



ISCS

Safer Working Practices Policy

Policy Information			
Created Date	May 2024	Reviewed By _ Date	Samar Murad _ November 2025
Review Cycle	Annually	Next Review	June 2027
Vice Principal	Dr Fahd Kahlaoui		
Principal	Samar Khalid Murad		

Purpose

This policy establishes clear and effective guidelines for safer working practices within the International School of Creative Science, Muweilah. This policy aims to protect the welfare of students and staff by defining acceptable behaviors and practices in the educational setting, in alignment with the UK guidance on safer working practices and the Code of Conduct for Professionals in Education.

Scope

This policy applies to all teaching and support staff, volunteers, and any other individuals working within the school.

Definitions

- **Safe Practices:** Behaviors and actions that promote the safety, well-being, and dignity of students and staff.
- **Unsafe Practices:** Behaviors that compromise the safety or well-being of students, including inappropriate relationships or communications.
- **Whistleblowing:** The act of reporting any wrongdoing or unethical behavior, including breaches of this policy, without fear of retaliation.

School Values

The International School of Creative Science is guided by values rooted in Islamic ethics, which inform our approach to education and community engagement.

These values include:

- **Integrity:** Acting honestly and ethically in all interactions, ensuring that our practices foster trust and accountability.
- **Compassion:** Demonstrating care and kindness towards students, staff, and the community, creating an environment where everyone feels valued and supported.
- **Courage:** Encouraging staff and students to speak up about concerns and to address challenges with confidence and resilience.
- **Collaboration:** Working together as a community to ensure the safety and well-being of all, recognizing that collective efforts enhance our educational environment.
- **Tolerance:** Valuing diverse perspectives and fostering an inclusive atmosphere where all individuals are respected and accepted.

Policy Statement

The International School of Creative Science is committed to:

- Creating a safe and supportive learning environment for all students and staff, grounded in our core values and the principles outlined in the Code of Conduct for Professionals in Education.
- Providing training and resources to ensure that all staff understand and implement safe working practices.
- Establishing a culture where concerns about safety can be raised without fear of repercussion, reflecting our commitment to integrity and courage.

Responsibilities

- **Staff Members:** All staff are responsible for adhering to this policy and the Code of Conduct, modeling safe practices, and reporting any concerns regarding unsafe behavior. They are expected to demonstrate integrity and compassion in their interactions with students and colleagues.
- **Management:** School leadership will ensure that training on safer working practices is provided regularly and that this policy is enforced consistently, fostering a collaborative environment.

Safe Practices VS Unsafe Practices

Staff are expected to:	Staff must avoid:
<ul style="list-style-type: none"> • Maintain professional boundaries with students, demonstrating integrity and respect. • Use respectful and clear communication in all interactions, embodying compassion. • Obtain consent where appropriate for physical contact (e.g., assisting students). • Utilize school-approved channels for communication with students and parents to promote transparency. 	<ul style="list-style-type: none"> • Engaging in any form of inappropriate relationship with students, which undermines trust and integrity. • Using derogatory or abusive language, which conflicts with our value of compassion. • Sharing personal information or using personal social media to communicate with students can lead to misunderstandings and breaches of trust. • Failing to report any concerns regarding student welfare or safety, as courage and collaboration are essential in safeguarding.

Reporting Concerns

- Staff must report any concerns about unsafe practices to their immediate line manager or the designated safeguarding lead (DSL).
- Concerns can also be raised anonymously through the school's whistleblowing procedures, which will be protected from retaliation, fostering a culture of courage and integrity.

Consequences of Violating the Policy

Any breach of this policy or the Code of Conduct may result in disciplinary action, up to and including termination of employment, in accordance with the school's disciplinary procedures. Violations undermine the integrity and safety of our community.

Link to Safeguarding and Impact on the Learning Journey

This policy is integral to the safeguarding framework at the International School of Creative Science. By promoting safer working practices, we uphold our commitment to protecting the rights and well-being of all students, which directly enhances their learning journey. A safe and supportive environment enables students to:

- **Thrive Academically:** When students feel secure, they are more likely to engage in learning and achieve their full potential.
- **Develop Socially and Emotionally:** Positive interactions with staff foster trust and relationships that support students' emotional and social development.
- **Build Confidence and Resilience:** Knowing that the school prioritizes their safety empowers students to take risks and explore new ideas with courage.
- **Become Responsible Citizens:** By modeling ethical behavior and respect in alignment with the Code of Conduct, staff help students develop into responsible and compassionate members of society, reflecting our values of tolerance and collaboration.