No individual is permitted to work with children unless **all safeguarding checks are complete.***

14. Training

- **DSL / DDSL:** *KHDA Level 3 Safeguarding*
- **All Staff:**
 - *Annual safeguarding training*
 - *Termly updates*
 - *Safeguarding induction for new staff*
- **Governors:** *Safeguarding certification*

(See Appendix 5)

15. Monitoring and Review

This policy is:

- *Reviewed annually*
- *Updated in response to KHDA guidance, legislation, and school practice*
- *Monitored through audits, training records, and safeguarding reviews*

Appendices

- **Appendix 1:** *Wadeema’s Law & International Frameworks*
- **Appendix 2:** *KHDA Staff Safeguarding Flowchart*
- **Appendix 3:** *Safeguarding Concern Form*
- **Appendix 4:** *ISP Safer Recruitment Criteria*
- **Appendix 5:** *Staff Safeguarding Induction Checklist*

Appendix 1: Wadeema’s Law – Summary. This law underpins Smart Vision School’s safeguarding duty of care and reporting responsibilities.

1. What is Wadeema’s Law?

Wadeema’s Law is the UAE Federal Law No. 3 of 2016 on Child Rights, designed to protect and promote the rights, safety, welfare and dignity of every child under the age of 18 in the United Arab Emirates.

2. Key Principles and Objectives

- *Child Definition: Any human being born alive and under 18 years of age.*
- *Best Interests of the Child: The child’s best interests take priority in all decisions affecting them.*
- *Protection from Harm: Ensures protection from all forms of abuse, neglect, exploitation and violence.*
- *Non-Discrimination: Rights are guaranteed regardless of gender, religion, nationality, status or disability.*
- *Family Environment: The natural family is recognized as the best environment, but alternative care is provided when necessary.*

3. Core Child Rights Covered

a. Fundamental Rights

- *Right to life, safety, identity and national registration.*
- *Right to express opinions appropriate to age and maturity.*
- *Protection from arbitrary and illegal intervention.*

b. Health and Development

- *Right to health services, immunizations, preventive care and psychological support.*
- *Protection from environmental hazards and substances that harm health.*

c. Educational and Cultural Rights

- *Right to education and equal opportunities in learning.*
- *Schools must prevent all forms of violence and uphold the child's dignity.*

d. Family and Social Rights

- *Right to family care, contact with parents and guardians.*
- *Obligations on parents/custodians to provide guidance, protection and nurturing.*

4. Protection Against Abuse and Neglect

Wadeema's Law explicitly defines situations where a child's safety and well-being are threatened and requires intervention, such as:

- *Child abuse (physical, psychological, sexual), neglect or abandonment.*
- *Exploitation (including economic and criminal exploitation).*
- *Exposure to harmful environments or lack of supervision.*

5. Safeguarding Mechanisms

Child Protection Units & Specialists

- *The law mandates child protection units and licensed child protection specialists tasked with:*
 - *Preventive and therapeutic intervention when a child's safety is at risk.*
 - *Collecting evidence, entering sites to assess risk, and recommending protective measures.*

Mandatory Reporting

- *Any person aware of a child's endangerment must report to authorities or child protection units.*
- *Custodians, educators, healthcare professionals and social workers have a mandatory duty to report.*

Intervention Measures

- *Where imminent danger exists, specialists may remove the child from harmful environments and place them in safe care, subject to swift judicial review.*

6. Legal Obligations and Penalties

- *The law sets criminal penalties (fines and imprisonment) for violations such as failing to register a child's birth, exposing a child to harm, or obstructing protection officers.*
- *Penalty levels vary based on the severity of the breach, reflecting the UAE's commitment to deterrence and child safety.*

7. Reporting & Confidentiality

- *Reporters' identities are protected unless explicit consent is given for disclosure.*
- *Confidentiality is maintained to safeguard the child and all parties involved.*

*The **United Nations Convention on the Rights of the Child (UNCRC, 1989)** is an international human rights treaty that sets out the civil, political, economic, social and cultural rights of all children under the age of 18. It is based on four core principles: the best interests of the child must be a primary consideration in all decisions affecting them; all children have the right to be treated without discrimination; every child has the right to life, survival and development; and children have the right to express their views and have them taken seriously in accordance with their age and maturity. The UNCRC places a clear duty on governments and institutions, including schools, to protect children from all forms of abuse, neglect, exploitation and violence, and to ensure they are educated, supported and safeguarded in environments that respect their dignity and wellbeing.*

<https://www.unicef.org.uk/what-we-do/un-convention-child-rights/>

***Keeping Children Safe in Education (KCSIE), September 2025** is statutory safeguarding guidance issued by the UK Department for Education and is widely recognised internationally as a benchmark for best practice in safeguarding and child protection. It emphasises that safeguarding is everyone's responsibility and requires schools to maintain a strong whole-school safeguarding culture, with clear leadership through a trained Designated Safeguarding Lead (DSL). KCSIE sets expectations for early identification and prompt reporting of concerns, child-centred decision-making, safer recruitment, effective management of allegations against staff, and robust responses to peer-on-peer abuse and online safety risks. Although not a legal requirement in the UAE, KCSIE is used by Smart Vision School to strengthen safeguarding systems, staff training and procedures alongside KHDA requirements and UAE child protection law.*

https://assets.publishing.service.gov.uk/media/68add931969253904d155860/Keeping_children_safe_in_education_from_1_September_2025.pdf

