

Ministry of Education and Higher Education

State of Qatar

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Dear Respected Directors of Private Schools and Kindergartens,

Greetings,

Peace, mercy, and blessings of God be upon you,

[Circular No. \(15\) of 2025](#)

[Subject: Student Protection and Care Policy in Private Schools and Kindergartens – First Edition](#)

[Academic Year 2025-2026](#)

The Administration of Private Schools and Kindergartens extends its warmest greetings to you and appreciates your efforts in monitoring the educational process.

With reference to the above-mentioned subject, and pursuant to Law No. (23) of 2015 regarding the regulation of private schools, and the instructions of the Ministry of Education and Higher Education concerning the provision of a safe and supportive learning environment for all students, we are pleased to inform you of the issuance of the Student Protection and Care Policy in Private Schools and Kindergartens in the State of Qatar – First Edition 2025-2026.

This policy aims to instill a culture of protection and prevention within the school environment and to ensure that all private schools comply with the implementation of national procedures and standards related to safeguarding students from all forms of abuse, violence, and neglect. This is in alignment with Qatar National Vision 2030 and the standards of quality and student well-being.

The policy seeks to achieve the following objectives:

- Provide a safe learning environment for all students.

- Protect students from all forms of abuse, violence, and bullying.
- Define roles and responsibilities to ensure accountability and transparency.
- Promote partnership between the school and families in safeguarding students.
- Ensure the appointment of an accredited Student Protection and Care Officer in each school.

Accordingly, you are kindly requested to:

1. Review the attached policy and discuss it with the administrative and academic staff.
2. Update the school's internal policies to align with the provisions of this policy.
3. Disseminate the contents of the policy to all staff and parents to ensure full awareness and understanding of the procedures.
4. Appoint the accredited Student Protection Officer and submit their details to the administration.
5. Submit an annual follow-up report indicating the level of compliance with the policy provisions.

For any inquiries or comments, please contact the specialist responsible for supervising and monitoring your school/kindergarten to ensure proper implementation of the policy and adherence to its provisions.

With highest respect and appreciation,

Attachments:

Student Protection and Care Policy in Private Schools and Kindergartens
– First Edition 2025–2026

Dr. Rania Yousri Mohamed

Director of Private Schools and Kindergartens Administration

(Handwritten Signature)

Ministry of Education and Higher Education
State of Qatar

Student Protection and Care Policy in Private Schools and Kindergartens

First Edition 2025–2026

Administration of Private Schools and Kindergartens

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Document Summary

Title:	Student Protection and Care Policy in Private Schools and Kindergartens State of Qatar
Version:	First Edition
Document Type:	Policy
Summary:	<p>This policy aims to enable all private schools and kindergartens in the State of Qatar to establish and implement effective systems that ensure the safety and well-being of students. While it applies comprehensively to all private educational institutions in the country, each institution is encouraged to develop its own internal policies based on these guidelines and adapt them to its specific environment and circumstances.</p> <p>The policy is grounded in relevant Qatari laws and regulations, primarily Law No. (23) of 2015 concerning the regulation of private schools and its executive regulations, in addition to the 1989 Student Rights Convention and directives issued by the Ministry of Education and Higher Education of Qatar. It also draws upon internationally recognized best practices in the field of student protection.</p> <p>Private schools and kindergartens are committed to ensuring that their internal policies align with these legal frameworks, thereby upholding the highest standards of care and protection. This commitment is in line with Qatar National Vision 2030, particularly the Human Development pillar, which emphasizes safeguarding student rights and promoting their well-being. By creating a safe educational environment, this policy contributes to nurturing a knowledgeable and capable generation prepared to face</p>

	<p>future challenges, in alignment with the country's sustainable development goals.</p> <p>The policy also provides practical recommendations and best practices, along with a presentation of the key aspects of student protection and care, supported by annexes and guidance procedures. School leaders are encouraged to utilize these resources to ensure the adoption of a comprehensive and effective approach to student protection and care.</p>
Last Review / Update:	
Applies to:	Private Schools in the State of Qatar
Owner:	Administration of Private Schools and Kindergartens

For any comments or inquiries, please contact: psa@edu.gov.qa

Introduction

Through its Qatar National Vision 2030, the State of Qatar seeks to build a society based on justice, human dignity, and the protection of rights, foremost among them the rights of students, who represent both the foundation of the present and the cornerstone of the future. In line with this commitment, and in recognition of the necessity of student care and protection, as well as the importance of providing a safe and supportive learning environment that ensures their physical, psychological, social, and academic development, this policy serves as the unified reference framework for student protection and care in private schools and kindergartens.

