Extra Curricular and Trips Policy
August 2025

1. Policy Statement

Extracurricular activities (ECA) have a proven role in increasing students' self- confidence, promoting their interaction with others, enriching their skills and abilities, and supporting their overall wellbeing. Schools are responsible for providing ECAs that cater to a broad range of student needs and interests and have a duty of care to ensure that these activities are conducted safely. This policy sets out the basic requirements for the provision of ECAs and events, including in relation to range and type of provision, access and inclusion, and health and safety.

2. Purpose

- Ensure schools offer activities outside the curriculum that cater to a broad range of student activities, needs, interests, and pursuits and provide scientific, intellectual, cultural, artistic, athletic, and/or philanthropic enrichment.

- Support students in developing essential physical, social, emotional, and cognitive skills and attributes.

- Enhance student wellbeing and foster students' individual and team- based talents.

- Set out ADEK guidance to schools on the safe and inclusive delivery of ECAs and events.

3. Definitions

ADEK Wellbeing Policies	The group of ADEK policies that relate to student and/or staff wellbeing includes the following policies: • Digital Policy • Educational Risk Policy • Extracurricular Activities and Events Policy • Health and Safety Policy • Healthy Eating and Food Safety Policy • In-School Specialist Services Policy • Inclusion Policy • Physical Education and School Sports Policy • Safeguarding Policy • Staff Wellbeing Policy • Student Behavior Policy • Student Mental Health Policy • Student Protection Policy • Sustainability Policy • Wellbeing Policy

Additional Learning Needs	Individual requirements for additional support, modifications, or accommodation within a school setting on a permanent or temporary basis in response to a specific context. This applies to any support required by students of determination and those who have special educational needs and/or additional barriers to learning, access, or interaction in that specific context (e.g., dyslexic, hearing or visually impaired, twice exceptional, or gifted and/or talented).

For example, a student with restricted mobility may require lesson accommodation to participate in Physical Education and building accommodations to access facilities but may not require any accommodation in assessments. Equally, a student with hearing impairment may require adaptive and assistive technology to access content in class and may also require physical accommodation (e.g., sit in the front of the class to be able to lip read) to access learning. |
Documented Learning Plan (DLP)	A plan which outlines any personalized learning targets, modifications to curriculum, additional support, or tools for learning which are agreed by school staff, parents, and students (where appropriate), including Individual Educational Plans (IEP), Individual Support Plans (ISP), Individual Learning Plans (ILP), Behavior Support Plans (BSP), Advanced Learning Plans (ALP), etc. This may be to address any specific identified academic, behavioral, language, or social and emotional need.
ECA Coordinator	A staff member who coordinates the provision of an extracurricular activity (or activities) for the school.
ECA Supervisor	A staff member who supervises the provision of an extracurricular activity or activities for the school.
Emergency Plan	A document setting out the procedures for responding to sudden or unexpected situations, mitigating any resulting damage or loss, and accelerating the resumption of normal operations (CCOHS, n.d.).

Event	A social or public occasion organized by the school, including competitions, lectures, performances, sports days, national day, and graduation ceremonies.
Exchange Program	An arrangement through which students can attend a part of the academic year in a school in another country, including international outbound exchange programs or inbound exchange programs.
Extracurricular Activities (ECA)	Organized activities that students can participate in that are usually external to the school curriculum (but may be connected to it). Activities can be scientific, athletic, cultural, intellectual, philanthropic, and/or social in nature, and include, but are not limited to sports teams, clubs, private sports lessons, competitions, performances, recreational activities, field trips and overseas travel, or activities hosted virtually.
Gifted and Talented	Gifted students demonstrate exceptional ability in one or more domains. Talented students are those who can transform their giftedness into exceptional performance.
Graduation Ceremony	An official event organized by a school to confer certificates to students who have completed a particular educational stage (or cycle), such as kindergarten, primary school, or secondary school.
Inbound Exchange Program	An exchange program in which a school in Abu Dhabi hosts a student from another country.
Outbound Exchange Program	An exchange program in which a student from a school in Abu Dhabi is hosted by a school in another country.
Overseas Trips	ECAs that involve travel outside the UAE.
Parent	The person legally liable for a child or entrusted with their care, defined as the custodian of the child as per the Federal Decree Law No. 3 of 2016 Concerning Child Rights.
Parental Engagement	Active involvement of a parent and their collaboration with the school to support and improve their child's learning, development, and wellbeing.
Risk Assessment	A systematic process of evaluating the potential risks that may be involved in an activity or undertaking.
School Break	A period of rest or recreation during the school day.
School Holiday	Day(s) on which the school is closed.
Virtual Activity	Any ECA which involves the participation of students, ECA Coordinators, or guests through online means, such as a video conference.

