

Safeguarding and Child Protection Policy

Academic year 2026–27 | See Something. Hear Something. Say Something.

Our commitment

Arab Unity School (AUS) is committed to providing a safe, inclusive and nurturing environment in which every child is protected from harm and can learn, develop and thrive. Safeguarding is a core responsibility of the school, built into everyday practice. The policy applies to all staff, governors, volunteers, contractors, visitors and other adults working with children at AUS.

Our principles

- The welfare and best interests of the child are paramount.
- Safeguarding is everyone's responsibility. Every adult must recognise, respond to, record and report concerns, and never assume someone else will act.
- All children have an equal right to protection, and children are listened to and taken seriously.
- Concerns are acted on promptly, and information is shared appropriately and only with those who need it to keep a child safe.

Legal and regulatory context

AUS operates within the legal and regulatory framework of the United Arab Emirates and Dubai, including Federal Law No. 3 of 2016 (Wadeema's Law), Ministry of Education expectations and the UAE School Inspection Framework, which remain the governing framework. The school also uses recognised international best practice, including the UK Department for Education's Keeping Children Safe in Education 2026, as an additional benchmark. It is not statutory in the UAE.

What safeguarding covers

Safeguarding is the school's wider responsibility to keep children safe, help them as soon as problems emerge and protect them from harm, including harm online and outside the home. Child protection is the targeted response when a child is believed to be suffering, or at risk of suffering, significant harm. A child is anyone under the age of 18. Concerns include abuse and neglect, bullying and child-on-child abuse, online harm, exploitation, self-harm, unexplained absence and unsafe conduct by adults.

Who is responsible

Role	Responsibility
Principal and Governing Body	Strategic oversight, making sure safeguarding arrangements are effective and properly resourced.
Senior Designated Safeguarding Lead	Senior oversight of safeguarding practice, support with complex decisions and escalation.
Designated Safeguarding Lead (DSL)	Leads day-to-day safeguarding and child protection, manages referrals and casework, and monitors patterns and trends.
Deputy DSLs and Level 2 team	Support the DSL, receive and respond to concerns and provide continuity when the DSL is unavailable.
All staff and volunteers	Recognise concerns, respond appropriately, record and report promptly, and maintain confidentiality.

How concerns are handled

Staff are not expected to diagnose abuse or prove that harm has occurred, and they must never investigate a concern themselves. If in doubt, they record and report. Every concern follows the same four steps.

RECOGNISE	RESPOND	RECORD	REPORT
Notice a disclosure, injury, change in behaviour, pattern, online concern or other warning sign.	Listen calmly, do not investigate, do not promise confidentiality and make sure the child is safe.	Make a factual, timely written record, using the child's own words where relevant.	Urgent or high-risk concerns go straight to the safeguarding lead. Others are submitted promptly.

A written record never replaces speaking directly to the safeguarding lead when a child may be at immediate or significant risk.

Informing parents

Parents are normally told about safeguarding concerns by the Designated Safeguarding Lead where it is safe and appropriate to do so. Where telling a parent could increase risk, compromise an investigation or cause delay, safeguarding advice is taken first. Where a child is believed to be in immediate danger, emergency action and referral are never delayed. Referrals are made to UAE authorities where required.

Concerns about adults

Any concern about the behaviour of an employee, volunteer, contractor or other adult working with children is taken seriously and reported immediately through the safeguarding leadership route. The adult is not confronted, concerns are kept confidential, and the matter is managed securely and, where required, together with HR.

Child-on-child abuse and bullying

AUS recognises that children can harm other children. Child-on-child abuse, bullying and harmful behaviour are never dismissed as banter or part of growing up. Incidents that raise a safeguarding concern are recorded and escalated as safeguarding matters, as well as being managed under the school's behaviour and anti-bullying procedures.

Online safety

Online safety is part of safeguarding. The school teaches children about online risks, including grooming, cyberbullying, inappropriate image sharing, scams, harmful content and the misuse of artificial intelligence, and maintains filtering and monitoring systems. Staff and students communicate only through approved school systems, and staff must never view, copy, forward or store indecent images of children.

Vulnerable children and attendance

Extra care is taken for Students of Determination, children with communication needs, and children affected by adversity, trauma, bullying or discrimination. Attendance is a safeguarding matter. Repeated, prolonged or unexplained absence can be a warning sign, and a child with five consecutive days of unexplained absence, where the school has been unable to establish their whereabouts, is escalated through the school's attendance and safeguarding procedures.

Confidentiality and record keeping

Safeguarding information is confidential but never secret where sharing is needed to protect a child. It is shared only with those who need it, stored securely and kept separate from general school records.

Safe recruitment, visitors and contractors

AUS follows safer recruitment procedures, including pre-employment checks, references and identity verification, recorded on a Single Central Record. Visitors and contractors must sign in, wear identification and follow school safeguarding expectations, and are supervised where needed. External providers working with children must have appropriate safeguarding arrangements.

Training, off-site activities and review

All staff and relevant volunteers receive safeguarding induction when they start and complete training and updates at least annually. Safeguarding leaders complete enhanced training. The same expectations apply on trips, visits, transport and clubs. School leaders monitor the policy through half-termly safeguarding meetings and review of casework, training, attendance, behaviour patterns and student voice. It is reviewed annually, and sooner if needed.

If you see something, hear something or are worried about a child's safety, say something. Please speak to a member of the school's safeguarding team straight away.