This policy is based on:

- National legislation, foremost among them the Qatari Constitution, the 1989 Student Rights Convention, and laws and regulations governing private education in the State of Qatar.
- Qatar National Vision 2030, which prioritizes investment in human capital as the central pillar and ultimate goal of development.
- International commitments, including United Nations conventions and protocols, as well as relevant recommendations from UNICEF and UNESCO.
- Qatari cultural values, derived from Islamic principles and social and ethical heritage, emphasizing the care of students as a national asset and a foundation for the nation's progress.

The policy obliges all private schools and kindergartens to take the necessary measures to protect students, establish a school culture rooted in respect, justice, and equality, and ensure that the best interests of students are the highest priority in all decisions and practices. It provides guidance for schools in formulating and implementing policies and effective procedures that safeguard student safety and well-being.

This policy serves as a comprehensive reference for private schools and kindergartens in Qatar. It clarifies the legal and regulatory foundations based on Qatari legislation and international agreements, provides a general framework for handling critical cases, and establishes clear, agreed-upon procedures for all stakeholders to ensure early identification of signs of abuse

or neglect, and prompt, effective intervention with the student's best interests as the priority.

The policy adopts a holistic approach, encompassing not only preventive measures but also support tools, continuous training for school personnel, and guidance for protecting students at greater risk, such as those with disabilities or those who have dropped out of education. It also addresses contemporary issues such as online safety, responsible use of technology and artificial intelligence, and the management of emerging challenges in the modern school environment.

In this way, the policy provides a practical and realistic framework that balances legal compliance, societal awareness, and educational responsibility, ensuring that students grow and thrive in a safe and stimulating learning environment.

Chapter One: Terminology - Relevant Policies and Mechanisms

(Article (1-1) Terminology)

Student	Student: Anyone who attends school regularly for the purpose of learning.
Protection ¹	Actions taken to protect the health, welfare, and rights of individuals, especially students and vulnerable adults, from harm, abuse, neglect, exploitation, and discrimination.
Student Care ²	Focuses specifically on preventing and addressing abuse, violence, neglect, and exploitation of students, to ensure their safety and well-being.
Abuse/Violence ³	Any intentional or negligent act that results in harm or a risk of harm to a student, including physical, emotional, sexual, and neglect.
Physical Abuse ⁴	The use of physical force or violence that causes physical injury, pain, or disability, such as hitting, kicking, or burning.
Emotional Abuse ⁵	Persistent emotional abuse or rejection of a student, including verbal abuse, threats, or humiliation, that negatively affects their mental health.
Sexual Abuse ⁶	Any form of sexual activity or exploitation imposed on a student, including inappropriate touching or sexual assault.

¹ Ministry of Education - Student Conduct Guide

² United Nations Convention on the Rights of Students (1989)

³ UNICEF "Guidelines for Student Protection (2019)"

⁴ United Nations Convention on the Rights of Students (Article (19)) World Health Organization (WHO): 2016

⁴ WHO Report on Violence against Students (2016)

⁵ "Child Protection Strategy" (2021), UNICEFS

⁶ Convention on the Rights of the Child (CRC) Article (34) Optional Protocol on the Sale and Sexual Exploitation of Children (2000)

Neglect ⁷	A caregiver's failure to meet the basic needs for a student's development, such as inadequate supervision, lack of food, shelter, or emotional support.
Exploitation ⁸	The unfair or unlawful use of a student for the benefit of another person, often through manipulation or coercion, such as child labor or human trafficking.
Protection Concerns	Suspensions, observations, or allegations related to harm, abuse, or neglect of a student, which must be reported to the relevant authorities or safeguarding teams.
Risk Factors ⁹	Circumstances or conditions that increase the likelihood of a student being exposed to harm or abuse, such as family breakdown, substance abuse, or exposure to violence.
Victim ¹⁰	The person who is alleged to have experienced abuse. Many victims prefer to be referred to as "survivors," especially in cases of non-recent abuse.
Alleged Perpetrator / Offender ¹¹	The adult or student who is accused of committing abuse or violence against another student.

