

Occupational Safety and Health (OSH) Policy

School Name: United International Private School

Policy Effective Date: August 18, 2025

Next Review Date: August 2026

1. Purpose

The purpose of this policy is to outline the framework for ensuring the health, safety, and well-being of all individuals at United Private School Branch 1(UPSB1), including students, staff, contractors, and visitors. This policy reflects our commitment to maintaining a safe learning and working environment, aligned with UAE federal and local regulations, and the values of safety, respect, and responsibility that are central to our community.

2. Scope

This policy applies to all staff members, students, contractors, and visitors at (UPSB1), including those on school premises or engaged in school-related activities, both during and outside regular school hours.

3. Key Objectives

- **Preventing Accidents and Illnesses:** To identify potential hazards in the school environment and implement strategies to eliminate or control them to prevent accidents, injuries, and occupational diseases.
- **Compliance with Regulations:** To ensure compliance with UAE laws, including but not limited to the **UAE Federal Law No. 8 of 1980** (Labor Law), **Federal Law No. 24 of 1999** (Environmental Protection and Development Law), and the regulations set by the **UAE Ministry of Education** and the **Ministry of Health and Prevention (MOHAP)**.
- **Promoting Awareness:** To foster a culture of safety and awareness by educating all members of the school community about their rights and responsibilities related to OSH.
- **UAE National Identity:** To honor and uphold the values of **tolerance, respect for life, and national pride** through safety practices that support the physical and mental well-being of all stakeholders.

4. Responsibilities

School Management

- Ensure that this OSH policy is implemented and communicated to all stakeholders.

- Appoint an OSH coordinator or committee responsible for monitoring safety and health programs.
- Provide necessary resources for training, safety equipment, and regular assessments.
- Ensure compliance with UAE legal requirements regarding OSH.

OSH Coordinator/Committee

- Conduct regular safety inspections and risk assessments.
- Develop and implement action plans for addressing identified hazards.
- Coordinate OSH training and awareness programs.
- Keep records of OSH-related incidents, accidents, and reports.

Teachers and Staff

- Comply with the school's OSH policy and procedures.
- Report any hazards or incidents immediately to the OSH coordinator.
- Participate in OSH training programs.
- Promote safety awareness among students.

Students

- Follow all safety rules and guidelines in the school.
- Report any unsafe conditions to a teacher or staff member.
- Participate in OSH-related programs and initiatives.

Contractors and Visitors

- Adhere to the school's safety protocols while on school premises.
- Follow the instructions given by the OSH coordinator or school staff regarding safety.

5. OSH Practices and Procedures

General Safety Measures

- **Emergency Procedures:** Clear emergency evacuation plans, fire drills, and emergency contacts will be established and communicated to all staff and students.
- **First Aid and Medical Support:** First-aid kits will be available in all key areas, and staff will be trained in first-aid procedures. The school will also maintain a partnership with nearby medical facilities for emergencies.

- **Safety Equipment:** Appropriate safety equipment (e.g., fire extinguishers, safety signs) will be provided and maintained regularly.

Environmental Health and Safety

- The school will ensure the cleanliness of all facilities, including classrooms, playgrounds, and toilets, with regular maintenance schedules.
- Adequate ventilation and lighting will be provided in all areas to ensure a comfortable and healthy environment.
- Schools will follow UAE guidelines regarding food safety in cafeterias and canteens, ensuring all health and safety standards are maintained.

Prevention of Occupational Injuries

- A comprehensive risk assessment will be carried out at regular intervals, focusing on both physical and mental health risks, including stress or bullying prevention programs.
- All hazardous materials, if applicable, will be handled according to UAE laws and guidelines, with proper signage and protective measures in place.

6. Training and Awareness

- Regular OSH training sessions will be held for all staff members, focusing on specific risks related to the educational environment and the role of each individual in maintaining safety.
- Students will also be involved in OSH awareness programs, focusing on personal safety, emergency procedures, and healthy living.

7. Reporting and Investigation of Incidents

- All incidents, including accidents, near misses, and safety violations, must be reported to the OSH coordinator as soon as possible.
- A thorough investigation will be conducted to determine the cause of the incident and appropriate measures will be taken to prevent future occurrences.

8. Continuous Improvement

- The school will continually assess and improve its OSH practices to ensure the well-being of everyone on its premises.
- Feedback from staff, students, and parents will be considered to improve the OSH framework.

9. Compliance with UAE Regulations

- The school will strictly adhere to all applicable UAE federal and local laws and regulations related to occupational safety and health. This includes:
 - **UAE Federal Law No. 8 of 1980 (Labor Law)**
 - **UAE Federal Law No. 24 of 1999 (Environmental Protection and Development Law)**
 - **Health and Safety Regulations for Schools** issued by the Ministry of Education and Ministry of Health and Prevention.
- The school will engage with the relevant UAE authorities for updates and recommendations on OSH best practices.

10. Conclusion

At United Private School Branch 1, we are committed to creating and maintaining a safe and healthy environment for all our students, staff, and visitors. This policy is a reflection of our dedication to ensuring safety, aligning with UAE values, and fostering a culture of well-being and respect for the safety and health of all individuals.

Signed by:

Mr. Raed Fhaker Eddin
School Principal