



Safeguarding and Child Protection Policy

Vision & Values

Learning Together, Growing Together

At Dove Green, we are creating a world class British school that promotes a respectful, happy, caring and inclusive community. We strive to prepare all students to become lifelong learners and responsible citizens, ready to meet the challenges of the future. In partnership with families and the wider community, our goal is to create purposeful, enriched opportunities for students that inspire them to become leaders of their own learning and develop the knowledge, critical thinking skills, and character necessary to succeed in an ever-changing world. We provide stimulating learning experiences through an evolving, challenging curriculum, fully reflecting the culture of the UAE and the wider world.

DGPS Way

At Dove Green Private School, we are:

- **Determined learners**
- **Global thinkers**
- **Positive achievers**
- **Striving for success**

Policy Statement

At Dove Green Private School, keeping our children safe is our highest priority. We are committed to creating a secure, nurturing environment where every child feels valued, protected, and heard. Safeguarding is a shared responsibility, and we believe that every member of our school community, students, parents, and staff, has a vital role to play in ensuring our children's safety and wellbeing.

Our safeguarding practices align with the highest international standards and comply with [UAE Federal Law No. 3 of 2016](#) (Wadeema's Law) and are informed by the UK [Keeping Children Safe in Education, 2026](#) guidance. These frameworks support our commitment to protecting every child from neglect, exploitation and abuse while upholding their rights to education, healthcare and equality.



Aims

We aim to safeguard students at DGPS by:

- Complying with UAE laws, including the Child Rights Law of June 2016 and Cabinet Resolution No. (52) of 2018. Policies are regularly reviewed to maintain alignment with local UAE regulations and international best practices
- Ensuring rigorous recruitment checks, including police clearances and confidential references, to ensure all staff's suitability for working with children. See ***Safer Recruitment Policy*** for more details.
- Utilising qualified Designated Safeguarding Leads to oversee child protection measures and liaise with local statutory bodies.
- Ensuring all staff are trained to identify and respond to signs of abuse or neglect.
- Providing early help and support to prevent issues from escalating

 **Dove Green**
PRIVATE SCHOOL

OUR SAFEGUARDING TEAM



RACHAEL PARUMS
Designated Safeguarding Lead



JEANNETTE JONES
Deputy Designated Safeguarding Lead



JASON HIRST
Deputy Designated Safeguarding Lead

If you see or hear anything that concerns you, please speak to a member of the safeguarding team.

You can also contact: rachael.parums@dovegreenschool.com.

DGPS staff: Please report concerns as soon as possible via MyConcern.

Everybody has a role to play in protecting children.



Guiding Principles

- All staff are trained to recognise signs of abuse, neglect and other safeguarding concerns and must act on any concern immediately. Concerns must be reported to the DSL or a Deputy DSL without delay and recorded on MyConcern as soon as practicable.
- Agency staff, volunteers and visitors must report any safeguarding concern immediately to a member of the Safeguarding Team using the school's agreed reporting procedures.
- Where a child is believed to be at immediate risk of harm, appropriate emergency and/or statutory services will be contacted without delay.
- Policies and procedures for safer recruitment, assessing risk, attendance, behaviour, anti-bullying, online safety and anti-smoking and drugs support safeguarding efforts.
- Staff must report any malpractice or safeguarding breaches and are supported to do so without fear of retaliation.

Key Definitions

Abuse and neglect may take the following forms:

- **Physical abuse:** Deliberate harm to a child through physical force.
- **Emotional abuse:** Persistent emotional maltreatment causing severe effects on emotional development.
- **Sexual abuse:** Forcing or enticing a child to engage in sexual activities.
- **Neglect:** Persistent failure to meet a child's basic physical and/or psychological needs.

Child-on-Child Abuse: DGPS recognises that children can abuse other children and that this can take place both in person and online. This may include bullying and cyberbullying, physical abuse, sexual harassment, sexual violence, harmful sexual behaviour, image-based abuse and other forms of harmful or coercive behaviour. All concerns will be taken seriously and responded to through the school's safeguarding procedures.