4. Policy

4.1 Policy Requirements: The College has developed and implemented their Extracurricular Activities and Events Policy, in accordance with the ADEK wellbeing policies. The College has ensured the policy is available on our College website in both Arabic and English or their language of instruction. This policy outlines the following points:

1. We have a commitment to an inclusive offering of ECAs that cater to the diversity of the student body (i.e., different age groups, genders, abilities, and preferences).

2. This policy will outline the full extracurricular programs and all ECAs offered by the school.

3. Process for organising ECAs.

4. Procedure by which students can obtain approval to start their own ECA within the school (see Section 2.4. Student Involvement).

5. Procedures for the safe delivery of ECAs, including procedures in relation to supervision, transportation, safety, and risk assessments (see Section 3. Safe Provision of Extracurricular Activities).

4.2 Appointment of ECA Coordinator(s): The College has appointed one or more staff member(s) as ECA Coordinator(s) to implement their Extracurricular Activities and Events Policy and provision. The Coordinator(s) shall:

4.2.1 Review ECA plans to ensure alignment with ADEK's and the College's policy (see Section 1.1 Policy Requirements).

4.2.2 Coordinate between all the ECA Supervisors to develop an ECA calendar and make this available to parents and pupils.

4.2.3 Coordinate with teachers of unaccompanied younger children (e.g., those who normally take the bus home after school or cannot be picked up by a parent-authorised adult on a day when there is an after-school ECA) to ensure that pupils are picked up/ brought to their respective ECAs.

4.2.4 Ensure any external stakeholders who will be interacting with pupils are aware of the ADEK Student Protection Policy and sign a document attesting to having read and understood it.

4.2.5 Ensure that the Student Code of Conduct (as per the ADEK Student Behaviour Policy), Code of Conduct for Education Professionals in General Education (MoE, 2022), and other relevant College policies are communicated to all relevant stakeholders involved in the activity.

4.2.6 Ensure compliance with requirements relating to parental consent (see Section 2.7 Parental Consent) and collect and store all consent forms.

4.2.7 Ensure each ECA Supervisor completes a risk assessment and develops an emergency plan for their ECA (see Section 3.10 Risk Assessment and Emergency Planning).

4.2.8 Coordinate the communication of all emergencies (e.g., cancellations, change of location, etc.) between parents and ECA Supervisors in the case the latter is unable to.

4.2.9 Verify that for field trips, each ECA Supervisor prepares a travel plan, in line with Section 3.3. Transportation and the ADEK Transportation Policy.

4.3 Awareness: The College undertakes the following to ensure all relevant stakeholders are aware of their Extracurricular Activities and Events Policy:

4.3.1 Publish the policy on the College's website, and in pupil, parent, and staff handbooks.

4.3.2 Provide information on the extracurricular programs (and pre-planned ECAs and events) to parents, including, but not limited to:
- The ECAs offered.
- The timing, frequency, and duration of each ECA.
- The person(s) responsible for each ECA (ECA Coordinator) and the external provider, if applicable.
- The fees and payment terms for each ECA, if applicable.
- The application process and selection criteria (if applicable) for each ECA.
- The requirements in relation to parental consent (see Section 2.7. Parental Consent).

4.3.3 Include all ECAs conducted on a regular basis in the school calendar.

5. Planning and Delivery of ECA's

5.1 Planning of Activities:

1. The College offers a comprehensive range of ECAs (e.g., academic, cultural, artistic, athletic, intellectual, and philanthropic activities), and many are offered free of charge.

2. In planning an ECA, schools shall ensure:

   a. Risk assessment and emergency planning are conducted in line with the requirements of Section 3.7 Risk Assessments and Emergency Planning.
   b. The culture, customs, morals, and religious and social norms of the UAE are considered, and the topics of or the content presented in the activity do not contradict any of the UAE's policies, constitution, or beliefs and support religious tolerance, in line with the ADEK Cultural Consideration Policy.
   c. Food services, if provided, are in line with the requirements of the ADEK

Healthy Eating and Food Safety Policy, including considerations for minority pupil with allergies.

 d. All ECAs are approved by the Principal to ensure they meet ADEK requirements.

 e. The Deputy Head submits the ECAs for ADEK's information or ADEK approval, as applicable (see Section 2.6. Approval from ADEK).