Appendix 2: KHDA Staff Safeguarding Flowchart

All Staff – What To Do If You Have a Safeguarding Concern

1. *Concern Identified*
 - ↳ You notice a concern, receive a disclosure, or observe a change in behaviour
2. *Immediate Risk?*
 - *Child in immediate danger?*
 - ↳ YES: Contact emergency services immediately and inform the Principal & DSL
 - ↳ NO: Proceed to Step 3
3. *Listen & Reassure*
 - *Stay calm, listen carefully*
 - *Do NOT promise confidentiality*
 - *Reassure the child they have done the right thing*
4. *Record*
 - *Write factual notes using the child's own words on the ISP concern form*
 - *Record date, time, location, people involved*
 - *Complete body map if required*
5. *Report Immediately*
 - *Complete concern form and phone DSL if emergency/high risk*
 - *Must be done before the end of the working day*
6. *DSL Action*
 - *Assess concern*
 - *Decide on monitoring, referral, or escalation*
 - *Liaise with KHDA / child protection authorities if required*

DO NOT:

- ✘ *Investigate*
- ✘ *Ask leading questions*
- ✘ *Delay reporting*

All actions taken in the best interests of the child and in line with Wadeema's Law and KHDA expectations.

Appendix 3: Concern form to be completed and given to DSL

Report a Concern



Name(s) of Pupil(s)

Please add the Pupil(s) who are the subject of this concern and add any other Pupil(s) you want associated to it. Include Year group(s) / Class(es) if known.

Concern Summary e.g Injury - Megan arrived at school today with a badly bruised eye.

Concern date/time DD/MM/YYYY – HHMM

Origin of Concern e.g Teacher, Parent, Police, other student etc.

Details of concern No need to repeat Concern Summary but provide fuller detail of concern (including location of incident).

Action taken Detail any actions taken in response to Concern (not I have completed Concern Form).

Reported by (full name, signature and date)

Appendix 4: ISP Safer Recruitment Criteria

Smart Vision School, as part of International Schools Partnership (ISP), is committed to the highest standards of safer recruitment to ensure that all adults working with children are suitable, qualified and safe to do so. Safer recruitment practices are a critical safeguarding control and align with KHDA expectations, UAE law, and ISP safeguarding standards.

Core Principles

- *The welfare of the child is paramount*
- *Safeguarding responsibilities begin at recruitment stage*
- *No individual is permitted to work with children unless all required checks are satisfactorily completed*
- *Recruitment decisions are transparent, fair and evidence-based*

1. Planning and Advertising

All recruitment materials and job descriptions will:

- *Clearly state the school's commitment to safeguarding and child protection*
- *Include a statement that enhanced background checks are mandatory*
- *Specify safeguarding responsibilities within the role*

2. Application Process

All applicants must:

- *Complete a full application form (CVs alone are not accepted)*
- *Provide a complete employment history with no unexplained gaps*
- *Declare:*
 - *Any criminal convictions, cautions or pending investigations*
 - *Any previous disciplinary action relating to children or safeguarding*

3. Shortlisting

Shortlisting panels will:

- *Scrutinise application forms for gaps, inconsistencies or concerns*
- *Seek clarification from candidates prior to interview where necessary*
- *Ensure safeguarding criteria are considered alongside qualifications and experience*

4. Interview Process

All interviews will:

- *Be conducted by at least two trained staff members*
- *Include explicit safeguarding-focused questions, such as:*
 - *Motivation to work with children*
 - *Understanding of safeguarding responsibilities*
 - *Responses to safeguarding scenarios*
- *Assess attitudes, values and behaviours in relation to child protection*

5. References

The school will:

- *Obtain a minimum of two references, one of which must be from the most recent employer*
- *Verify references directly using a verified professional email address*
- *Ask referees specifically about:*
 - *Suitability to work with children*
 - *Any safeguarding or disciplinary concerns*

Appointments will not be confirmed until references are received and deemed satisfactory.

6. Identity, Qualification and Right-to-Work Checks

Prior to appointment, the school will verify:

- *Identity and photographic identification*
- *Academic and professional qualifications*
- *Right to work in the UAE*

7. Criminal Record and Background Checks

In line with ISP expectations and KHDA guidance.

Appendix 5: Staff Safeguarding Induction Checklist

All staff must confirm the following on induction and annually:

- Read and understood the SVS Safeguarding & Child Protection Policy*
- Understand Wadeema's Law and mandatory reporting duties*
- Know who the DSL and DDSL are and how to contact them*
- Understand confidentiality and information-sharing rules*
- Know how to respond to a disclosure appropriately*
- Know how to record and report concerns correctly*
- Understand peer-on-peer abuse and online safety risks*
- Aware of whistleblowing procedures*
- Completed safeguarding training as required*
- Know how safeguarding links to behaviour, anti-bullying and online safety policies*