

HEALTH AND SAFETY POLICY

Introduced:	December 2015
Review 1:	December 2021
Review 2 :	December 2023
Review 3 :	October 2024
Next Review:	October 2025

DEFINITION:

The term Health and Safety refers to the requirement for the school to ensure that students and staff are kept safe and healthy in school and to practice the health and safety principles in their lives in future as well.

PURPOSE:

- Ensure compliance with all statutory legal and regulatory requirements, contractual obligations and corporate directives.
- Integrate Occupational Safety and Health considerations into our decision making and in our operational practices.
- Ensure protection and enhancement of the health and safety consideration into our decision making and in our operational practices for staff and students.
- Identifying Occupational Safety and Health hazards, assess risk through risk assessments formulate mitigation measures and implement them
- Establish OSH Objectives, assign targets and management programs to ensure the objectives are realized and their progress monitored.
- Ensure continual improvements in the OSH performance by regular OSH training and promoting awareness among staff, students and visitors.
- Conduct inspections and audits to ensure policy compliance, and procedures for incident reporting and investigation.

- Maintenance of detailed records related to health and safety, including training, inspections, and incidents.
- Provide all necessary resources towards fulfilling this policy statement and its established OSH Objectives.
- Ensure that the policy is communicated to all personal working with & on behalf of the organization and to all stake holders
- Develop and regularly testing emergency plans, including fire safety and lockdown procedures, to ensure readiness and safety.
- Ensure that the school's health and safety operations align with local and federal laws and ADEK's policies.

POLICY:

The school regards the promotion of health and safety education as essential at all times. It also considers it as responsibility of every staff member to ensure that correct health and safety procedures are followed at all times, in accordance with the requirements of the school's Health, Safety and Environment policy and procedures and all other policies and regulations applicable in the Emirate . The staff is considered responsible for informing the school's Principal or his/her delegated representative and the council and relevant authorities, within required time space, of any health and safety breaches at the school.

RESPONSIBILITIES OF THE MEMBERS OF SCHOOL COMMUNITY

Principal and Governing Board

- Ensure compliance with ADEK health and safety regulations.
- Implement and monitor health and safety policies and procedures.
- Allocate resources for health and safety initiatives.
- Report health and safety performance to the governing board

Health and Safety Officers

- Develop, implement, and maintain an occupational safety and health management system including ADPHC/DOH fulfilment of periodic submissions, together with other relevant authorities' requirements, based on school risk classification.
- Establish a clearly defined leadership structure of health and safety related matters within the school including delegation mechanisms and linkages with external stakeholder requirements.
- Ensure relevant staff training including appropriate handover and induction training for new employees and contractors.
- Carry out hazard identification, risk assessment, and control measures to ensure risk mitigation in crucial areas (for example, school bus services, parent's pick-up and drop- of, traffic flow management, etc.).
- Develop, maintain, and periodically update both an Emergency Response Plan and Occupational Injuries Register.
- Establish a School Health and Safety Committee to handle all related matters.
- Maintain records of incident investigations as part of an incident register and report (via ADEK and ADPHC electronic OSH reporting system) on a timely basis.
- Liaise with the school's Safeguarding Committee or Lead, in line with the ADEK Safeguarding Policy, to maintain sufficient supervision and monitoring of students, with full visual coverage, to safeguard against and tend to incidents.
- Conduct regular health and safety audits and inspections.
- Maintain the risk register and ensure implementation of control measures.
- Provide training and support on health and safety matters.
- Investigate incidents and recommend corrective actions.

Staff

- Adhere to health and safety policies and procedures.
- Report hazards, incidents, and near-misses promptly.
- Participate in health and safety training.
- Supervise students to ensure their safety.

Dunes International School

Plot no 19; Shabiya 9; Mussafah; Abu Dhabi; P.O Box 5121
Tel.: 0097125527527
School code: 90201 | Affiliation number: 6630051



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Students

- Follow health and safety guidelines and instructions.
- Report any hazards or unsafe conditions to a staff member.
- Participate in health and safety education programs.

Contractors and Sub-contractors

- Comply with the school's health and safety policies and procedures.
- Ensure the safety of their operations on school premises.
- Report any incidents or hazards to the school's health and safety officer.

