



School Health and Safety Policy (AY 2024-26)

Introduction

Schools are required by law to ensure that they provide a healthy and safe environment for their staff, students, and visitors. The Principal and governing board share ultimate accountability for the health and safety of the school. Additionally, they share responsibility which extends to the provision of healthcare services to students. This policy sets out the basic requirements for school health and safety.

Purpose

- BRS ensures that the schools meets the health and safety requirements set out by ADEK, Abu Dhabi Public Health Center (ADPHC)/ Department of Health (DoH) and all other relevant government and regulatory entities.
- BRS ensures that schools safeguards the health and safety of its 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.
- BRS ensures that 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.
- BRS promotes a culture of responsibility and accountability towards protecting everyone from dangers (e.g., fire accidents, laboratory accidents, etc.) and spreads awareness through effective communication and consultation with employees and staff.
- BRS ensures that the school provides 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.

Definitions

Additional Learning Needs	<p>Individual requirements for additional support, modifications, or accommodations within a school setting on a permanent or temporary basis in response to a specific context. This applies to any support required by students of determination and those who have special educational needs and/or additional barriers to learning, access, or interaction in that specific context (e.g., dyslexic, hearing or visually impaired, twice exceptional, or gifted and/or talented).</p> <p>For example, a student with restricted mobility may require lesson accommodations to participate in Physical Education and building accommodations to access facilities but may not require any accommodations in assessments. Equally, a student with hearing impairment may require adaptive and assistive technology to access content in class and may also require physical accommodations (e.g., sit in the front of the class to be able to lip read) to access learning.</p>
Anaphylaxis	<p>A sudden and severe allergic reaction and medical emergency that occurs within minutes of exposure and requires immediate medical attention (MedlinePlus, n.d.)</p>
Basic Health Screening	<p>Annual health screening of students in all grades, conducted by the school nurse, including review of medical history, measurement of body mass index, and vision testing (Al Hajeri, 2020).</p>
Governing Board	<p>The governing body of a school, appointed by the school owners, and including qualified representatives and parents. The governing board is the senior authority of the school, with responsibility for the overall governance of its activities.</p>
Comprehensive Health Screening	<p>An in-depth health screening for students in Grades 1, 5, and 9. The screening is conducted by visiting health professionals and includes a medical check-up by a licensed medical doctor, a hearing screening, and an oral health examination for students in Grades 1, 5 and 9, as well as a blood count test by a phlebotomist for all students in Grade 1 and for female students in Grade 9 (Al Hajeri, 2020).</p>
Emergency Plan	<p>Systematic instructions and procedures that clearly detail what needs to be done, how, when, and by whom before and after the time an anticipated emergency event occurs.</p>
Health and Safety	<p>Requirement for schools to ensure that students, staff, contractors, sub-contractors, relevant stakeholders, and visitors are kept safe and healthy in school and school-related activities.</p>
Individual Healthcare Plan	<p>A written description of a student's medical requirements, health status, and healthcare plan, developed by the school nurse.</p>
Nurse	<p>A full-time (internal/contracted) employee of the school, with a valid Department of Health (DoH) healthcare professional license, whose role</p>

	is to oversee the school medical clinic and the healthcare of students in the school.
Parent	The person legally liable for a child or entrusted with their care, defined as the custodian of the child as per the Federal Decree Law No. 3 of 2016 Concerning Child Rights.
Visitor	<p>For the purpose of this policy, a visitor is any temporary visitor (e.g., a parent or a relative of a student, prospective student and their parents, inspectors, contractors, etc.) entering the school premises.</p> <p>An invited visitor is anyone visiting the school on a temporary basis to interact with students (i.e., a speaker, career fair representative, etc.) and includes volunteers, who are engaged by an educational institution on a non-remunerated basis to interact with students (e.g., parent chaperones, etc.).</p>
Wellness	The quality or state of being in good physical and mental health.

