



HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

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PERSON RESPONSIBLE	SHILPA
REVIEWED DATE	31 MARCH 2026
REVIEWED BY	VICE PRINCIPAL
APPROVED DATE	01 MAY 2026
APPROVED BY	PRINCIPAL
DATE OF NEXT REVIEW	MAY 2027
RELATED POLICIES	CHILD PROTECTION POLICY, INCLUSION POLICY, WELL BEING POLICY

PURPOSE

This policy establishes the school's commitment to maintaining a safe, healthy, secure, inclusive and environmentally responsible learning environment while promoting student wellbeing, safeguarding, and continuous improvement.

POLICY STATEMENT

Al Ameer English School is committed to providing a safe, secure, healthy, inclusive and environmentally responsible learning environment where all students can achieve their full potential and all staff members can perform their duties effectively. The school recognizes that health, safety, wellbeing, safeguarding, inclusion and environmental responsibility are essential components of high-quality education and continuous school improvement.

The school is committed to complying with all applicable UAE laws, Ministry of Education requirements, Civil Defence regulations and school inspection expectations while promoting a culture of safety, wellbeing, respect, responsibility and sustainability throughout the school community.

OUR COMMITMENT

Al Ameer English School is committed to:

- Ensuring the health, safety, wellbeing and safeguarding of all students, staff, parents, visitors and service providers.
- Providing a safe, secure and supportive learning environment that promotes student achievement and personal development.

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- Promoting a positive school culture where all members of the school community feel respected, valued, included and protected.
 - Supporting the physical, emotional, social and mental wellbeing of students and staff.
 - Maintaining an inclusive environment that respects diversity and provides equitable opportunities for all learners, including Students of Determination and gifted and talented students.
 - Identifying, assessing, and minimizing health, safety and environmental risks to prevent injury, illness, accidents and environmental harm.
 - Promoting environmental awareness, sustainability and responsible use of resources.
 - Complying with all applicable legal, regulatory, educational and health and safety requirements.
 - Recognizing and enhancing the skills, awareness and involvement of staff through training, professional development, and active participation.
 - Providing adequate resources, facilities, equipment and support to achieve the school's Health, Safety and Environment objectives.
 - Continuously reviewing and improving health, safety, wellbeing and environmental practices through effective monitoring and evaluation.

OUR ARRANGEMENTS

To fulfil these commitments, Al Ameer English School will:

- Integrate health, safety, wellbeing, safeguarding, inclusion and environmental considerations into all school operations, activities and educational programmes.
- Establish clear HSE objectives and targets to support continuous improvement.
- Conduct regular risk assessments and implement appropriate control measures to minimize risks.
- Maintain safe, secure, clean and healthy learning environments throughout the school.
- Ensure safe operation and maintenance of classrooms, laboratories, workshops, sports facilities, playgrounds, transportation services and other school facilities.
- Provide staff members with appropriate information, training, supervision and resources to carry out their duties safely and effectively.

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- Promote healthy lifestyles through health education, physical activity, nutrition awareness and wellbeing initiatives.
 - Encourage active participation of students, staff, parents and stakeholders in health, safety and environmental programmes.
 - Monitor compliance with health, safety, safeguarding and environmental requirements through inspections and reviews.
 - Promote environmental sustainability through responsible resource management, recycling, conservation initiatives and environmental awareness activities.
 - Ensure that all visitors and service providers comply with the school's health, safety and environmental requirements.
 - Review this policy annually and communicate it effectively to all stakeholders.

SAFEGUARDING AND CHILD PROTECTION

Al Ameer English School is committed to protecting all students from abuse, neglect, bullying, harassment, discrimination, exploitation, and any form of harm.

The school shall:

- Implement and maintain effective safeguarding and child protection procedures.
- Ensure that all staff members understand their safeguarding responsibilities.
- Promote a culture where students feel safe, respected, and confident to seek support when needed.
- Respond promptly and appropriately to any safeguarding concerns.
- Maintain confidentiality and follow established reporting procedures in accordance with UAE regulations and school policies.
- Promote safe and responsible use of digital technologies and online platforms.
- Educate students about cyber safety and responsible digital citizenship.