5.2 Field Trips: The College applies to ADEK when planning field trips, however we do not make them mandatory. Parent consent is required for each pupil for each field trip.

5.3 Overseas Trips: When planning overseas trips, the College ensures that:

 5.3.1 The destination(s) are chosen from the list of secure countries mentioned on the website of the UAE Ministry of Foreign Affairs.

 5.3.2 The trip is scheduled in a manner that minimises disruption to College learning. For trips that are scheduled during timetabled classes, schools shall create an educational compensation plan (see Section 2.11 Educational Compensation Plan).

 5.3.3 Participants are enrolled in Grade 5/Year 6 or above. Schools are authorized to make exceptions for gifted and/or talented students who are invited to participate in competitions and events held overseas.

5.4 Student Involvement:

 5.4.1 The College actively encourages pupils to engage in a variety of extracurricular activities (i.e., scientific, cultural, intellectual, artistic, athletic, and philanthropic activities).

 5.4.2 The College encourages individual or team participation of pupilss in national and international competitions and events.

 5.4.3 The College encourages pupilss to start ECAs to enable them to develop competencies such as creativity, problem-solving, leadership, and entrepreneurship.

 5.4.4 The College puts in place measures through which students can start their own ECA with the school's approval and communicate these measures to all relevant stakeholders.

5.5 Scheduling of ECAs: The College schedules ECAs in a manner that minimises disruption to timetabled classes. The College is authorised to schedule ECAs during timetabled classes, weekends, holidays, or school breaks after obtaining approval from ADEK.

5.6 Approval from ADEK:

      5.6.1   The College applies to ADEK to seek approval for any type of ECA listed below, and ensure that activities are in line with the ADEK Cultural Consideration Policy:

- ECAs organised by the school that involve invited visitors and external providers, unless otherwise specified by ADEK.
- Virtual ECAs offered or hosted by an external provider.
- ECAs that take place during holidays and weekends.
- ECAs that take place during timetabled classes and school breaks.
- Paid ECAs, i.e., ECAs for which fees are charged separately from school fees.
- Off-campus ECAs that take place inside the UAE and involve overnight stays.
- ECAs and events (e.g., performances, graduation ceremonies) hosted by the school in a non-educational venue (e.g., a hotel).
- ECAs that take place outside the UAE.
- Exchange programs (see Section 5. Exchange Programs).
- Field trips.

      5.6.2 The College applies for approval as required by the ADEK timeframes prior to the start of the ECA:

- 15 working days for all regular ECAs
- 1 month for ECAs that involve requests for invited visitors/ students (above the age of 18) and service providers (for all age groups).
- 2 months for all overseas trips and exchange programs.

5.7 Parental Consent: The College obtains signed consent from the parent of every pupil participating in an ECA organised by the school.

      5.7.1   Consent forms shall include all essential information relating to the ECA, including the type and objective of the ECA, schedule, location, transportation arrangements, detailed travel plans (including stopovers, where applicable), fees (if any), name(s) and contact details of the ECA Coordinator(s).

      5.7.2 Consent forms require parents to:

- Provide their emergency contact details should they be required by the ECA Coordinator.
- Describe basic medical information (e.g., blood group) and any health issues (e.g., diabetes) that require careful consideration and individual need(s) for medical supervision during the activity.

      5.7.3 Signed consent forms shall be retained for reference by the ECA Coordinators.

5.8 Fees: The College is authorised to charge fees for ECAs, with a provision for free offerings (see Section 2.1.1). Where fees are charged, the College shall set them so that they are reasonable. The College shall not collect any fees until such activities have been

approved by ADEK.

5.9 Donations: Where money is collected for donations to a third party (e.g., a charity, the College's PTA, or a pupil-run club) during an ECA, the College applies to the relevant authorities for permission and liaise with ADEK for support if required. The College ensures that 100% of the money collected is used for the purpose stated during collection.

5.10 Pupil Attendance: The College tracks and maintain a record of pupils' attendance in ECAs.

5.11 Educational Compensation Plan: If an ECA is held during timetabled classes, the College develops and implements a plan to compensate for classes that are missed by participants.

5.12 Records: The College keeps records of all ECAs and events in line with the ADEK Records Policy and provide them as required for compliance checks or upon request by ADEK. The records shall include:

- The list of pupil participants, ECA Coordinators, and volunteers.

