مدرستنا الثانوية الإنجليزية ، الشارقة ـ بنات
Our Own English High School, Sharjah-Girls

GEMS EDUCATION

POLICY ON USE OF CORPORAL PUNISHMENT AGAINST CHILDREN

Implemented : April 2014

Reviewed : May 2026

Next Review : May 2027

Compiled by : SLT & SMT

Approved by: Ms. Asma Gilani, Principal & CEO

1. Policy Statement

The school is firmly committed to providing a safe, respectful, and inclusive learning environment where the dignity and rights of every child are protected.

Corporal punishment and all forms of psychological punishment are strictly **prohibited under any circumstances**. This policy aligns with:

- UAE Child Rights Law (Wadeema's Law) and Ministry of Education Code of Conduct
- CBSE guidelines prohibiting corporal punishment
- School safeguarding and child protection requirements

Any violation of this policy will be considered a serious breach of professional conduct and may result in disciplinary and/or legal action.

2. Purpose

This policy aims to:

- Protect students from physical, emotional, or psychological harm
- Promote positive discipline and behaviour management
- Ensure compliance with legal and regulatory requirements
- Foster a culture of respect, safety, and well-being

3. Scope

This policy applies to:

- All teaching and non-teaching staff
- School leadership and administrative staff
- Volunteers, contractors, and visitors
- All students across Grades

4. Definition of Corporal Punishment

Corporal punishment refers to **any action intended to cause physical pain, discomfort, or humiliation for disciplinary purposes**.

This includes (but is not limited to):

- Hitting, slapping, pushing, or shaking
- Forcing students to stand, kneel, or remain in uncomfortable positions
- Denying access to classroom activities as punishment
- Any action causing physical discomfort or distress

Psychological punishment includes:

- Verbal abuse, shouting, or intimidation
- Public humiliation or shaming
- Threats, ridicule, or harassment

Such practices are harmful to students' well-being and negatively impact learning and development.

5. Prohibition

The school enforces **zero tolerance** towards:

- Corporal punishment
- Psychological or emotional abuse
- Any degrading or humiliating disciplinary practice

Corporal punishment is prohibited in UAE schools and is considered a violation of child protection laws.

6. Acceptable Behaviour Management Strategies

Staff must implement **positive and restorative approaches**, including:

- Positive reinforcement and recognition
- Clear expectations and classroom routines
- Restorative conversations and reflection
- Counselling support and behaviour contracts
- Parent engagement and communication

These strategies promote self-discipline and responsible behaviour rather than fear-based compliance.

7. Roles and Responsibilities

School Leadership

- Ensure policy implementation and compliance
- Provide training on positive discipline and safeguarding
- Monitor behaviour management practices

Teachers and Staff

- Follow positive discipline approaches
- Maintain respectful interactions at all times
- Report any incidents of misconduct immediately

Students

- Adhere to the school's Code of Conduct
- Show respect to peers and staff

Parents

- Support the school's discipline approach
- Reinforce positive behaviour at home

8. Reporting and Complaints Procedures

- Any incident or suspicion of corporal or psychological punishment must be **reported immediately** to the Designated Safeguarding Lead (DSL) / School Leadership.
- Reports will be handled confidentially and investigated promptly.

Timely reporting is essential to ensure student safety and compliance with child protection laws.

9. Disciplinary Action

Any staff member found guilty of violating this policy may face:

- Formal warning or suspension
- Termination of employment
- Referral to regulatory authorities or legal action

10. Training and Awareness

The school will:

- Provide regular staff training on safeguarding and behaviour management
- Conduct awareness sessions for students and parents
- Reinforce expectations through handbooks and orientations

11. Monitoring and Review

- The policy will be reviewed annually or as required
- Compliance will be monitored through observations, feedback, and audits

12. Related Policies

- Safeguarding and Child Protection Policy
- Behaviour Management Policy
- Anti-Bullying Policy
- Staff Code of Conduct

The school maintains a **zero-tolerance approach to corporal punishment**, ensuring that all disciplinary practices are respectful, child-centred, and fully aligned with UAE laws and CBSE guidelines, thereby safeguarding student dignity, well-being, and learning.