Policy

1. School Health and Safety Policy

1.1 Policy Requirements: BRS has developed and implemented a Health and Safety Policy that is aligned with ADEK's regulations and requirements. BRS also ensures that the Health and Safety Policy is available on the school website in both Arabic and English. This policy shall set out the following:

1. The responsibility of the Principal and the governing board for the health and safety of school operations and any school-related activities.
2. The roles and responsibilities of all members of the school community, including students, staff, health and safety officers, contractors, sub-contractors, relevant stakeholders, and visitors, in relation to health and safety.
3. The procedures for ensuring the health and safety of school and extracurricular activities, including those that take place off-campus.
4. The resources and processes in place to ensure a healthy, safe, and secure school environment including promoting a culture of responsibility and accountability.
5. The provisions for educating students and training staff on health and safety.
6. The procedures for preventing injury and ill health.
7. The provision for risk assessments, maintenance of the risk register, implementation of control measures, and monitoring and review of systems.

1.2 Regulatory Compliance:

1. BRS ensures that the Health and Safety Policy complies with the policies, procedures, regulations, frameworks, compliance checklists, circulars, and special instructions and their amendments issued and supervised by ADEK, ADPHC/ DoH, Abu Dhabi Civil Defence Authority (CDA), or any other relevant authority in the UAE regarding school activities, operations, buildings, facilities, and equipment used. This includes:
 - a. Submission of periodic reports, audits, and action plans.
 - b. Submission of relevant forms, including incident reports and management systems.
 - c. Compliance with given timeframes.
 - d. Displaying the policy in prominent locations throughout the school and ensuring it is readily accessible to all stakeholders (including staff, students, visitors, etc.).

2. BRS maintains valid contracts to conduct any operations from ADEK, ADPHC/ DoH, Department of Municipalities and Transport (DMT), Integrated Transport Centre (ITC), Monitoring & Control Center (MCC), CDA, the Abu Dhabi Agriculture and Food Safety Authority (ADAFSA), and/or any other relevant government or regulatory entity regulating areas related to health and safety.
3. BRS maintains inspection records, observations, and notifications made by relevant authorities, in line with the [BRS Records Policy](#) and shall meet all applicable compliance requirements.
4. BRS ensures that every digital incident is recorded, documented, and signed by the Principal, and stored for auditing purposes, in line with the [BRS Digital Policy](#) and the [BRS Records Policy](#).
5. BRS adheres to appropriate school transportation and traffic management, in line with the [BRS Transportation Policy](#), at a minimum:
 - a. Develop, maintain, and update a traffic management plan, detailing internal/ external traffic flow to ensure the safety of the school community, specifically during peak hours (drop-off/ pick-up timings).
 - b. Deploy a trained task force, composed of sufficient numbers of current staff that are assigned the task of directing traffic flow during pick-up and drop-off timings to effectively manage the daily traffic operations on or near the school grounds.
 - c. Maintain school bus inspection records and acquire relevant licenses for school buses, bus drivers, and bus supervisors.
 - d. Develop and maintain an updated transport emergency and communication plan which shall be communicated appropriately to all stakeholders.

1.3 Mandatory Recruitment of a Health and Safety Officer and Resources: BRS has a Health and Safety Officer to effectively implement, oversee, manage, and monitor the Health and Safety Policy.

1. The Health and Safety Officer is a dedicated full-time role. A deputy may be assigned by the members of the Health and Safety Committee to cover shorter leave periods.
2. The Health and Safety Officer is required to remain on the school premises at all times during the school day.
3. The Health and Safety Officer shall be adequately trained to implement the policy and meet the following minimum requirements, including meeting any other Abu Dhabi Occupational Safety and Health System Framework (OSHAD-SF) requirements.
 - a. The Health and Safety Officer is responsible for all other applicable requirements from relevant authorities such as but not limited to ADPHC/ DoH and Abu Dhabi Quality and Conformity Council (QCC).