STUDENT AND STAFF WELLBEING

The school recognizes that wellbeing is fundamental to successful learning and effective teaching.

The school shall:

- Promote positive relationships and mutual respect among all members of the school community.

- Provide support systems that enhance students' emotional, social, physical and mental wellbeing.
- Promote positive behaviour and anti-bullying practices.
- Encourage student voice, leadership and participation in school life.
- Support staff wellbeing through professional support and a positive working environment.
- Provide access to health services and wellbeing initiatives whenever appropriate.
- Monitor attendance, behaviour, and wellbeing indicators to identify and support students who may require additional intervention.

INCLUSION AND ACCESSIBILITY

Al Ameer English School is committed to providing an inclusive learning environment that values diversity and promotes equal opportunities.

The school shall:

- Ensure that all students have access to quality education regardless of ability, background, gender, nationality, or individual needs.
- Identify and remove barriers to learning and participation.
- Provide appropriate support for Students of Determination and gifted and talented students.
- Foster a culture of acceptance, respect and belonging throughout the school community.

EMERGENCY PREPAREDNESS AND RESPONSE

The school shall maintain effective emergency preparedness and response systems to ensure the safety of all occupants during emergencies.

The school shall:

- Conduct regular fire drills, evacuation drills, lockdown drills and emergency response exercises.
- Maintain emergency equipment and first-aid facilities.
- Ensure that emergency procedures are clearly communicated to staff, students and visitors.
- Review emergency plans regularly and update them as necessary.
- Coordinate with relevant authorities when required.

ENVIRONMENTAL SUSTAINABILITY

The school is committed to promoting environmental responsibility and sustainable practices.

The school shall:

- Encourage conservation of energy, water and natural resources.
- Promote waste reduction, recycling and responsible waste management.
- Integrate environmental awareness into school programmes and activities.
- Support student-led environmental initiatives and sustainability projects.
- Foster environmental stewardship among all members of the school community.

HEALTH, SAFETY AND ENVIRONMENT (HSE) COMMITTEE

The school shall establish a Health, Safety and Environment Committee to oversee the implementation and continuous improvement of health, safety, wellbeing, safeguarding and environmental practices.

COMPOSITION

The committee may include:

- Principal
- Vice Principal
- Academic coordinator
- Health and Safety Officer
- School Doctor/Nurse
- Inclusion Coordinator/SEN Coordinator
- Section Heads
- Facilities Manager
- Transport Coordinator
- Student Council Representative

RESPONSIBILITIES

The HSE Committee shall:

- Monitor implementation of the HSE Policy.
- Conduct regular safety inspections and risk assessments.

- Review accident, incident, injury and near-miss reports.
- Monitor emergency preparedness and response arrangements.
- Promote health, wellbeing, safeguarding and environmental awareness programmes.
- Review compliance with regulatory and inspection requirements.
- Recommend improvements and corrective actions.
- Monitor progress against HSE objectives and targets.
- Meet regularly and maintain records of meetings and actions taken.

ROLES AND RESPONSIBILITIES

School Leadership

School leadership shall:

- Demonstrate commitment to health, safety, wellbeing, safeguarding and environmental responsibility.
- Ensure compliance with legal and regulatory requirements.
- Provide adequate resources for implementation of this policy.
- Monitor policy effectiveness and continuous improvement.

Staff Members

Staff members shall:

- Follow all health, safety, safeguarding and environmental procedures.
- Report hazards, incidents, accidents and concerns promptly.
- Promote safe practices and positive wellbeing among students.
- Participate in relevant training and awareness programmes.

Students

Students shall:

- Follow school health and safety rules.
- Respect school property and the environment.
- Report unsafe conditions or concerns to staff.
- Contribute positively to a safe and inclusive learning environment.

Parents and Visitors

Parents and visitors shall:

- Support the school's health, safety, safeguarding and environmental expectations.

- Comply with school procedures while on campus.
- Cooperate with the school in maintaining a safe and healthy environment.

MONITORING AND REVIEW

The effectiveness of this policy shall be monitored through:

- Risk assessments
- Internal audits and inspections
- Incident and accident analysis
- Emergency drill evaluations
- Stakeholder feedback
- HSE Committee reviews
- School self-evaluation and improvement planning

