



جيمس مودرن أكاديمي  
GEMS Modern Academy



## Child Protection and Safeguarding Policy





# Child Protection and Safeguarding Policy

Your Safety and Wellbeing Matters

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## Reviewed by:

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Student Safeguarding Team

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Dear Student,

Welcome to Gems Modern Academy! In this document, you will find some important information that aims to empower, as well as inform you about your basic rights and responsibilities. At Modern, we aim to offer a safe participatory environment and procedures that ensure you are protected and nurtured.

## 1. Child protection statement

We endeavour to provide a safe and welcoming environment where children are respected and valued.

- The school's responsibility, to guard and promote the welfare of children is of paramount importance.
- **All children**, regardless of age, gender, ability, culture, race, language and faith, have equal rights and responsibilities.
- Children, who are safe and feel safe, are better equipped to learn.
- If, at any point, there is a risk of immediate serious harm to a child, anyone can make a referral to a member of the **safeguarding team**.



## Terminology

**Safeguarding** refers to any action that is taken to promote the wellbeing of children and protect them from harm, ensuring that they are receiving safe and effective care

**Child protection** refers to the actions undertaken to protect children who have been identified as suffering or being at risk of any form of significant harm.

**Staff** refers to all those working for or on behalf of the school, full time or part time, temporary or permanent, in either a paid or voluntary capacity.

**Child** includes everyone under the age of 18.

**Parent** refers to birth parents and other adults who are in a parenting role.

## Child Safeguarding Team

KG and Primary

# MEET THE TEAM!



**Sydney Atkins**  
Designated  
Safeguarding  
Lead



**Dr. Kshama Lal**  
Deputy  
Designated  
Safeguarding  
Lead



**Judy Mendes**  
Assistant Head  
of Primary



**Margaret Fernandez**  
Education  
Supervisor,  
Pre-Kindergarten  
and Kindergarten



**Dr. Thavamani  
Sinaya**  
School Doctor

**GMA's Safeguarding team is  
always here to help you!**





MIDDLE SCHOOL

**MEET THE TEAM!**





**Sydney Atkins**  
Designated  
Safeguarding  
Lead



**Dr. Kshama Lal**  
Deputy  
Designated  
Safeguarding  
Lead



**Dr. Thavamani  
Sinaya**  
School Doctor



**Troy James**  
Education  
Supervisor



**Bouchra Seggari**  
Department of  
Arabic



**Annika Jisu** –  
Middle School  
Counselor  
(Gr 7 - 8)

**GMA's Safeguarding team is  
always here to help you!**



SENIOR SCHOOL

**MEET THE TEAM!**





**Sydney Atkins**  
Designated  
Safeguarding  
Lead



**Dr. Kshama Lal**  
Deputy  
Designated  
Safeguarding  
Lead



**Dr. Thavamani  
Sinaya**  
School Doctor



**Paliyath  
Venugopal**  
Assistant IBDP  
Coordinator



**Maria Veena** –  
Senior School  
Counselor  
(Girls)

**GMA's Safeguarding team is  
always here to help you!**





## 2. Good practice guidelines

To meet and maintain our responsibilities towards our school and self, we need to engage in some good practices, which form a code of conduct for all. These include:

- Treat everyone (teachers, peers, support staff and yourself) with respect
- Set a good example by conducting yourself **appropriately**
- Engage in **positive, respectful** and **safe** behaviour
- Be a good and kind listener
- Remembering to seek **permission** from friends as well as teachers before any photograph is clicked and shared on social media
- Asking the pupil's permission before initiating physical contact, such as assisting with dressing, physical support during PE or administering first aid
- **Understanding** and **abiding** by the rules that have been laid out by the school, for your safety

## 3. Attendance

**Full attendance** at school is important to your well-being. It also enables you to access the opportunities made available to you at school. Attendance is monitored closely through the Phoenix portal as well as the school diary. There will be effective communication between the school and parents if there is any cause of concern with regards to your school attendance.