- Parental consent forms (see Section 2.7 Parental Consent).

- Details of the external provider, if applicable.

- The risk assessment and emergency plan (see Section 3.7 Risk Assessment and Emergency Planning).

- The travel plan, if applicable.

- Reports and root cause analyses submitted on the Al Adaa platform (see Section 3.8 Reporting Health and Safety Incidents).

6. Safe Provision of ECAs

6.1 Legal and Regulatory Compliance: The College ensures that all ECAs prioritise the safety of pupils, and require all external providers, staff, and volunteers to read and consent to the ADEK Student Protection Policy. The College ensures the provision of extracurricular activities is compliant with the ADEK Health and Safety Policy, and relevant regulations and policies of the government authorities responsible for regulating the ECAs.

6.2 ECA Supervision: The College provides adequate adult supervision (see Section 3.2.3.a) for all ECAs, including recreational activities, field trips, international travel, and virtual activities.

- ECA Supervisor: The College has appointed at least one member of staff as the ECA Supervisor for each ECA.
- The College considers the experience and competence of coordinators when appointing them.

- ECA Supervisors are authorised to be volunteers from the College community, but a member of school staff shall also be assigned to coordinate between the ECA Supervisor and the College, be present during the ECA, and be accountable for the adherence of the ECA with ADEK's and the College's policies.
- For any field trips, the Trip Leader (adult leading a trip) shall be an ADEK-approved staff member.

6.3 Role of ECA Supervisor: The College ensures that the ECA Supervisors:

- Are appropriately qualified or experienced to deliver the ECA to a satisfactory level of quality (e.g., meet ADEK coach requirements for sports, have experience as an artist if supervising a pottery club, etc.)
- Are aware of and comply with the ADEK Student Protection Policy, ADEK Professional Code of Ethics, and Code of Conduct for Education Professionals in General Education (MoE, 2022), and that they undertake the duty of care to ensure the health and safety of pupils.
- Strictly comply with and implement all health and safety parameters stated within this policy and all other ADEK wellbeing policies.
- Adhere to all requirements and document submission requests and other requirements coming from the ECA Coordinator.
- Ensure that student and staff/volunteer behaviour is guided respectively by the Student Code of Conduct (in line with the ADEK Student Behaviour Policy), the ADEK Professional Code of Ethics, the Code of Conduct for Education Professionals in General Education (MoE, 2022), and the ADEK Cultural Consideration Policy.
- Ensure the Principal is informed of any incident relating to pupils' health and safety during the ECA and associated travel and ensure that all necessary reports are submitted, in line with the ADEK Health and Safety Policy.
- Verify that a well-stocked first aid kit and an individual qualified to administer first aid are available during the activity and associated travel.
- Check that any other safety equipment and facilities (e.g., ambulance) required in line with the risk assessment are available.
- Ensure that Individuals engaged in the activity comply with the College policies.

6.4 Supervision Ratios:

Schools shall maintain the following supervision ratio of adults to students during field trips. Schools shall ensure that there are a minimum of 2 adults (of which 1 is female, if there are female pupils), regardless of the number of students.

Grade	Ratio
Grade 7/Year 8 and above	1:15
Grade 2/Year 3 – Grade 6/Year 7	1:10
Pre-KG/FS1 – Grade 1/Year 2	1:6
Students with Additional Learning Needs	1:3 or higher if determined to be necessary for the student
Overseas trips (outside UAE)	1:8

6.5 The College ensures that in case of water-based activities conducted within the College premises, the following lifeguard requirements shall be maintained.

- The required number of lifeguards supervising the swimming pool shall depend on the risk assessment conducted by the College.
- All areas of the swimming pool shall be adequately supervised by the lifeguard and lifeguards shall have 100% visibility within their designated area of supervision.
- Lifeguards shall rotate positions every 15, 20, or 30 minutes and spend no longer than 30 minutes in one static position. Further, lifeguards shall be provided a 15-minute break for every 90 minutes spent in the pool hall.
- The College maintains the following minimum lifeguard numbers.

Pool Size	Minimum number of lifeguards
25 m	1
50 m	2

6.6 Parent Volunteers: The College is authorised to include parent volunteers in leading or assisting extracurricular activities in line with the ADEK Parent Engagement Policy. Schools shall ensure that all parent volunteers are aware of and comply with the ADEK Professional Code of Ethics, Code of Conduct for Education Professionals in General Education (MoE, 2022), and the ADEK Student Protection Policy and have been vetted as per the ADEK Employment Policy.