4. Health and Safety Officer Responsibilities: The Health and Safety Officer shall adhere to the following responsibilities, in line with OSHAD-SF risk classification, requirements, and updates:
 - a. Develop, implement, and maintain an occupational safety and health management system including ADPHC/ DoH fulfillment of periodic submissions, together with other relevant authorities' requirements, based on school risk classifications.
 - b. Establish a clearly defined leadership structure of health and safety related matters within the school including delegation mechanisms and linkages with external stakeholder requirements.
 - c. Ensure relevant staff training including appropriate handover and induction training for new employees and contractors.
 - d. Carry out hazard identification, risk assessment, and control measures to ensure risk mitigation in crucial areas (for example, school bus services, parents pick-up and drop-off, traffic flow management, etc.).
 - e. Develop, maintain, and periodically update both an Emergency Response Plan and an Occupational Injuries Register.
 - f. Establish a School Health and Safety Committee to handle all related matters.
 - g. 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.
 - h. Liaise with the school's Safeguarding Committee or Lead, in line with the [BRS Safeguarding Policy](#), to maintain sufficient supervision and monitoring of students, with full visual coverage, to safeguard against and tend to incidents.

5. BRS shall set aside adequate resources (e.g., financial resources, necessary infrastructure, etc.) to appropriately implement this policy.

2. Education and Training

- 2.1 Student Education: BRS educates all students on health and safety, including teaching road safety, risk management, fire safety, using personal protection equipment, emergency and evacuation procedures, basic first aid training, and personal physical awareness.

- 2.2 Staff Training: BRS ensures that all staff receive training to equip them with the foundational knowledge (including reporting hazardous and health and safety-related incidents) and practical skills to safeguard student health and safety, in line with the ADPHC/ DoH and OSHAD-SF guidelines. This training shall include, but is not limited to:
 1. Procedures for safeguarding students in the case of an emergency on campus or during a school-related activity (e.g., in the event of a fire or security incident), in line with the [BRS Safeguarding Policy](#).

 2. BRS shall conduct a risk assessment to determine the type and level of health and safety-related training (e.g., first aid, fire safety) that staff would require, based on the school's own risk assessment and as per Abu Dhabi and UAE regulations, where applicable.

3. Health and Safety Requirements

3.1 General Health and Safety Measures: BRS ensures that:

1. Procedures relating to the secure storage and safe use of potentially dangerous substances and equipment (e.g., laboratory chemicals and equipment, biological materials, cleaning substances, workshop tools, and maintenance equipment) are meticulously followed, as per CDA, ADPHC/ DoH, ADAFSA, and/or any other relevant government or regulatory entity.
2. All equipment used by the school is regularly tested and maintained in safe working condition, in line with regulatory requirements and manufacturer recommendations.
3. Regular safety assessments are carried out (e.g., fire safety systems/ equipment, emergency evacuation plans, emergency lighting, emergency response equipment), as required by ADEK, ADPHC/ DoH, and all other relevant authorities.
4. The site is equipped with fully functioning and effective security and systems to prevent and detect crime, vandalism, unlawful behavior, and inappropriate conduct; and surveillance provisions are in place in line with the [BRS Digital Policy](#) and the Manual of Surveillance Devices (MCC, 2022).
5. The site is equipped with fully functioning and effective fixed and portable protection systems for fire prevention and detection (see [Section 3.4 Fire Protection](#)).

3.2 Weight Limits of School Bags: BRS adheres to maximum weight limits for students' school bags and ensure that this policy is communicated to parents.

1. A student's school bag shall not exceed 5-10% of a child's body weight when packed (considering individual factors such as the student's overall health, physical strength, and any existing health conditions) to avoid adverse effects on their spine or body as per Table 1. Maximum Backpack Weight Limit per Grade.

Table 1. Maximum Backpack Weight Limit per Grade

Grade/ Year	Max. Backpack Weight*
KG1/ FS2	Not exceed 2 kgs
KG2 / Year 1	
Gr 1/ Year 2	
Gr 2 / Year 3	
Gr 3 / Year 4	Not exceed 3 to 4.5 kgs
Gr4/ Year 5	
Gr 5 / Year 6	
Gr 6 / Year 7	Not exceed 6 to 8 kgs
Gr 7 / Year 8	
Gr 8 / Year 9	
Gr 9 / Year 10	Not exceed 10 kgs
Gr 10 / Year 11	
Gr 11/ Year 12	
Gr 12 / Year 13	

*Maximum school bag weight was calculated based on the American Chiropractic Association (ACA) recommendations.

