

GEMS POLICY REVIEW

Policy	GEMS Safeguarding Policy – POLCSG001V3
Date	01092023
Owner	Education
Next Review	Summer 2024

This table explains where changes were made (Section) and what the change was.

Section	Change
All sections	<p>Where there was mention of Phoenix HSE, this has been changed to Guard/ platform/case management platform. The former is now defunct.</p> <p>Where there was mention of Cluster Lead, this has been changed to Senior Vice President – Education.</p> <p>Where there was mention of the Allegations Management Policy, this has been superseded by the Employee Discipline Policy. The former is now defunct.</p> <p>Where there was mention of Safeguarding – Senior Manager this has been changed to Central Safeguarding Team (CST).</p> <p>Where there was mention of VP – Safeguarding & Child Protection this has been changed to Corporate Head of Safeguarding & Child Protection</p>
Intimate Care Policy	Addition of new section to the policy.
Roles and Responsibilities	<p>Updated to include ‘parents’ under the Principal’s responsibility to ensure understanding and implementation of the safeguarding policy.</p> <p>Updated to include that the DSL must undertake lead responsibility ‘for understanding the filtering and monitoring and processes in place’.</p>
Child Protection Procedures (i)	Confirmation that Principal and/or Allegations Manager (or Deputy) to be notified immediately of any allegation or disclosure that calls into question the competence or suitability

	of another professional person (whether or not they are an employee of GEMS Education).
Child Protection Procedures (ii)	<p>Clarification provided that the Corporate Head of Safeguarding must be notified of all high level and/or substantiated allegations without delay.</p> <p>Added additional job roles to reflect changes in KCSIE 2023 and GEMS staff structure. This now reads ‘school staff, volunteers, medical staff, therapists, coaches, drivers, services staff etc.’</p> <p>Removal of the instruction to speak with child’s parents and/or anyone involved in the safeguarding concern requiring the approval of the CST before proceeding.</p>
Abuse of a Position of Trust	Updated to include ‘volunteers’ under those considered to be in a position of trust.
Children Who May Be Particularly Vulnerable	Whole section reviewed and updated.
Attendance/ Children Absent and Missing From Education	Clarification in terminology between children being considered missing or absent.
Behaviour Management	Removal of statement referring to physical intervention.
Online Safety	Update to reflect the KCSIE 2023 document detailing School Online Safety policies and their direction of appropriate filtering and monitoring of school devices and networks.
Managing Disclosures	<p>Section renamed from ‘Engaging with Children’.</p> <p>Removal of statement ‘It is acceptable for staff to reassure them (children) that it is safe for them to tell staff’.</p>
Support for Children, Families and Staff involved in a Child Protection Concern	Section renamed from ‘Support for Children, Families and Staff involved in a Child Protection Issue’.
Site Security	Addition that all visitors to the school ‘must be supervised at all times’.
Extended School and Off-Site Visits	Addition that the school ‘must ensure that there are arrangements in place for the provider to liaise with the school for any safeguarding concerns’.
Confidentiality and Information Sharing	Clarification that the GEMS Transfer of Information template is only be used for children transferring schools within the group.

Appendix A: UAE Government Safeguarding Mandate for Educators	Added link to the MOE Child Protection Policy
Appendix B: Roles and Responsibilities	<p>Amended to reflect that the DSL role is explicitly included in the role holder’s job description</p> <p>Reiteration of policy update that the DSL must undertake lead responsibility ‘for understanding the filtering and monitoring and processes in place’</p> <p>Confirmation that GEMS Safeguarding Commitment Statement and Safeguarding policy to be made publicly available on school website.</p> <p>Confirmation that ‘parents are to be made aware of the school’s role in safeguarding and the referrals process</p>
Appendix D: GEMS Education Safeguarding Training Matrix	Update to training schedules for DSL/DDSLs and key school staff as well as confirmation of provision of GEMS Level 2 training.