



Sheikh Khalifa Bin Zayed Arab Pakistan School- Abu Dhabi

Occupational Safety and Health (OSH) Policy

Policy Statement:

Sheikh Khalifa Bin Zayed Arab Pakistan School is committed to providing a safe, healthy, and supportive learning and working environment for all students, staff, contractors, visitors, and the wider community. Our objective is to prevent injury, illness, and environmental harm through proactive risk management and full compliance with all applicable regulations.

Commitment:

We will:

- 1. Legal Compliance:** The organization shall adhere to the Abu Dhabi Occupational Safety and Health (ADOSH) Framework, Abu Dhabi Department of Education and Knowledge (ADEK) requirements, Civil Defense regulations, and all other relevant federal and local laws. We ensure full compliance with these applicable regulations, standards, and legal requirements, and continually monitor updates to maintain conformity and best practice.
- 2. Prevent Injuries and Ill Health** – Identify hazards, assess risks, and implement effective controls to eliminate or minimize risks associated with school activities, facilities, and operations.
- 3. Promote Awareness & Competence** – Provide ongoing OSH training, communication, and resources to ensure that employees, students, and contractors understand their responsibilities and can work safely.
- 4. Engage Stakeholders** – Encourage active participation from staff, students, parents, and service providers in maintaining a safe and healthy school environment.
- 5. Continual Improvement** – Monitor performance through audits, inspections, and incident reporting, and take corrective and preventive actions to continually improve our OSH management system.
- 6. Identification and Management of OSH Risks**
The organization is committed to systematically identifying, assessing, and controlling all occupational safety and health risks to prevent injuries, illnesses, and unsafe conditions in the workplace.
- 7. Setting, Monitoring, and Reviewing OSH Targets and Objectives**
Clear OSH objectives and measurable targets are established, monitored regularly, and reviewed annually to drive continual improvement in health and safety performance.
- 8. Provision of Appropriate OSH Resources**
The organization shall allocate adequate human, financial, and technical resources to effectively implement and sustain the Occupational Safety and Health Management System (OSHMS).

Roles & Responsibilities:

- **School Principal:** Overall accountability for implementing and maintaining this policy and ensuring adequate resources are provided.
- **Management Representative / Safety Officer:** Coordinate the OSH management system, conduct risk assessments, and report on performance.
- **Staff & Contractors:** Follow safe work practices, report hazards or incidents, and participate in training and emergency drills.
- **Students & Visitors:** Cooperate with safety instructions and participate in maintaining a safe environment.

Communication & Review:

This policy will be communicated to all staff, students, contractors, and visitors, and will be displayed in key areas of the school premises. It will be reviewed annually or whenever significant changes occur in operations, legislation, or identified risks.

Authorized By:

Name & Title: - Dr. Abdur Rashid
Principal

Signature: _____

Date: 26/9/2025