⁷ "Preventing Child Maltreatment" (2006). WHO

⁸ International Labour Organization (ILO Convention 182 on Child Labour (1999), Qatari Anti-Trafficking Law (2011)

⁹ "Risk Factors for Child Abuse and Neglect" (2017). WHO

¹⁰ UNICEF Terminology Guidelines (2016)

¹¹ "Whistleblower Protection Guidelines" (2012), OECD"

Article (1-2) Relevant Laws and Policies

The State of Qatar is committed to promoting and ensuring the well-being of students at all times, and it is expected that all staff in schools share this commitment. For this reason, student protection and care within schools are given the highest priority.

The United Nations Convention on the Rights of the Child is more than just an international agreement; it serves as a strong shield protecting the rights of students and provides a child-centered framework for the development of services directed towards them. Qatar's ratification of this Convention demonstrates its strong commitment to the rights and protection of children and students.

This policy has been prepared in accordance with the applicable laws and policies in the State of Qatar, including but not limited to:

- The Permanent Constitution of the State of Qatar
- Juveniles Law No. (1) of 1994¹²
- Labor Law No. (14) of 2004¹³
- The Convention on the Rights of the Child, per Decree No. 35 of 2010
- Anti-Human Trafficking Law No. 15 of 2011¹⁴
- Cybercrime Law No. 14 of 2014¹⁵
- Law No. 23 of 2015 on the Regulation of Private Schools and its subsequent amendments
- Law No. 3 of 2016 regulating the registration of births and deaths, ensuring the issuance of birth certificates for all children, including those born to legally unmarried parents
- Civil Human Resources Law No. 15 of 2016
- Law No. 13 of 2016 on the Protection of Personal Data Privacy
- Law No. 22 of 2025 concerning Persons with Disabilities
- Ministerial Decision No. 40 of 2017 regarding the Executive Regulations of Law No. 23 of 2015 on the Regulation of Private Schools.
- Principles of the United Nations Educational, Scientific and Cultural Organization (UNESCO) and the United Nations Children's Fund (UNICEF) regarding student protection and care

¹² Contains provisions for the protection of children from delinquency, including measures aimed at rehabilitating children who commit offenses to help them become productive members of society.

¹³ Includes provisions prohibiting the employment of children below the legally permitted age.

¹⁴ Contains provisions ensuring the protection of victims physically and psychologically, in addition to providing healthcare, educational, and social support, as well as rehabilitation and social reintegration.

¹⁵ Includes provisions to protect children from exploitation in the production and distribution of pornographic materials through digital technology.

Chapter Two: Objectives – Policy Scope

Article (2-1) Policy Objectives

The Student Protection and Care Policy in Private Schools aims to ensure the provision of a safe and protected learning environment for all students, safeguarding them from all forms of abuse, violence, neglect, and exploitation, whether within the school or during related activities. The policy also seeks full compliance with Qatari legislation and regulatory frameworks, while promoting preventive awareness among all members of the school community to foster a culture of protection and shared responsibility.

The policy emphasizes early and prompt intervention whenever a student is at risk, prioritizing their best interests and well-being. It also seeks to enable students to develop physically, psychologically, and academically in an environment that respects their rights and dignity, in alignment with the aspirations of Qatar National Vision 2030 and the Sustainable Development Goals.

The objectives include:

1. Protecting students from all forms of abuse, violence, neglect, and exploitation.
2. Ensuring the best interests of the student as a primary consideration in all decisions.
3. Enabling students to enjoy their right to education in a safe and stimulating environment.
4. Promoting justice, equality, and non-discrimination among all students.
5. Respecting cultural diversity while preserving Qatari identity and values.
6. Encouraging students to express their opinions in accordance with their age and level of maturity.
7. Strengthening the partnership between families and the community in protecting students.
8. Safeguarding student privacy and protecting their data.

Policy Scope

The scope of this policy covers all private schools and kindergartens and applies to:

1. All students without exception.
2. All members of the school community (administrators, teachers, staff, volunteers)
3. Parents and visitors while present within the school premises.
4. Anyone who has direct or indirect contact with students.

The policy also applies to both curricular and extracurricular educational activities organized by the school, whether on or off campus, taking into account students' psychological, social, mental, and health needs. This includes trips, sports and cultural activities, and electronic communication related to the school.