- 3.3 Smoke-free campus: BRS maintains a smoke-free environment, within the school premises or in the perimeter outside the school premises as defined by ADPHC/ DoH, by enforcing a strict no-smoking policy (e-cigarettes/ vaping included) for all students, staff, and visitors.
- 3.4 Fire Protection: BRS has equipped its premises with integrated and effective systems, both fixed and mobile, for fire protection and detection, including fire detection systems, fire suppression systems, and fire sprinkler systems.
1. BRS ensures that these systems are fully compliant with the specifications set out by the CDA and obtain the necessary valid licenses for such systems.
 2. The school maintains inspection records and notifications relating to their fire protection and detection systems, in line with the [BRS Records Policy](#).
 3. BRS shall install the HASSANTUK system (if directed by the CDA and/or relevant authorities) to ensure timely response to fire and life safety emergencies.
- 3.5 Liquid Petroleum Gas (LPG): BRS does not use LPG except for educational purposes and has a central LPG system (no individual burners or cylinders). The main supply line is located outside of the school building and properly secured from access by students and any other unauthorized persons. The distribution system is linked to the school's fire alarm system and complies with the requirements of the CDA.

3.6 Emergency Planning: BRS prioritizes student safety in an emergency.

1. The Principal is responsible for drawing up a School Emergency Plan setting out the circumstances defining an emergency and the resulting safeguarding and evacuation procedures to be followed.
2. BRS conducts emergency drills at least annually (or as per civil defense requirements) to maintain its preparedness for emergencies and identify potential weaknesses or gaps in their execution. BRS documents and maintains a log of observations from such emergency drills.
3. BRS has a notification system in place to quickly communicate information to parents (e.g., text message system, public address system, or mobile apps) in the event of an emergency.

3.7 Health and Safety-Related Mental Health Support: BRS provides students and staff with mental health support following any serious whole-school emergency situations, in line with the [BRS Student Mental Health Policy](#) and the [BRS Staff Wellbeing Policy](#).

4. Health System

4.1 Provision of Medical Services:

1. School Clinics: BRS maintains a DoH healthcare facility license to operate a clinic on the school's premises to provide healthcare services to students, in line with DoH requirements and standards.
2. School Nurse: BRS has employed full-time school nurses with valid DoH healthcare professional license, in line with DoH requirements and the [BRS Coeducation Policy](#). BRS ensures that the school nurse meets the professional qualifications requirements and performance criteria set for them by DoH, and fully understands and strictly adheres to all DoH standards regulating the administering of medication in schools.
3. Administering of Medication: BRS ensures that medication is administered including the handling of accidents and medical emergencies (such as anaphylaxis and seizures), as per DoH requirements and a completed parental consent form that is renewed each term or whenever there is a change in student's medication.

4.2 Inclusion: BRS provides individual healthcare plans for students with additional learning needs, where appropriate, in line with the [BRS Inclusion Policy](#).

4.3 Health Screening: BRS ensures that regular basic and comprehensive health screening is conducted in compliance with the DoH requirements.

- 4.4 Immunization: BRS allows access to DoH-appointed health providers and facilitate their task of conducting the school-based immunization program for students as per DoH's guidelines.
- 4.5 Student Records: BRS ensures 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 while maintaining confidentiality in line with the *BRS Records Policy*.

5. Compliance

- 5.1 This policy is effective as of the start of the Academic Year 2024/ 25 (Fall term). The school is expected to be fully compliant with this policy by Academic Year 2025/ 26 (Fall term).

Approved By:

Dr. Rishikesh Padegaonkar
Principal
Bright Riders School

Next Review: AY 2026-2027