Visitors

- Follow health and safety guidelines while on school premises.
- Report any hazards or incidents to school staff.

Procedures for Ensuring Health and Safety

On-Campus Activities

- Conduct risk assessments for all school activities.
- Implement control measures to mitigate identified risks.
- Ensure supervision ratios are appropriate for the activity.
- Regularly inspect and maintain school facilities and equipment.

Off-Campus and Extracurricular Activities

- Conduct risk assessments for off-campus activities.
- Ensure transportation safety measures are in place.
- Provide staff with emergency contact information and procedures.
- Ensure that off-campus locations comply with health and safety standards.



Resources and Processes

Resources

- Allocate budget for health and safety initiatives, training, and equipment.
- Ensure availability of first aid kits, AEDs, and other emergency equipment.
- Provide access to health services and support.

Processes

- Regularly review and update health and safety policies.
- Maintain open communication channels for reporting health and safety concern
- Promote a culture of responsibility and accountability among all stakeholders.

Education and Training

Students

- Integrate health and safety education into the curriculum.
- Conduct regular drills for fire, lockdown, and other emergencies.
- Provide age-appropriate health and safety resources and training.

Staff

- Provide comprehensive health and safety training during onboarding.
- Conduct regular refresher training sessions.
- Ensure staff are trained in first aid and emergency response.
- Injury and Illness Prevention

Procedures

- Implement preventive measures to reduce the risk of injury and illness.
- Promote good hygiene practices and provide necessary facilities.
- Encourage reporting of health and safety concerns without fear of reprisal.
- Address reported concerns promptly and effectively.

Risk Assessment and Control Measures

Risk Assessments

- Conduct regular risk assessments for all school activities and facilities.
- Maintain a risk register to document identified risks and control measures.
- Review and update risk assessments periodically or when changes occur.

Control Measures

- Implement appropriate control measures to mitigate risks.
- Monitor the effectiveness of control measures and make adjustments as needed.
- Ensure that all stakeholders are aware of and understand the control measures.

Monitoring and Review

- Conduct regular health and safety audits and inspections.
- Review health and safety performance and incident reports.
- Use feedback from audits, inspections, and incident reports to improve health and safety practices.

Regulatory Requirements

Submission of Periodic Reports, Audits, and Action Plans

- The school will submit periodic health and safety reports as required by relevant authorities.
- Regular audits will be conducted to ensure compliance with health and safety regulations.
- Action plans will be developed and implemented based on audit findings to address any identified issues.
- Submission of Relevant Forms in the Internal School Management Systems such as Incident Reports.
- All incident reports will be documented and submitted promptly as per regulatory requirements.
- A robust management system will be maintained to track and report health and safety incidents.
- Forms required by ADEK, ADPHC/DOH, CDA, or other authorities will be completed accurately and submitted within the specified timeframes.

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Compliance with Given Timeframes

- The school will adhere to all timeframes specified by regulatory bodies for the submission of reports, forms, and other compliance-related documents.
- Any extensions or delays will be communicated promptly to the relevant authorities with valid justifications.

Displaying the Policy in Prominent Locations

- The Health and Safety Policy are displayed prominently throughout the school, including at entrances, common areas, and on notice boards.
- Copies of the policy is readily accessible to all stakeholders, including staff, students, visitors, and contractors.
- The policy is also be available on the school's website and in digital formats for easy access in English and Arabic.

Licensing and Permits

Requirements

- The school obtains all necessary licenses and permits to conduct its operations.
- Licenses and permits are maintained in accordance with the regulations set by ADEK, ADPHC/DOH, DMT, ITC, MCC, CDA, ADAFSA, and other relevant authorities.
- The school shall maintain valid contracts for all operations related to health and safety.

Inspection Records and Compliance

Maintenance of Records

- The school maintain records of all inspections, observations, and notifications made by relevant authorities.
- Records are kept in accordance with the ADEK Records Policy and other applicable compliance requirements.

Compliance

- The school ensures compliance with all applicable health and safety regulations.
- Regular audits and inspections are conducted to identify and rectify any non- compliance issue.



Incident Documentation

Recording and Documentation

- Every incident is recorded, documented, and signed by the principal.
- Incident records are stored for auditing purposes in line with the ADEK Digital Policy and ADEK Records Policy.

