



Safeguarding and Child Protection Policy 2024-25

Written by: Rachael Parums & Charlotte McCombs

Ethos

Learning Together, Growing Together

Vision & Values

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 are dedicated to providing 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, following the UK [Keeping Children Safe in Education 2024](#) guidance and [UAE Federal Law No. 3 of 2016](#) (Wadeema’s Law). These frameworks ensure we protect every child from neglect, exploitation, and abuse while upholding their rights to education, healthcare, and equality.

To uphold the highest standards of child protection:

- All staff undergo rigorous recruitment checks, including police clearances and confidential references, to ensure their suitability for working with children.
- Policies are regularly reviewed to maintain alignment with local UAE regulations (KHDA, Wadeema’s Law) and international best practices (i.e., *Keeping Children Safe in Education*, UK).



Dove Green
PRIVATE SCHOOL

SAFEGUARDING TEAM

RACHAEL PARUMS
Designated Safeguarding Lead

CHARLOTTE MCCOMBS
Designated Safeguarding Lead

KAYLIE LEWIS
Level 3 Safeguarding Trained

TIMOTHY DRAY
Level 3 Safeguarding Trained

MATTHEW CASHMORE
Level 2 Safeguarding Trained

MARIANA BOLIVAR
Level 2 Safeguarding Trained

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

EVERYBODY HAS A ROLE TO PLAY IN PROTECTING CHILDREN

Aims

We aim to safeguard students at Dove Green Private School by:

- Complying with UAE laws, including the Child Rights Law of June 2016 and Cabinet Resolution No. (52) of 2018
- Qualified Designating 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.

Guiding Principles

1. All staff are trained to recognise and report concerns via *MyConcern* portal
2. Members of the DGPS Safeguarding Team, or the Designated Safeguarding Leads (DSLs) serve as points of contact for staff, parents, and external agencies.
3. Safer recruitment procedures are implemented for all staff and volunteers.
4. Risk assessments are conducted for all school activities, including off-site trips, to ensure safety of all students.
5. A whistleblowing policy is in place to encourage staff to report malpractice or safeguarding breaches without fear of retaliation.
6. Policies related to attendance, behaviour, anti-bullying, and online safety support safeguarding efforts.

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.

Online Safety

Students (and parents through workshops) are educated on safe internet use, and online activity is monitored within the school. Measures are in place to address cyberbullying and inappropriate online behaviour. The school's Digital Policy complements this safeguarding policy.

Responsibilities

The school's Designated Safeguarding Leads (DSLs), Rachael Parums and Charlotte McCombs, 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 local authorities, such as KHDA and the Ministry of Interior, for external reporting and compliance.
- Maintaining accurate and confidential records of safeguarding concerns through *MyConcern*.
- Displaying safeguarding information prominently throughout the school and on staff and parent lanyards.
- Sharing necessary safeguarding information with the school community and relevant stakeholders.

Supporting Students at Risk

At Dove Green Private School, 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.
- Offer the school counsellor as a confidential resource, with parental consent required for Primary students.
- Monitor attendance and behaviour closely, addressing concerns promptly to provide early intervention and support.

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 Rachael Parums – Designated Safeguarding Lead.

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 (TES module).

Allegations Against Staff

All allegations are handled according to strict protocols:

- Concerns about staff are reported to the Principal or, in cases involving the Principal, to the Chair of Governors.
- If the member of staff is deemed unsuitable after an investigation, the school reports the matter to the KHDA and ensures their approval is withdrawn.

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.

Annual Review and Audit

The policy is reviewed annually, and safeguarding procedures are audited to ensure effectiveness. Governors receive a detailed annual report summarising key data and improvements.

Signed:



Print Name: Christopher Seeley

Designation: Principal

Date: September 2024

Next Review: March 2025