6.7 Transportation: If transportation services are provided for an extracurricular activity, the College shall:

- Ensure compliance with the ADEK Transportation Policy and obtain approval from the Integrated Transport Center (ITC) when transporting students using vehicles other than school buses.

- Use only transport companies approved by the ITC.

- Ensure any transport supervisors are approved by ADEK and have read and signed the ADEK Student Protection Policy.

- Ensure that health and safety guidelines are followed, and the travel plan accounts for prayer, fasting, water, and toilet breaks at appropriate intervals, in line with the ADEK Health and Safety Policy.

- Consider weather conditions and the nature of the activity when preparing travel plans.

- Ensure a driver fatigue prevention program is followed in line with the OSHAD-SF Code of Practice 25: Driver Fatigue Prevention (OSHAD, 2019).

- Ensure that all vehicles contain emergency equipment in line with standards set out in OSHAD-SF Code of Practice 4: First Aid and Medical Emergency Treatment (OSHAD, 2018) and firefighting equipment.

- Ensure that certifications and insurance requirements for drivers and vehicles are available and valid.

6.8 Overseas Trips: For overseas trips, the College acquires or facilitates the acquisition of travel insurance for all participants. Schools shall ensure that all students who are UAE nationals register on the Twajudi service of the UAE Ministry of Foreign Affairs.

6.9 Virtual Activities: When conducting extracurricular activities in a virtual format, the College ensures:

  6.9.1   Compliance with the ADEK Digital Policy and policies set out by the College in accordance with it.

  6.9.2 The presence of a member of staff when an activity is being hosted by parents or an external person or provider.

6.10 Activities Involving Animals: If an extracurricular activity or event involves the presence of animals or pets on College premises, the College ensures the following:

- A risk assessment is conducted and all identified mitigating factors deemed feasible are implemented.
- Owners of animals participating in the activity shall submit appropriate documentation to confirm that the animals are in good health, as per the requirements of the UAE government.

- When not engaged in the activity, animals are kept in a separate area away from students.
- A member of the College Wellbeing Committee, as per the ADEK Wellbeing Policy or their delegate is present at the animal area throughout the day to ensure proper supervision and monitoring of the animals and safety of the students.
- The animal area is kept clean at all times, in line with any health and safety requirements stipulated in ADEK policies.

6.11 Risk Assessment and Emergency Planning:

- The College conducts risk assessments for all activities/ projects and establish appropriate risk mitigation measures, in line with the nature and venue of the activity and the ages, gender, ability, and number of participating students.
- The College implements mitigating safety precautions in line with the risks identified in the risk assessment. Where appropriate, schools shall ensure all equipment, tools, and materials are properly maintained, labelled, and stored.

6.12 Virtual Activities: When organising virtual activities, the College assesses the online technology tools and platforms to be used.

6.13 Water-based ECAs: When organising water-based ECAs (e.g., visits to water parks, and beach-based activities), the College conducts a thorough risk assessment and assess the availability of an adequate number of lifeguards and adult supervisors at the activity location.

6.14 The College ensures that an emergency plan is prepared for all extracurricular activities, including the response to adverse weather conditions, where applicable. The College considers the nature of the activity, and the ages, gender, ability, and number of participating pupils when preparing an emergency plan.
Risk assessments and emergency plans take into consideration any required medical care/ supervision for individuals as stated on parent consent forms (see Section 2.7 Parental Consent).

6.15 Reporting Health and Safety Incidents: ECA Coordinators inform the College Principal regarding any health and safety incidents that occur during the activity. Principals ensure such incidents are reported on the Al Adaa System along with a root cause analysis.

6.16 Third-Party Usage of School Facilities: The College ensures that any use of College facilities by third parties shall be in line with the ADEK Buildings and Facilities Policy.

7. Events

Below is an outline of the College procedures in relation to any events organised by them as part of an ECA or otherwise (e.g., graduation ceremonies). For any event that they College organises, it will create an Event overview that shall include, at a minimum:

- ▪ The type of events to be conducted.

- ▪ Eligibility criteria for participation.

- ▪ Dress code (if applicable).

- ▪ Expectations for the conduct of attendees and consequences of misconduct.

- ▪ Procedures for risk assessment and the emergency plan.