Traffic Management Plan

Development and Maintenance

- Develop, maintain, and update a comprehensive traffic management plan.
- The plan details internal and external traffic flow to ensure the safety of the school community especially during peak hours (drop-off/pick-up timings).

Trained Task Force

- A trained task force, had deployed to direct traffic during peak hours.
- The task force is responsible for effectively managing daily traffic operations on or near the school grounds.

School Bus Inspection and Licensing

- Maintain school bus inspection records.
- Acquire and maintain relevant licenses for school buses, bus drivers, and bus supervisors.

Transport Emergency and Communication Plan

- Develop and maintain an updated transport emergency and communication plan.
- Communicate the plan appropriately to all stakeholders, ensuring everyone is aware of the procedures and protocols in case of an emergency.

This policy outlines the provision of medical services and healthcare in Dunes International School, ensuring compliance with the Department of Health (DOH) requirements and standards, as well as ADEK policies. The aim is to provide a safe and healthy environment for all students by establishing and managing a school clinic, employing qualified healthcare professionals, and maintaining comprehensive student health records.

Mandatory Recruitment of Health and Safety Officer

- The Health and Safety officer is a dedicated full time role.

OSHAD Risk Classification	Main Qualification	Additional Qualification	Experience
High Risk Entities	QFE 7 -- (Bachelor's Degree) in Health and Safety or in any other subject AND National Examination Board in Occupational Safety and Health (NEBOSH) Certification	Course on Incident investigation and Reporting Accredited First Aider and Fire Fighter Knowledge of ADPHC's Electronic OSH Reporting System	Minimum 5+ Years of Health and Safety

- The health and safety officer remains in the school premises at all time during the school day.
- The health and safety officer is adequately trained to implement the policy and meet the following minimum requirements, as indicated in Table 1 , Health and safety officer position, including meeting any other Abu Dhabi Occupational Safety and Health system Framework(OSHAD-SF) requirements

Health and Safety Officer Responsibilities:

- The Health and safety officer will adhere to the following responsibilities, in line with OSHAD-SF risk classification, requirements and updates
- Develop implement and maintain an occupational safety and health management system including ADPHC/DOH fulltime of periodic submissions together with other relevant authorities requirements based on school risk classification.
- Establish a clearly defined leadership structure of health and safety related matters within the school including delegation mechanisms and linkage with external stakeholders requirements
- Ensure relevant staff training including appropriate handover and induction training for new employees and contractors.
- Carryout hazard identification, risk assessment and control measures to ensure risk mitigation in crucial areas (for example, school bus services, parent's pickup and drop- off, traffic flow management etc.)

- Develop and maintain and periodically update both an emergency response plan and an Occupational injuries register.
- Establish a school health and safety committee to handle all related matters.
- Maintain records of incident investigation as part of an incident register and report (Via, ADEK and ADPHC electronic OSH reporting system) on a timely basis.
- Liaise with the school's safeguarding committee or lead, in line with the ADEK safeguarding policy, to maintain sufficient supervision and monitoring of students, with full visual coverage, to safeguard against and tend to include
- Detailed requirements as per the school risk classification, refer to the OSHAD-SF and its latest system framework updates.

Health and Safety Requirements:

General Health and Safety Measures

Secure Storage and Safe Use of Potentially Dangerous Substances and Equipment Dunes International Schools shall ensure that procedures relating to the secure storage and safe use of potentially dangerous substances and equipment are meticulously followed.

Procedures:

- Compliance: Adhere to guidelines and regulations from CDA, ADPHC/DOH, ADAFSA, and other relevant government or regulatory entities.
- Storage: Store laboratory chemicals, biological materials, cleaning substances, workshop tools, and maintenance equipment in secure, designated areas with appropriate labeling.
- Usage: Ensure safe usage procedures are in place and followed, including proper handling and protective measures.
- Training: Provide regular training for staff and students on the safe use and handling of these substances and equipment.

Equipment Testing and Maintenance

All equipment used by the school shall be regularly tested and maintained in safe working condition.

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Procedures

- Routine Checks: Conduct regular inspections and maintenance of all school equipment.
- Compliance: Ensure maintenance aligns with regulatory requirements and manufacturer recommendations.
- Record Keeping: Maintain records of all tests, inspections, and maintenance activities.

