



# الأكاديمية الهندية، دبي

## The Indian Academy, Dubai

**Policy No:** TIA 3.3

### **Policy on Corporal Punishment**

**Introduced :** April 2014  
**Revised :** March 2015

**Implemented by :** Board Members

**NEED:** Schools under the banner of **IQRA EDUCATION** will provide safe and healthy environment where pupils will be looked after carefully. This policy will be operational in all schools run by **IQRA EDUCATION**. The Indian Academy, Dubai being one of the schools of **IQRA EDUCATION** will follow a policy on “**Corporal Punishment**”.

#### **PROCEDURE:**

- ❖ Announcements to all staff against the use of corporal punishment are made during staff meetings by the Principal / Headmistress. Timely reminders are given, if needed.
- ❖ An Internal Memorandum is sent to all staff suggesting them not to use corporal punishment while dealing with the students
- ❖ Notices/emails are regularly sent warning teachers against the use of corporal punishment against children.
- ❖ Staff members are clearly instructed about avoiding the use of corporal punishment against children at school / at school functions / on school outings / excursions.
- ❖ Corporal punishment comprises:
  - Beating
  - Pinching
  - Pushing
  - Pulling roughly
  - Catching a child by collar, tie or belt
  - Twisting the arm
  - Twisting the ear
  - Smacking
  - Pulling hair
  - Squeezing hand
  - Physical punishments like taking rounds of the field.
  - Standing with out-stretched arms etc.

- Forcing a child to assume a position that becomes painful over time.
- Denying bathroom privileges

- ❖ In the event of a report of a staff breaking this rule, the following is the course of action :

**Staff:**

- ❖ A committee is constituted comprising of the Principal / Headmistress / Administrative Officer / Supervisors (of the concerned sections).
- ❖ The alleged staff is questioned in the Principal's office.
- ❖ An IM is issued to the staff asking for a written explanation.
- ❖ Depending on the reply from the staff, a letter of warning is issued to the staff and the staff is counselled.
- ❖ Depending on the severity of the situation, the staff could be suspended from duty without pay.
- ❖ In the event of a repetition of the same by the staff, the matter could be referred to the Director of IQRA EDUCATION / Ministry / KHDA recommending termination as per rules.