Article (2-2) Policy Addressees

This policy applies to all private schools and kindergartens in the State of Qatar and addresses all relevant stakeholders, including school staff, both academic and administrative.

The policy primarily obliges students themselves to maintain safe behaviors and adhere to guidance that protects both themselves and their peers. It also applies to school principals and owners, as they are responsible for ensuring the existence of effective student protection systems, as well as to parents, the school community, and the broader local community.

Chapter Three: Regulations and Provisions

Article (3-1) General Provisions Underpinning the Policy

(Article 3-1-1) Compliance with Law No. 23 of 2015 on the Regulation of Private Schools

Pursuant to Law No. 23 of 2015 regarding the regulation of private schools and its amendments, and Ministerial Decision No. 40 of 2017 on its executive regulations, private schools and kindergartens are required to take all necessary measures to ensure a safe, healthy, and sound learning environment for all students. They must also provide essential protection and care appropriate to the students' age groups throughout their time at school and during various school activities.

(Article 3-1-2) Compliance with Law No. 22 of 2025 on Persons with Disabilities

This policy emphasizes full compliance with Law No. 22 of 2025, which aims to integrate persons with disabilities into all aspects of society by providing educational opportunities at all levels according to their abilities and supporting their participation in cultural, sports, and recreational activities.

(Article 3-1-3) Compliance with the Constitution and Qatari Legislation

In accordance with the Qatari Constitution and other national legislation, private schools and kindergartens must strengthen the role of the family and ensure the protection of students' rights. This should be in continuous alignment with international standards and the Convention on the Rights of the Child to guarantee comprehensive student protection.

(Article 3-1-4) Compliance with Qatar National Development Strategy 2018–2022

Private schools and kindergartens should prioritize student well-being as a fundamental element and provide a safe and protected environment that fosters their physical and mental development.

(Article 3-1-5) Compliance with Data Protection Laws

Private schools must comply with applicable Qatari laws, including Law No. 13 of 2016 on the protection of personal data. This law governs the protection of personal information related to students, parents, and all school personnel. Schools are required to take appropriate measures to safeguard this information and ensure its secure use in accordance with Qatari data protection standards. Schools must collect, process, and store student records and files in accordance with the law and implement an internal privacy policy that regulates access, disclosure, and secure destruction mechanisms.

(Article 3-1-6) Compliance with Student Rights Protection and Ensuring Their Care

Private schools must adhere to local and international laws that guarantee students' rights to learn in a safe and stimulating educational environment, receive high-quality education, and maintain their privacy, safety, and protection both inside and outside the school environment, in accordance with the regulations of the Ministry of Education and Higher Education.

(Article 3-1-7) Compliance with Medical and Social Services

Organizations such as Hamad Medical Corporation, Sidra Medicine and Research Center, and the Primary Health Care Corporation provide frameworks for preventing and addressing child abuse and violence. This includes the Sidra Child Protection Program (S-CAP), which offers coordinated care and staff training to identify and respond to cases of abuse. Private schools and kindergartens are required to provide access to these services for students whenever necessary, through continuous communication with the aforementioned organizations.

(Article 3-1-8) Compliance with Aman Center Services

The Aman Center, under the umbrella of Qatar Foundation for Social Work, provides support and rehabilitation services for victims of child abuse and violence. The center works closely with government entities to enhance child protection and implement specialized programs for children at risk. Accordingly, private schools and kindergartens must cooperate with these institutions to serve students' best interests and ensure they receive the necessary protection and care.

(Article 3-1-9) Compliance with Regulations on the Use of Photography and Multimedia in Qatar

Private schools and kindergartens must comply with all relevant laws, regulations, and guidelines regarding the use of photography and multimedia in the State of Qatar, as well as provisions of the Qatari Penal Code related to privacy and defamation.

These general provisions form the foundation upon which private schools and kindergartens base their student protection and care practices, ensuring compliance with local and international legislation to provide high-quality, inclusive education that meets the needs of all students.

(Article 3-1-10) Provision of a Student Protection and Care Officer

Private schools and kindergartens must appoint one or more staff members responsible for student protection and care at all times and during the implementation of all curricular and extracurricular activities, both on-campus and off-campus. Their roles and responsibilities shall be in accordance with the regulations issued by the Ministry.