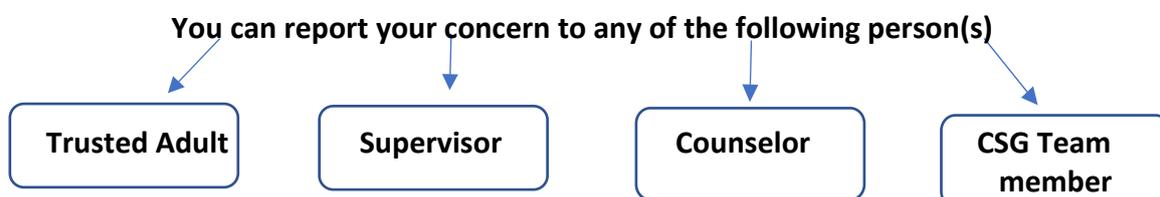
Attendance, absence and exclusions are closely monitored. The DSL will monitor unauthorised absence and take appropriate action, particularly where children go missing on repeated occasions.

## 4. Keeping you Safe

At Modern, you will be taught to understand and **manage risk** through our personal, social and health education and relationships lessons, and through all aspects of school life. Our approach is **designed to help** our students to think about risks they may encounter and, with the support of staff, work out how those risks might be reduced or managed.

Students are taught how to behave in a responsible manner, and **promote sensible behaviour** rather than fear or anxiety. Children are also reminded regularly about online safety, the risks of sharing content and images online and tackling bullying, including cyber bullying procedures. Our school continually promotes an ethos of respect for children and students are encouraged to **speak to a member of staff of their choice** about any worries they may have.

## 5. Sharing/Reporting a concern





## 6. Keeping your information Safe

Our school and staff will strive to ensure that all information you share, is kept safe and confidential. It will only be share with the Child Safeguarding Team, to ensure appropriate support can be given. Should any other party have to be involved, you will be informed accordingly.

We want you to remember that there is a big **difference** between telling/reporting and tattling. **Telling** is done with the intention of keeping someone safe, when you need an adult to step in and if the behaviour is harmful to you or another person. **Tattling/snitching** is done with the intention of getting someone into trouble, for a behaviour that was harmless and could have been resolved amongst peers. So when you have a reason to be concerned, please do not hesitate to tell a trusted adult. **Telling is not tattling** – it is the right thing to do.

## 7. Online Safety

We are constantly using electronic equipment, tablets and computers on a daily basis to access the internet, to share content and images via social networking sites. Those technologies and the internet are a source of fun, entertainment, communication, and education. Unfortunately, some adults and young people tend to use those technologies to harm children. That harm might range from sending hurtful or abusive texts and emails to more serious harm.

We need to be careful and **mindful of our online behaviour** and activities that we engage in. Please ensure that you keep **personal information limited** and professional. Do keep your **privacy settings on** and have an adult guide you through those vital settings. Be careful of what you download and choose a strong password to prevent the possibility of your account being hacked.

## 8. Bullying

Bullying refers to unwanted, intentional and repeated acts that are meant to cause harm to another. All incidences of bullying, including cyber-bullying and prejudice-based bullying should be **reported** and will be managed through our anti-bullying procedures at school.

At Modern, we are a part of an empowering initiative by the Dubai Police - the Safety Ambassador's Program, which seeks to raise awareness among the student body about their rights and be a support system to the students during their school years. Through this program, important discussions around ways to take care of yourself, being **empathetic and sensitive** to the needs of others as well as measures to take in times of concern are taken up.

شرطة دبي  
DUBAI POLICE





## 9. Special Circumstances

### Work experience (Senior Students)

The school has detailed procedures to protect pupils undertaking work experience, including arrangements for checking people who provide placements and supervising pupils on work experience. The career department organises internships for students, vetted by the teachers. Refer to Policy on External Internships for more information.

We would like to conclude by reminding you that:

1. At Modern, we have an ethos in which children feel secure, their viewpoints are valued and they are encouraged to talk and are listened to;
2. We provide suitable support and guidance so that pupils have a range of appropriate adults to whom they can turn, if they are worried or in difficulties;
3. The school will work with parents to build an understanding of the school's responsibilities to protect and promote the welfare of all
4. There will be a curriculum that will raise your awareness and build confidence so that pupils have a range of methods to ensure your own protection and understand the importance of protecting others;
5. The school has clear policy statements for parents, staff and children and young people on both positive behaviour policies and the school's approach to bullying;
6. Modern has a whole school policy, which is produced, owned and regularly reviewed by all school staff, taking into account the views of children, parents and staff, and which clearly outlines the school's position and steps to ensure the wellbeing of our students.

**Your safety and wellbeing is our priority.**