Responding to a Disclosure

If a child makes a disclosure, staff must listen carefully, remain calm and take the child seriously. Staff should not ask leading questions, investigate the concern themselves or promise confidentiality. The child should be reassured that they have done the right thing by speaking to an adult and informed that the concern will need to be shared with those who can help. An accurate record should be made as soon as possible, using the child's own words where appropriate, and reported immediately to the DSL or a Deputy DSL.

Online Safety

DGPS maintains age-appropriate filtering and monitoring; staff-student communication is limited to approved platforms. We educate students and parents about safe internet use, AI-generated content (deepfakes), image-based abuse and scams. We apply the same reporting thresholds as for offline harm. Online activity is monitored within the school. Measures are in place to address cyberbullying and inappropriate online behaviour. See **Digital Learning Policy** for further reference.



Family Supervision and Safety

Parents/custodians must ensure adequate supervision at all times. Under Wadeema's Law, "child neglect" includes failing to take necessary actions to preserve a child's physical, mental or moral integrity from risks; it is prohibited to endanger a child's integrity, including leaving a child without supervision 'without due reason'.

Anti-Smoking and Drugs

DGPS upholds a zero-tolerance approach to smoking, vaping, drug, and substance use on school premises and during any school-related activities. Preventative education is embedded in our curriculum and wellbeing programme, and any incidents are addressed promptly in line with UAE law and school procedures. See the **Drug and Smoking Policy** for further reference.

Responsibilities

The school's Designated Safeguarding Leads (DSLs) are responsible for:

- Keeping the Principal and Governors informed of all safeguarding concerns.
- Training staff annually on safeguarding protocols, raising awareness of their responsibilities, and conducting regular refresher sessions.
- Liaising with KHDA, the Ministry of Education and other relevant child protection, statutory or emergency services, as appropriate, to ensure concerns are escalated and reported in accordance with UAE and Dubai requirements.
- Maintaining accurate and confidential records of safeguarding concerns through *MyConcern*.
- Displaying safeguarding information prominently throughout the school and on staff, parent and visitor lanyards.
- Sharing necessary safeguarding information with the school community and relevant stakeholders.

Supporting Students at Risk

At DGPS, we recognise the challenges faced by students who experience abuse or neglect. To provide effective support, we:

- Incorporate programmes into the curriculum that build resilience, self-esteem, and positive relationships.
- Foster a supportive and secure environment through our school ethos.
- Make referrals to external agencies when necessary to ensure the safety and well-being of students.
- Provide access to the school counsellor, with appropriate parental consent where required. Students are made aware that confidentiality cannot be maintained where information indicates that they or another child may be at risk of harm.
- Monitor attendance and behaviour closely, addressing concerns promptly to provide early intervention and support.
- Recognise that some children may be more vulnerable to harm or face additional barriers to recognising or reporting concerns, including children of determination, children with additional needs and children experiencing significant changes in their family

circumstances, attendance, behaviour or wellbeing.

Code of Conduct for Staff

All staff are expected to:

- Maintain professional boundaries and avoid situations that could be misinterpreted.
- Act in the best interests of students at all times.
- Follow the school's policies and report any breaches of safeguarding standards immediately to a Designated Safeguarding Lead.

Safeguarding Responsibilities for Staff, Parents and Visitors

Responsibilities of the different stakeholders are clearly written on staff and parent lanyards, along with agency staff and volunteer lanyards. Visitors to the school are required to read their responsibilities at the School Reception before being granted access to the school site.

SAFEGUARDING AT DGPS
Scan here to see the Safeguarding Team



Safeguarding Responsibilities for Staff

- Never leave children unsupervised, or allow visitors or supply staff to be alone with them.
- Follow mobile phone and digital learning policies.
- Politely challenge anyone not wearing a lanyard, including parents.
- Follow safer recruitment protocols during onboarding processes.
- Follow all school policies, risk assessments, and child-staff ratios.
- Complete required safeguarding training and consistently uphold school procedures.
- Maintain professional boundaries and act as a positive role model.
- Dress professionally in line with UAE expectations.
- Keep personal social media accounts private; do not accept friend or follow requests from students or parents.
- Use only school-approved channels for communication with students and parents.
- Model safe and respectful behaviour at all times, in line with the school's safeguarding ethos.