(Article 3-1-11) Provision of a Safe Digital Learning Environment

Schools are required to provide a safe digital learning environment, prohibiting all forms of online abuse, including cyberbullying, extortion, or unauthorized content sharing using digital means. Schools must implement appropriate mechanisms for awareness, monitoring, reporting, and intervention, and refer to Law No. 14 of 2014 on Combating Cybercrime when handling serious cases, ensuring the protection of all parties involved in the educational process.

(Article 3-2) Policy Controls

The Student Protection and Care Policy in Private Schools and Kindergartens is founded on a set of principles, controls, and general guidelines that form the reference framework for all educational and administrative decisions and practices. These principles provide an essential guarantee for balancing legal compliance, ethical duty, and social responsibility, ensuring a safe and inclusive learning environment that respects the rights of all students without exception.

These principles represent a shared commitment among all members of the school community, including administration, staff, students, parents, and the wider local community. They are derived from Qatari national legislation, relevant international conventions, and are aligned with Islamic values and Qatari culture.

The principles include:

1. Best Interests of the Student – Prioritizing the student’s best interests in all practices and decisions.
2. Comprehensive Safety – Protecting students from all forms of abuse, bullying, discrimination, or digital violence.
3. Justice and Non-Discrimination – Ensuring equal educational opportunities for all students regardless of gender, nationality, or background.
4. Participation – Upholding students’ right to express their opinions freely and safely on matters affecting their educational experience.
5. Safe and Quality Education – Providing a learning environment that ensures quality education and supports physical and psychological well-being.
6. Shared Responsibility – All staff are ethically and professionally responsible for student protection.
7. Privacy – Safeguarding students’ personal information and preventing its unlawful use.
8. Care for Vulnerable Groups – Providing additional protection and support for students with disabilities or challenging social circumstances.
9. Online Safety – Creating a secure digital environment that protects students from online risks.
10. Accountability and Transparency – Ensuring that private schools and kindergartens act transparently in all practices and openly communicate their compliance with the policy.

(Article 3-3) Student Protection and Care¹⁶

Private schools and kindergartens must protect and care for students from the following risks in accordance with the procedures established by the Ministry in this regard:

1. **Critical Incidents:** A critical incident is any unexpected event that disrupts the school community and exceeds the school's natural capacity to manage it. Examples include severe weather conditions, fires, structural damage, medical epidemics, kidnappings, or violent intrusions.
2. **Recognizing Violence and Taking Necessary Action:** All staff must recognize all forms of violence, neglect, and exploitation, including physical, emotional, and sexual abuse, as well as neglect, including neglect in affluent families.
3. **Protection from Bullying:** Bullying is not considered a separate category of violence but can cause significant psychological stress for students. School staff must protect students from all forms of bullying, including cyberbullying, and manage it according to the Ministry's bullying response procedures.
4. **Protection of Students in Immediate Danger or at Risk of Serious Harm:** If a student is at immediate risk or suffers serious harm, the school or kindergarten must immediately report the case to the Sidra Child Protection Program (S-CAP) or the police.
5. **Disclosure of Abuse by Students:** Some students may hesitate to disclose abuse. Schools and kindergartens must use professional skills to encourage students to report any concerns about abuse affecting them or their peers.
6. **Concerns Regarding Student Mental Health:** Private schools and kindergartens must be alert to behavioral signs that may indicate a student is experiencing or at risk of developing mental health issues. The student protection officer must contact the relevant authorities if such concerns arise.¹⁷

¹⁶ Ministry Procedures and Regulations

Please refer to the Guidance Manual on Safety, Health, and Security in Private Schools and Kindergartens (Student Protection and Care) – First Edition 2024.

¹⁷ Student Guidance Manual for Private Schools and Kindergartens – First Edition 2025

7. Concerns Related to Substitute Teachers, Volunteers, or Contractors: Private schools and kindergartens must verify the backgrounds of all individuals before allowing direct contact with students, in accordance with Ministry procedures.
8. Allegations of Peer-to-Peer Abuse: Some students may abuse their peers, which is unacceptable. Such cases must be taken seriously and addressed according to the school's behavior policy. However, if there are child protection concerns, the Student Protection and Care Policy and Ministry procedures must be applied.¹⁸
9. Sharing Inappropriate Content: Private schools and kindergartens must respond promptly and seriously to incidents involving the sharing of inappropriate images, following the school's behavior policy.