Regular Safety Assessments

- Regular safety assessments shall be carried out as required by ADEK, ADPHC/ DoH, and all other relevant authorities.

Procedures

- Fire Safety Systems: Conduct regular inspections and tests of fire safety systems and equipment.
- Emergency Plans: Review and update emergency evacuation plans regularly.
- Emergency Equipment: Ensure emergency lighting and response equipment are functional and readily accessible.
- Documentation: Keep detailed records of all safety assessments and their outcomes.

Security Systems

- Dunes International School site shall be equipped with fully functioning and effective security systems to prevent and detect crime, vandalism, unlawful behavior and inappropriate conduct.

Procedures

- Surveillance: Implement surveillance provisions in line with the ADEK Digital Policy and the Manual of Surveillance Devices (MCC, 2022).
- Security Measures: Install and maintain security cameras, alarms, and access control systems.
- Monitoring: Regularly monitor and review security footage and system logs.

Weight Limits of School Bags

The Schools shall adhere to maximum weight limits for students' school bags and ensure that this policy is communicated to parents.



Procedures:

- Weight Limits: Ensure a student's school bag does not exceed 5-10% of their body weight, based on the following table:

Grade/Year	Max. Backpack Weight*
KG1 / FS2	Not exceed 2 kgs
KG2 / Year 1	Not exceed 3 kgs
Gr 1 / Year 2	Not exceed 3 kgs
Gr 2 / Year 3	Not exceed 4.5 kgs
Gr 3 / Year 4	Not exceed 4.5 kgs
Gr 4 / Year 5	Not exceed 6 kgs
Gr 5 / Year 6	Not exceed 6 kgs
Gr 6 / Year 7	Not exceed 8 kgs
Gr 7 / Year 8	Not exceed 8 kgs
Gr 8 / Year 9	Not exceed 10 kgs
Gr 9 / Year 10	Not exceed 10 kgs
Gr 10 / Year 11	Not exceed 10 kgs
Gr 11 / Year 12	Not exceed 10 kgs
Gr 12 / Year 13	Not exceed 10 kgs

- Maximum school bag weight is calculated based on the American Chiropractic Association (ACA) recommendations.
- Communication: Inform parents about the weight limits and the importance of adhering to them to avoid adverse effects on their child's health.

Smoke-Free Campus:

- The school shall maintain a smoke-free environment within the school premises and the perimeter outside the school premises.

Procedures

- No-Smoking Policy: Enforce a strict no-smoking policy (including e- cigarettes and vaping) for all students, staff, and visitors.
- Signage: Display no-smoking signs prominently around the school premises.
- Enforcement: Monitor compliance and take appropriate action against violators.

Fire Protection Systems

- The Schools shall equip their premises with integrated and effective systems for fire protection and Detection.

Procedures:

- Fire Detection Systems: Install and regularly test fire alarms and smoke detectors.
- Fire Suppression Systems: Maintain fire extinguishers, fire hoses, and sprinkler systems.
- Training and Drills: Provide fire safety training and conduct regular fire drills.
- Dunes International School Personal Emergency Evacuation Procedure (PERSONAL EMERGENCY EVACUATION PLAN)

Purpose

The purpose of the Personal Emergency Evacuation Procedure (PERSONAL EMERGENCY EVACUATION PLAN) policy is to ensure the safety and efficient evacuation of all individuals, including those with disabilities or special needs, during an emergency at Dunes International School.

Scope

This policy applies to all students, staff, visitors, and any other individuals present at Dunes International School.

Objectives

- To provide a clear and efficient evacuation plan for individuals requiring assistance.
- To ensure that all staff are aware of their responsibilities in assisting with the evacuation.
- To comply with legal requirements and best practices regarding the safety and evacuation of individuals with disabilities or special needs.

Definitions:

- PERSONAL EMERGENCY EVACUATION PLAN: Personal Emergency
- Evacuation Procedure – a tailored evacuation plan for individuals who may require assistance during an emergency.
- Responsible Person: Health and safety officer, trained to assist individuals with PERSONAL EMERGENCY EVACUATION PLAN s during an evacuation.

