

School OSH Policy

1. Policy Statement

At International Indian School, Abu Dhabi, we are committed to ensuring a safe, healthy, and secure environment for all students, staff, visitors, contractors, and stakeholders. This Health and Safety Policy is developed in alignment with the regulations and requirements of the Abu Dhabi Department of Education and Knowledge (ADEK) and provides a clear framework to safeguard the well-being of our school community in all operations, activities, and facilities.

2. Responsibilities of the Principal and Governing Board

The Principal and the Governing Board are responsible for the overall health and safety of the school, including:

- Ensuring that the school complies with all health and safety regulations as outlined by ADEK.
- Establishing and maintaining a comprehensive health and safety management system.
- Allocating adequate resources to implement health and safety measures, including personnel, equipment, and training.
- Regularly reviewing health and safety performance to ensure the effectiveness of policies, procedures, and control measures.
- Ensuring all school operations, activities, and off-campus events meet health and safety standards.

3. Roles and Responsibilities of the School Community

Each member of the school community, including staff, students, health and safety officers, contractors, subcontractors, visitors, and stakeholders, has a role to play in ensuring the health and safety of the school environment.

- **Principal:** Ensures compliance with health and safety policies, procedures, and regulations and promotes a culture of safety.
- **Governing Board:** Monitors overall compliance, approves health and safety policies, and ensures accountability.
- **Health and Safety Officers:** Coordinate the health and safety efforts, conduct risk assessments, maintain the risk register, and monitor the implementation of control measures.
- **Teachers and Staff:** Follow safety guidelines, report hazards, supervise student activities, and promote health and safety awareness.



- **Students:** Participate responsibly in school activities, follow safety rules, and report hazards.
- **Contractors/Subcontractors:** Ensure their activities comply with the school's health and safety regulations and report any risks.
- **Visitors and Stakeholders:** Adhere to the school's health and safety procedures while on campus.

4. Procedures for Health and Safety in School and Extracurricular Activities

We ensure that both school-based and off-campus activities are conducted in a manner that prioritizes the health and safety of all participants. The procedures include:

- A thorough risk assessment for all school events and extracurricular activities.
- Proper supervision and support for activities conducted off-campus, including transportation arrangements.
- Emergency preparedness plans for activities, whether they are held on or off campus.

5. Resources and Processes for Ensuring a Healthy, Safe, and Secure Environment

The school is committed to providing a safe environment through:

- Adequate staffing of trained health and safety officers.
- Regular maintenance and inspection of facilities, including fire alarms, electrical systems, and physical infrastructure.
- Installation of safety equipment such as CCTV, alarms, fire extinguishers, and first aid kits.
- Promoting a culture of responsibility and accountability for health and safety across all levels of the school community.

6. Education and Training on Health and Safety

The school provides ongoing health and safety education for both staff and students:

- **Staff Training:** All staff members will receive annual health and safety training, covering emergency procedures, first aid, and hazard identification.
- **Student Education:** Students are educated on personal health, emergency response procedures, and how to report unsafe conditions.
- **Regular Drills:** Fire drills, lockdown drills, and other emergency response drills will be conducted periodically to ensure readiness.

7. Injury and Ill Health Prevention

The school is committed to the prevention of injuries and illnesses through:

- A proactive approach to identifying potential hazards and implementing control measures.





- Immediate response protocols for accidents or health incidents, including first aid and notifying relevant authorities.
- Regular health check-ups for students and staff.

8. Risk Assessment, Risk Register, and Monitoring

Risk assessments will be conducted regularly by the Health and Safety Officer to identify potential hazards, which will then be documented in a risk register. The following steps will be undertaken:

- **Risk Assessments:** All school areas and activities will be regularly assessed to identify potential risks.
- **Control Measures:** Mitigation plans will be developed for any identified risks, including maintenance and safety protocols.
- **Monitoring and Review:** Systems will be regularly monitored and reviewed for effectiveness. Any changes or updates will be implemented promptly to ensure continued safety.

9. Review and Continuous Improvement

This Health and Safety Policy will be reviewed annually by the Principal and the Governing Board to ensure alignment with ADEK regulations and the evolving needs of the school. Continuous improvement is a core objective, and feedback from the school community will be incorporated into updates of the policy.

Policy Prepared By:

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School Health and Safety Officer

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Approved by:

Dr. Beno Kurien
School Principal

Date: 20 January 2026

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