(Article 3-4) Student Abuse Prevention Controls

1. Educate students, teachers, and parents on how to recognize abusive behaviors and report them.
2. Promote mutual respect and implement anti-bullying and conflict resolution programs.
3. Ensure proper supervision during school hours, breaks, and digital activities.
4. Establish systems that allow students to report abuse or violence without fear, ensuring that reporting mechanisms are clear, easily understood, and accessible to everyone.
5. Conduct risk assessments and involve relevant authorities when necessary.
6. Develop support plans for both the student who has made a mistake and the student who has been subjected to abuse, ensuring a safe environment—particularly in school transportation.
7. Take into account the additional barriers some students may face in reporting abuse or violence, as well as the potential influence of social media on the student's condition and social communication.
8. Provide psychological counseling and ensure that the student feels safe both inside and outside the school.

¹⁸ Student Guidance Manual for Private Schools and Kindergartens – First Edition 2025

9. Ensure that rehabilitation and support programs are available to address the root causes of behavior, alongside the implementation of disciplinary measures when necessary.
10. Conduct staff training workshops to recognize and report cases of violence, understanding that such incidents may occur even without formal complaints.
11. Schools have the right to take disciplinary measures against anyone proven to threaten the security and safety of students, in accordance with school policy and ministry regulations¹⁹, while coordinating with the relevant authorities to avoid interference with legal procedures.

(Article 3-5) Confidentiality and Information Sharing

Schools must implement strict procedures to maintain confidentiality in all child protection matters. Information sharing must be proportionate, formally documented through the school system or paper forms, and stored securely. Parental consent must be obtained before sharing information unless it is necessary to ensure the student's safety.

(Article 3-6) Record Keeping

Detailed and accurate record-keeping is a fundamental part of student protection practices. All protection-related cases, actions taken, and communications regarding protection incidents must be documented securely and confidentially. These records should provide a comprehensive report on interventions, ensuring accountability and supporting ongoing risk assessment and management.

(Article 3-7) Online Safety and Use of Mobile Technology

Schools must implement a comprehensive policy on online safety and the use of mobile and personal technology for both staff and students. This includes protecting students from harmful online content, addressing risks associated with mobile technology, applying filtering and monitoring systems to safeguard the school community, and regularly reviewing these measures to ensure effectiveness. Schools must also educate students, staff, and parents on

¹⁹ Guidelines for Public Policies in Private Education - First Edition 2024 Guidelines for Security, Health, and Safety in Private Schools and Kindergartens (Protection and Care of Students) - First Edition 2024 Student Guidance Guidelines in Private Schools and Kindergartens - First Edition 2025

safe technology use, including mobile device management, and provide clear mechanisms for reporting online safety concerns.

(Article 3-8) Electronic Communication between Staff and Students

Staff must follow strict guidelines when communicating online with students, as any violation of these rules may result in disciplinary action.

(Article 3-9) Preventing Abuse of Trust and Maintaining Professional Relationships

School or kindergarten staff must adhere to appropriate professional conduct with students at all times. All staff are required to exercise the highest degree of caution and professionalism in their interactions with students, ensuring that their behavior is always exemplary and compliant with legal obligations.

(Article 3-10) Students with Disabilities and Chronic Health Conditions

Students with Special Educational Needs and Disabilities (SEND) or chronic health conditions face additional protection challenges, as they are three times more likely to experience abuse compared to their peers. There are barriers that may impede the recognition of abuse in this group, including:

- Behavioral changes or injuries may be mistakenly attributed to the student's condition.
- Indicators of abuse may be misinterpreted.
- They may be more vulnerable to isolation or bias-based bullying.
- Bullying may have a greater impact on them without showing obvious signs.
- They may have difficulty reporting or expressing their experiences.
- They may struggle to distinguish between reality and fiction, especially in online environments.

(Article 3-11) Students Absent from Education

Private schools must closely monitor student attendance and take appropriate measures to address cases of frequent or irregular absenteeism.

According to the Compulsory Education Law, all students aged 6 to 18 must enroll in school and attend regularly. Parents hold the primary responsibility for enrolling their children and ensuring consistent attendance. Schools must

maintain daily attendance records and notify the Ministry of Education and Higher Education of any prolonged or unexplained absences.