Procedure Development

- Identification of Individuals Needing - PERSONAL EMERGENCY EVACUATION PLANS.
- Upon enrolment or employment, individuals will be asked to disclose any disabilities or special needs that may require a PERSONAL EMERGENCY EVACUATION PLAN.
- Visitors will be asked to notify the reception of any assistance they may require during an evacuation.

Assessment and Planning

- An individualized assessment will be conducted to determine the specific needs and requirements of the person.
- A PERSONAL EMERGENCY EVACUATION PLAN will be developed in consultation with the individual, taking into account their specific needs, the layout of the building, and the available resources.

Documentation and Distribution

- The PERSONAL EMERGENCY EVACUATION PLAN will be documented, and a copy will be provided to the individual.
- Copies will also be maintained with the school's health and safety officer, and relevant staff members will be informed of the plan.

Evacuation Assistance

Responsible Person

- Responsible persons will be assigned to assist individuals with PERSONAL EMERGENCY EVACUATION PLAN s during an evacuation.
- These staff members will receive specific training on how to effectively assist and evacuate individuals with Disabilities or special needs.

Evacuation Equipment

- The school will ensure that appropriate evacuation equipment, such as evacuation chairs or stair climbers, is available and maintained.
- Responsible persons will be trained in the use of this equipment.

Regular Drills and Training

- Regular evacuation drills will include scenarios involving individuals with PERSONAL EMERGENCY EVACUATION PLAN to ensure preparedness.
- Training sessions will be held for all staff to familiarize them with the PERSONAL EMERGENCY EVACUATION PLAN policy and the use of evacuation equipment.

Review and Update

- PERSONAL EMERGENCY EVACUATION PLAN s will be reviewed at least annually or whenever there is a significant change in the individual's needs or the building layout.
- Feedback from drills and actual evacuations will be used to update and improve the PERSONAL EMERGENCY EVACUATION PLAN policy.

Responsibilities

- Health and Safety Officer: Oversee the development, implementation, and review of PERSONAL EMERGENCY EVACUATION PLAN s.
- Responsible Persons: Assist individuals with PERSONAL EMERGENCY EVACUATION PLAN s during evacuations and participate in training and drills.
- All Staff: Be aware of the PERSONAL EMERGENCY EVACUATION PLAN policy and cooperate in its implementation during drills and emergencies.

Confidentiality

All information regarding individuals' disabilities or special needs will be treated as confidential and shared only with those directly involved in the evacuation process.

Compliance

This policy complies with relevant legislation and guidance, including the Americans with Disabilities Act (ADA), and ensures that Dunes International School meets its legal obligations to provide safe evacuation procedures for all individuals.

Emergency Management

Emergency Management Team (EMT)

- Comprised of key university personnel including the Health and Safety Officer, Security Team, Facilities Management, and designated First Aid Coordinators.
- Responsible for overseeing emergency preparedness, response, and recovery efforts.

Evacuation Procedures

Alarm Activation

- Upon detection of an emergency (fire, gas leak, etc.), activate the nearest fire alarm to alert building occupants.

Immediate Evacuation

- Evacuate the building immediately using the nearest safe exit. Do not use elevators.
- Assist individuals with disabilities or special needs as per their Personal Emergency Evacuation Plan (PERSONAL EMERGENCY EVACUATION PLAN).

Assembly Points

Proceed to the designated assembly point and remain there until further instructions are provided by emergency personnel.

Roll Call and Accountability

- Designated staff members will conduct a roll call at assembly points to ensure everyone is accounted for.

Emergency Signage

- Clear and visible emergency exit signs must be in place throughout the campus.

Drills and Training

- Regular evacuation drills will be conducted to ensure readiness.
- All staff and students will be trained on evacuation procedures and assembly point locations.

Fire Safety Procedures

- Fire Detection and Alarm Systems
- Ensure all buildings are equipped with fire detection and alarm systems.
- Use of Fire Fighting Equipment.
- Fire extinguishers, fire blankets, and other equipment are strategically located and regularly maintained.
- Only trained personnel should use firefighting equipment, and only if it is safe to do so.
- Emergency Response
- Upon activation of the fire alarm, the Security Team will coordinate with local fire services.
- Evacuate the building immediately and follow the evacuation procedures.

Maintenance and Inspection

- Regular inspection and maintenance of all fire safety equipment and systems.
- Fire safety systems will be tested in accordance with regulatory requirements.