Everyone has a role to play in protecting children.
Thank you for upholding our shared commitment to safeguarding at DGPS.

If this lanyard is found, please return to:
Dove Green Private School
Dubai Investments Park One
04 8837474 | info@dovegreenschool.com

SAFEGUARDING AT DGPS
Scan here to see the Safeguarding Team



Safeguarding Responsibilities for Parents & Visitors

- To report a safeguarding concern, please contact one of our Designated Safeguarding Leads (see QR code).
- Children under the age of 11 must be supervised by an adult at all times while on school premises.
- Parents must follow the school's mobile phone and digital use policies.
- Lanyards must be visibly worn at all times. If lost or forgotten, please report to Reception. DGPS staff will challenge any adult not wearing a lanyard.
- Parents and visitors are expected to support and follow the school's safeguarding policies and procedures at all times.
- Interactions with students, staff and parents must be respectful, appropriate, and aligned with DGPS values.
- Behaviour and appearance on school premises should reflect professionalism and cultural sensitivity; please dress in accordance with UAE expectations.
- Please do not share images or videos of other children without school or parental consent.
- Communication with DGPS staff must take place via official school-approved channels only.

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Safer Recruitment Procedures

- All applicants must provide a current police clearance.
- References from previous employers must confirm the applicant's suitability to work with children.
- Staff involved in recruitment are trained in safer recruitment practices annually (*TES Develop module*)

Allegations and Concerns Regarding Adults

All safeguarding concerns or allegations regarding adults working with children, including staff, supply staff, volunteers and contractors, must be reported immediately to the Principal. Where the



concern relates to the Principal, it must be reported to the Chair of Governors.

Concerns will be managed in accordance with applicable UAE and KHDA requirements and the school's safeguarding procedures. The school will distinguish between allegations that may meet the harm threshold and low-level concerns and will maintain appropriate confidential records. Staff must not investigate allegations themselves.

Confidentiality and Information Sharing

Safeguarding concerns are shared on a need-to-know basis. All information is handled confidentially and in compliance with UAE and UK General Data Protection Regulation (GDPR) guidelines. Safeguarding records are kept on MyConcern with role-based access. We follow the UAE Personal Data Protection Law (Federal Decree-Law 45/2021) for lawful processing and retention.

Where a student transfers to another school, relevant safeguarding and child protection records will be transferred securely and separately from the main educational record, in accordance with applicable UAE requirements and in the child's best interests. Where appropriate, the DSL will liaise directly with the receiving school's DSL or safeguarding lead to support continuity of care and protection.

Parents/carers may request access to personal data; we will respond in line with PDPL while protecting third-party confidentiality and the child's best interests. The school adheres to the following core principles regarding the collection, storage, use, sharing and destruction of personal data:

- Personal data shall be processed lawfully and fairly
- Personal data shall be collected for specific purposes and not be further processed in any manner incompatible with the stated purpose
- Personal data will not be kept for longer than the purpose for which it has been collected for
- Personal information will only be shared where there is a lawful and necessary basis to do so. Where safeguarding concerns exist, relevant information may be shared without consent where this is necessary and proportionate to protect a child or others from harm.

Review and Audit

The policy is reviewed at least annually, or sooner following significant legislative or regulatory change, a serious safeguarding incident or changes to school procedures. Safeguarding procedures are audited termly to ensure their effectiveness. Governors receive a detailed annual safeguarding report summarising key data, trends, actions and improvements and maintain appropriate oversight of the school's safeguarding arrangements.

Signed:

Print Name: Christopher Seeley

Designation: Principal

Edited August 2026



Date: August 2026

Next Review: January 2027

Edited August 2026