7.1 Conducting Events: The College ensures the following when conducting an event:

1. Minimum hours of College instruction are maintained, and timetables are not disrupted in the scheduling of the event.

2. Any person in attendance who does not behave in line with the conduct expectations set out in the College Event Overview faces consequences in line with the Events Policy.

7.2 The College seeks approval from ADEK for events, in line with the requirements from ADEK.

7.3 Graduation Ceremony: The College ensures compliance with the following when organising a Graduation Ceremony:

7.3.1 Parents of graduating students are formally invited to the Graduation Ceremony.

7.3.2 No fees are charged for the ceremony or distribution of certificates.

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7.3.3 Parents are not requested to purchase materials for use in the Graduation Ceremony.

7.4 Parental Consent: The College obtains signed written consent from the parent of every pupil participating in the event.

7.5 Safe Organisation of Events: The College follows all applicable health and safety requirements outlined previously in this policy.

7.6 Photography: The College is authorised to organise photography sessions as part of events conducted by them, as long as parents' approval has been obtained.

8. Exchange Programmes

8.1 The College is authorised to grant permission for pupils to participate in international outbound exchange programs and to accept students on inbound exchange programs, ensuring full compliance with all relevant regulations, including nationality and residency laws.

8.2 Academic Credits: The College ensures that academic credits are appropriately transferred/ allotted:

  8.2.1 Outbound Programs: Where the College has given permission to a pupil to participate in an outbound exchange program, we will transfer any credits the pupil has completed onto the pupil's record.

  8.2.2 Inbound Programs: Where the College has agreed to accept a pupil on an inbound exchange program, we will issue a credit transfer certificate upon completion of the program.

8.3 Fees: The original school of students participating in an exchange program shall continue to charge tuition fees for the duration of the exchange and arrive at a cost-sharing arrangement with the host school in relation to this. The original school is authorised to offer any relevant reduction in school fees for the duration of the exchange.

8.4 Logistical Arrangements and Supervision:

  8.4.1 Parental Responsibilities: Parents of pupils participating in an exchange program shall bear all the related costs and fees, including any fees payable to the exchange school and costs related to travel and accommodation. Parents are responsible for all relevant logistical arrangements (i.e., visas, insurance, arrangement of accommodation and travel).

  8.4.2 College Responsibilities: The College appoints a Student Exchange Coordinator to provide relevant administrative support to parents and students. This will include the transfer of relevant pupil records and uploading of transcripts to eSIS.

  8.4.3 Supervision: Outbound exchange programs are not subject to the regulations related to adult supervision

9. Inclusion

Inclusive Participation: The College provides opportunities for participation in ECAs for all pupils and promote their inclusion, in line with the ADEK Inclusion Policy.

- The College ensures pupils with additional learning needs and other groups traditionally less represented in a specific activity have the same opportunities as their peers to take part in ECAs.

- Where a specific activity or task limits a pupil's more active role, the College ensures that pupils are offered a relevant alternative role (e.g., team leader, score/ record keeper, sound engineer assistant, etc.).

- Wherever it is appropriate to do so, the College enables the participation of pupils with additional learning needs in ECAs that involve pupils of their own age and grade/year level.

- The College makes any other reasonable adjustments to ECAs, where possible, to enable each pupil to participate in an ECA of their choice.

- The College ensures that risk assessments, mitigation measures, and emergency plans account for the needs of all pupils with additional learning needs.

Approved by

Policy to be reviewed and checked annually by the Head Master.

On behalf of the College Oliver Bromley-Hall –Head Master

 On behalf of the Board of Governors Craig Lamshed - General Manager, Bloom Education

Change History Record

Version No.	Description of Change	Owner	Date of Issue
1.0	Policy creation	Victoria Shillingford	August 2025

Related Policies

Bloom Staff Handbook, Code of Conduct, Safeguarding and Child Protection Policy

Brighton College Al Ain's Policies and Guidelines

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Brighton College Al Ain policies have been developed by the College Leadership Team (CLT) with input and guidance from the Brighton College network, including Brighton College UK.
Policies reflect current best practice. At the time of writing, policies aligned with the following:

• ADEK Guidance and Guidelines for Private Schools
• MOE United Arab Emirates School Inspection Framework
• DSIB School Inspection Supplement
• The College's Development Plan written for ADEK approval
• Standards for British Schools Overseas (DfE)
• COBIS Accreditation and Compliance
• Bloom Education and Bloom Holding policies where applicable.

Should any regulations change or develop further, the policies will be reviewed to ensure continued alignment with current guid