Training

- Regular fire safety training for all staff and students.
- First Aid Procedures

First Aid Personnel

- Trained first aid personnel will be available during all operational hours.
- First aiders will receive regular training and certification.

First Aid Kits

- First aid kits will be strategically placed and easily accessible throughout the campus.
- Kits will be regularly inspected and restocked.

Emergency Medical Assistance

- In the event of a serious injury or illness, immediately call emergency services (911) and notify the school Security Team.
- Provide first aid care until professional medical assistance arrives.

Reporting and Documentation

- All incidents requiring first aid treatment must be reported to the school Health and Safety Officer.
- An incident report form must be completed for every first aid incident.

Maintenance and Inspection

- Regular inspection and maintenance of first aid kits and equipment.
- AEDs will be checked to ensure they are operational and accessible.

Training

- Regular first aid training for staff and students, including CPR and AED use.
- Advanced training and certification for designated first aiders.

Responsibilities

- Health and Safety Officer: Oversee the implementation and compliance of the emergency management policies.
- Security Team: Respond to emergencies, assist in evacuations, and coordinate with emergency services.
- First Aid Personnel: Provide first aid care, maintain first aid equipment, and participate in training.
- All Staff and Students: Be familiar with emergency procedures, participate in drills and report hazards or incidents.

Compliance

- This policy complies with relevant legislation and guidelines, including fire safety and occupational health and safety regulations.

Health System

- Provision of Medical Services

School Clinics

- Establishment and Management:
- Dunes International School will establish and manage a clinic on the school's premises to provide healthcare services to students.
- Licensing: The clinic must obtain and maintain a DOH healthcare facility license to operate.

School Nurse

- Employment: The school will employ a full-time school nurse with a valid DOH healthcare professional license.
- Qualifications: The school nurse must meet the professional qualifications requirements and performance criteria set by DOH.
- Adherence to Standards: The school nurse must fully understand and strictly adhere to all DOH standards regulating the administering of medication in schools.

Administering of Medication

- Medication Administration: The Schools will ensure that medication is administered, including handling accidents and medical emergencies (such as anaphylaxis and seizures), in compliance with DOH requirements.
- Parental Consent: A completed parental consent form, renewed each term or whenever there is a change in the student's medication, is required for administering any medication.

Inclusion

Individual Healthcare Plans

- Healthcare Plans: Schools shall provide individual healthcare plans for students with additional learning needs, where appropriate, in line with the ADEK Inclusion Policy.

Health Screening

Regular Screening

Health Screening: Schools shall ensure that regular basic and comprehensive health screening is conducted in compliance with DOH requirements.

Immunization

School-Based Immunization Program

- Access to Health Providers: Schools shall allow access to DOH-appointed health providers and facilitate their task of conducting the school-based
- Immunization program for students as per DOH's guidelines.

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Student Records

Medical Records

- Recording Medical Care: Schools shall ensure that all medical care provided at school, including any medication administered, health screening, immunization, and the outcomes of any medical interventions, are recorded in the student's medical record.
- Confidentiality: All medical records shall be maintained confidentially in line with the ADEK Records Policy.

Reporting

Internal Reporting:

- Report the concern to the Designated Safeguarding Lead (DSL) immediately.

External Reporting:

- If the DSL is not available, or in cases of emergency, report directly to the relevant authorities (e.g., child protective services, police).
- To ensure consistent and effective implementation of this policy, Dunes International School shall establish & maintain an occupational safety & health Management System that is Compliant to the OSHAD's SF Ver.3.1, 2017 conforming to international standard Compliance.
- This Policy shall be effective as of start of the academic year 2024/2025 (fall term). Failure to comply with this policy should be subjected to legal accountability and the penalties.
- Stipulated in accordance with ADEK'S regulations, policies, and requirements notwithstanding any other penalties imposed by federal decree law No.(31) of 2021 promulgating the crimes and penalties law or any other relevant law. ADEK reserves the right to intervene if the school is found to be in violation of its obligations.



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Amendments:

Review 1	No Change
Review 2	No Change
Review 3	Amended as per the ADEK requirements

Principal Mr. Paramjit Ahluwalia	
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An ISO 9001:2015 Certified Company