

## **GEMS SAFEGUARDING COMMITMENT STATEMENT**

GEMS Education is driven by a single purpose – to put a quality education within the reach of every learner. As GEMS CEO, and as a father, I assure you that nothing is more important to me than the safety of every child that walks through the gates of one of our schools. It is our promise to every child, parent, employee and stakeholder, that our learning environments will make children feel completely safe, valued and able to learn and participate to their full potential.

As an organisation, we are united in our commitment to safeguarding the welfare of all our children, staff, volunteers and other stakeholders. We recognise our responsibility to take all steps possible to promote safe practice and protect children from harm, abuse and exploitation of any form.

It is our collective duty to act appropriately in response to any allegations, reports or suspicions of abuse. Additionally, staff and volunteers are tasked with working together to develop a culture that wholly embraces our differences and diversity, and which respects and upholds the rights of children and adults.

This is the introductory statement commitment for the GEMS Education Safeguarding Policy, a comprehensive set of documents, processes, guidance, policies and procedures adopted by every school.

This policy will be followed by all members of the organisation and promoted by those in positions of leadership.

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

- » Clear priorities for safeguarding and promoting the welfare of children explicitly stated in all 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
- » Policies, approaches and a culture that supports and safeguards all children, staff and wider stakeholders, irrespective of their faith, gender, spiritual background or culture
- » Recruitment and human resources management procedures that safeguard and promote the welfare of children, 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 and safely
- » A clear process to ensure all staff, including temporary staff and volunteers who work with children, are made aware of the school's arrangements for safeguarding and promoting the welfare of children as well as their responsibilities for these



- » Policies for safeguarding and promoting the welfare of children together with procedures that are in accordance with GEMS guidance and locally agreed national legislation
- » 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 these views in individual decisions and the establishment or development of provision
- » Appropriate whistleblowing procedures and a culture that enables issues about safeguarding and promoting the welfare of children to be addressed freely and without fear of recrimination
- » 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 Commitment Statement is based:**

- » The welfare of the 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
- » People in positions of responsibility within the organisation will work in the best interests of children and follow the GEMS Safeguarding Policy
- » GEMS will ensure the application of this policy through clear management, governance and quality assurance

For these commitments to be effective, every member of the GEMS community – senior leaders, employees, volunteers, parents, services and children throughout the GEMS network – must play an active and conscientious part in embracing and embedding a positive safeguarding culture. This policy is our enduring pledge and promise to keep every GEMS child and employee safe.

**Dino Varkey,**  
**Group Chief Executive Officer, GEMS Education**

**Date: 01.09.2023**