



GEMS SAFEGUARDING POLICY STATEMENT

GEMS Education is driven by a single purpose – to put a quality education within the reach of every student, maximising their endless potential for a richly fulfilling tomorrow. First of all, though, we must ensure that all our students feel – and are – completely safe.

GEMS is fully committed to safeguarding the welfare of all our students, staff, volunteers, and other stakeholders. We fully recognise our responsibility to take all steps possible to promote safe practice and to protect children from harm, abuse, and exploitation.

We acknowledge our duty to act appropriately in response to any allegations, reports, or suspicions of abuse.

Additionally, paid staff and volunteers will work together to develop a culture that positively embraces our differences and diversity and respects the rights of children and adults.

This is the introductory policy statement for the GEMS Education Safeguarding Policy, a comprehensive set of documents, processes, guidance, policies, and procedures, adopted by all our schools.

The Policy will be followed by all members of the organisation and promoted by those in positions of leadership within the individual organisations.

To fulfil their commitment to safeguard and promote the welfare of children, all GEMS Education schools must have:

- » Clear priorities for safeguarding and promoting the welfare of children explicitly stated in strategic policy documents
- » A clear commitment by senior leaders to the importance of safeguarding and promoting children's welfare
- » A clear line of accountability within the organisation for work on safeguarding and promoting the welfare of children
- » Approaches, policies, and a culture that embrace and safeguard all children, staff, and wider stakeholders, irrespective of their faith, gender, spiritual background, or culture
- » Recruitment and human resources management procedures that take account of the need to safeguard and promote the welfare of students, including arrangements for appropriate checks on staff and volunteers
- » Procedures for dealing with allegations of abuse against members of staff and volunteers
- » Arrangements to ensure that all staff undertake appropriate training to equip them to carry out their responsibilities effectively
- » That all staff, including temporary staff and volunteers who work with children, are made aware of the establishment's arrangements for safeguarding and promoting the welfare of children and their responsibilities for that

- » Policies for safeguarding and promoting the welfare of children and procedures that are in accordance with GEMS guidance and locally agreed national legislative procedures
- » Arrangements to work effectively with other organisations to safeguard and promote the welfare of children, including arrangements for sharing information (e.g. child protection agencies, police, healthcare, mental health services and legal practices)
- » A culture of listening to, and engaging in dialogue with children – seeking children’s views in ways that are appropriate to their age and understanding, and taking account of those views in individual decisions and in the establishment or development of services
- » Appropriate whistleblowing procedures and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed
- » Senior leaders who understand the context of Federal Law no. 3 of the UAE, the guiding law for safeguarding and child protection, and any relevant country-specific legislation

Principles upon which the Safeguarding Policy Statement is based:

- » The welfare of a child will always be paramount
- » The welfare of families will be promoted
- » The rights, wishes and feelings of children and their families will be respected and listened to
- » Keeping children safe from harm requires people who work with children to share information
- » Those people in positions of responsibility within the organisation will work in accordance with the interests of children and follow the GEMS Safeguarding Policy
- » GEMS will ensure the application of this policy through clear management, governance, and quality assurance

We recognise that for these commitments to be effective, senior leaders, employees, volunteers, parents, services, and students throughout the GEMS network must play their part in the creation of a positive safeguarding culture.

Dino Varkey,
Group Chief Executive Officer,
GEMS Education