



MODEL PRIVATE SCHOOL, ABU DHABI UAE

School Health and Safety Policy

Model Private School, Abu Dhabi, is committed to ensuring that we provide a healthy and safe environment for our staff, students, and visitors. The Principal and Governing Board share ultimate accountability for the health and safety of the school and take great pride in our commitment to providing a safe, healthy, and conducive learning environment for our students. We are dedicated to fully complying with rigorous standards and guidelines set forth by the Abu Dhabi Department of Education and Knowledge (ADEK) and aim to create a school culture that supports health and provides resources to ensure student safety.

To ensure that health and safety requirements set out by all other relevant government and regulatory entities are given proper consideration, our commitment will be to:

- Establish an Occupational Safety and Health (OSH) framework to safeguard the health and safety of our students, staff, contractors, sub-contractors, visitors, and other relevant stakeholders by putting in place clear and compliant policies and procedures for all on-site and school-related activities.
- Ensure all staff and students receive adequate training, information, and supervision in relation to the hazards present within the school environment and within the specific area of work.
- Promote a culture of responsibility and accountability towards protecting everyone from dangers (e.g., fire accidents, laboratory accidents, etc.) and spread awareness through effective communication and consultation with employees and staff.
- Ensure that schools provide access to high-quality health services to all students through school-based clinics, without any additional cost to students, in compliance with ADEK and DoH regulations and requirements.

1. Purpose

Model Private School acknowledges and accepts that the health, safety, and welfare of all students, staff, parents, and service providers are of paramount importance. To maintain best-in-class occupational health and safety standards, Model Private School has developed a **robust and compliant health and safety management system**.

This policy is communicated to all employees and is available for all relevant stakeholders.

2. Policy Objectives

This policy outlines Model Private School's commitment to achieving health and safety excellence by:

- 2.1 Ensuring a **healthy and safe environment** for staff, students, and visitors.
- 2.2 Reducing the number of accidents and preventing injuries and ill health to all employees, students, parents, contractors and visitors in our premises.
- 2.3 Ensuring compliance with **ADEK, ADPHC, DoH, CDA**, and all relevant safety regulations.

3. Management Commitment

3.1 The **Principal and Governing Board** are responsible for the health and safety of school operations and any school-related activities.

3.2 The **roles and responsibilities** of all school community members (students, staff, health and safety officers, contractors, visitors) are clearly defined.

3.3 Procedures are in place for the **health and safety of on-campus and off-campus school activities**.

3.4 Adequate **resources and processes** are allocated to ensure a safe school environment, including **training staff and students on health and safety**.

3.5 Measures are in place for **risk assessments, maintenance of the risk register, control measures, and periodic monitoring**.

3.6 The **Health and Safety Policy is published on the school website in both Arabic and English** as per ADEK's requirement.

4. Responsibilities

4.1 **Health and Safety Officer** Model Private School has appointed a **dedicated, full-time Health and Safety Officer, Mr. Raheem**, responsible for:

- Developing, implementing, and maintaining an **Occupational Safety and Health Management System (OSHMS)** in compliance with ADEK and ADPHC requirements.
- Meeting ADEK's **qualification requirements** (NEBOSH, IOSH, or equivalent).
- Establishing a **School Health and Safety Committee** to oversee safety measures.
- Conducting **hazard identification, risk assessment, and risk mitigation** for critical areas (e.g., school bus services, traffic flow, emergency evacuations).
- Maintaining **incident records via ADEK's electronic OSH reporting system**.
- Conducting **regular emergency drills** (fire, evacuation, crisis response).

4.2 **Principal's Role** The **Principal is responsible** for:

- Approving the **occupational health and safety strategy** and annual management plan.
- Allocating adequate **resources** to meet safety requirements.

4.3 **Leadership Teams' Role** the **Senior and Middle Leadership Team** ensures that sufficient resources are allocated to maintain a safe environment and **continuous safety improvement**.

4.4 **Employees' Role** All staff members must **prioritize their safety** and that of others by adhering to safety protocols.

5. Education and Training

5.1 Student Education Model Private School provides education on **road safety, fire safety, risk management, personal protection equipment, first aid, and emergency evacuation procedures.**

5.2 Staff Training Staff undergo **mandatory health and safety training**, including:

- Safeguarding students during emergencies (aligned with the ADEK Safeguarding Policy).
- Risk assessment to determine **training needs (fire safety, first aid, etc.)**.

6. General Health and Safety Measures

6.1 Fire Protection and Prevention

- The school is equipped with **fire detection and suppression systems** (alarms, sprinklers, extinguishers).
- The **HASSANTUK fire safety system** is installed for emergency response.
- Regular **fire safety inspections** are conducted as per CDA regulations.

6.2 Hazardous Materials Management

- The **secure storage and handling** of dangerous substances (e.g., chemicals, cleaning agents) are strictly monitored.

6.3 LPG Compliance

- The school **only uses Liquid Petroleum Gas (LPG) for educational purposes.**
- The **main supply is externally secured and linked to the fire alarm system**, per CDA regulations.

6.4 School Bag Weight Limits

- Model Private School enforces **ADEK's school bag weight limits (5-10% of a student's body weight)**.
- Parents are regularly **notified and advised** about safe school bag practices.

6.5 Smoke-Free Environment

- The school maintains a **strict no-smoking policy** (including **vaping and e-cigarettes**) across the entire premises.

7. Emergency Planning and Mental Health Support

7.1 Emergency Response Plan

- The **Principal is responsible for maintaining the School Emergency Plan**, outlining evacuation and safety procedures.
- **Annual emergency drills** are conducted and documented.
- A **real-time emergency communication system** is in place for parent notifications.

7.2 Mental Health Support

- Post-emergency **mental health support** is provided for students and staff, aligned with ADEK's **Student Mental Health Policy and Staff Well-being Policy**.

8. Health System

8.1 School Clinic

- The school operates a **fully licensed clinic** under DoH guidelines with **full-time licensed nurses**.

8.2 Medication Administration

- Medication is administered per **ADEK and DoH protocols**, with **parental consent renewed each term**.

8.3 Health Screenings and Immunizations

- The school facilitates **regular student health screenings and immunization programs** in compliance with **DoH regulations**.

8.4 Individual Healthcare Plans (IHPs)

- Students with **additional health needs** receive **customized healthcare plans**.

9. Compliance & Record Keeping

9.1 The school submits **periodic reports, audits, and action plans** to ADEK.

9.2 **Digital record-keeping** aligns with the **ADEK School Records Policy and Digital Policy**.

9.3 Safety inspections, maintenance logs, and compliance reports are **securely stored** for **regulatory audits**.

10. Policy Implementation

10.1 This policy is **effective from the 2024/25 academic year**.

10.2 The school will be **fully compliant by February 1, 2026**.

Model Private School remains committed to the **highest standards of health and safety** for students, staff, and visitors.