(Article 3-12) Administrative Investigation in Cases of Abuse and Neglect

The school must immediately initiate an administrative investigation into any alleged abuse or neglect by staff through the internal complaints committee established according to Ministry of Education and Higher Education Circular No. (4) of 2023. All procedures must be documented, and reports submitted to the relevant authorities. Cases of a criminal nature must be referred to official authorities only after obtaining prior approval from the Ministry.

Chapter Four: Monitoring and Review

(Article 4) Procedures for Monitoring, Reviewing the Effectiveness of the Policy, and Implementing Changes

1. **Identify Policies Needing Review:** This may include policies related to regulations and standards for student protection and care.
2. **Data Collection and Feedback:** This may involve conducting surveys or focus groups with students, staff, and other stakeholders to gather information on the effectiveness and fairness of the policy. It is useful for identifying any issues or potential gaps.
3. **Policy Review:** A working group consisting of staff and other stakeholders will review the policy in light of the collected data and feedback. They will assess whether the policy achieves its intended objectives and whether it ensures the desired student protection and care.
4. **Recommendations for Change:** Based on the review results, the working group will provide recommendations for changes or updates to the policy.
5. **Implementation of Changes:** Once the recommendations are approved, the changes to the policy will be implemented by the relevant staff members.
6. **Ongoing Monitoring:** The implementation of the policy will be regularly monitored to ensure consistent and effective application. This process will be repeated every three years to ensure the policy remains aligned with the evolving circumstances and needs of the Ministry and students.

Chapter Five: Roles and Responsibilities of Policy Stakeholders

(Article 5) Specific Roles and Responsibilities of Individuals and Groups Involved in Student Protection

1. The Ministry: Responsible for reviewing and approving the policy, ensuring its compliance with all applicable laws and regulations.
2. Office of the Assistant Undersecretary for Private Education Affairs: Responsible for approving the policy and ensuring its alignment with all applicable laws and regulations.
3. Department of Private Schools and Kindergartens: Responsible for drafting the policy, reviewing it, ensuring compliance with all relevant laws and regulations, and amending it whenever necessary.
4. Private Schools and Kindergartens: Responsible for implementing the policy, providing information and data on the impact and outcomes of its application, and giving feedback on the policy as needed.
5. Students and Parents: Responsible for adhering to the policy and providing information and data as necessary to ensure the protection and care of students.

Chapter Six: Grievance Procedure

(Article 6) Mechanism for Filing a Grievance Regarding Any Provisions of the Policy

If any stakeholders involved in the implementation of the policy (staff of private schools and kindergartens, or parents of students) feel that any form of injustice has occurred regarding any of the provisions, regulations, or clauses of this policy, they may submit a grievance request to the Department of Private Schools and Kindergartens. This process shall be conducted in accordance with the provisions of Amiri Law No. (23) of 2025 on the Regulation of Private Schools and its Executive Regulations.

Chapter Seven: Final Provisions

(Article 7) Final Provisions of the Student Protection and Care Policy in Private Schools and Kindergartens

The final provisions of the Student Protection and Care Policy for private schools and kindergartens ensure that the policy is fair, transparent, and compliant with all relevant laws and regulations, while guaranteeing the ability of schools to implement its provisions.

1. **Policy Adoption:** The policy shall be adopted through its publication on the websites of private schools and kindergartens, ensuring that all stakeholders are made aware of its provisions.
2. **Policy Review and Amendment:** The policy may be reviewed and amended from time to time as necessary by the Ministry.
3. **Compliance with Laws and Regulations:** Private schools and kindergartens must adhere to the provisions of the policy, ensuring alignment with all applicable laws and regulations, including those related to student rights and data privacy, in accordance with the policy guidelines.
4. **Policy Implementation:** The policy shall be implemented consistently and fairly.
5. **Confidentiality:** Schools and kindergartens shall ensure the confidentiality of records and information of stakeholders in accordance with the policy provisions and relevant laws and regulations.
6. **Notification of Changes:** The Ministry shall notify staff and stakeholders of private schools and kindergartens of any changes to the policy in a timely manner.
7. **Policy Compliance:** The Ministry reserves the right to revoke the license of any school that fails to comply with the policy.

Arabic and International References Underpinning the Policy

- The Ethical Charter for Private Schools and Kindergartens.
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