

## Safeguarding Children Policy

Our Safeguarding Children Policy and Procedures emphasise our commitment to safeguarding the welfare of children and young people at our academy and have been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002, and in line with government publications: 'Working Together to Safeguard Children' 2013, Revised Safeguarding Statutory Guidance 2 'Framework for the Assessment of Children in Need and their Families' 2000, 'What to do if You are Worried a Child is Being Abused' 2015. The guidance reflects 'Keeping Children Safe in Education' 2014.

The Designated Safeguarding Lead is Miss A Francis. The Deputy Designated Child Protection Officer is Mrs J Harding. They have undertaken the relevant induction training and complete the relevant biannual updates. They will ensure that the Academy is working in partnership with other organisations to protect children's welfare and that all concerns/allegations are taken seriously and take appropriate action. Their full roles and responsibilities are detailed in separate job descriptions.

All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures through publication of the school's Safeguarding Policy on the academy's website.

The Governing body takes seriously its responsibility under section 175 of the Education Act 2002 to safeguard and promote the welfare of children and to work together with other agencies to ensure adequate arrangements within the academy to identify, assess, and support those children who are suffering harm. All members of the governing body understand their responsibilities to ensure that there is a Child Protection policy in place which is reviewed annually and that any weaknesses in Child Protection are remedied immediately. They have responsibilities to ensure that the academy operates safer recruitment procedures and procedures for dealing with allegations of abuse against staff and volunteers, and understand their obligation to make a referral to the DBS if a person in regulated activity has been dismissed or removed due to safeguarding concerns, or would have had they not resigned. In connection with this, a member of the Governing Body, usually the Chair, is nominated to liaise with the LA in the event of an allegation of abuse made against the Headteacher.

We recognise that a safe, secure environment for our pupils starts with safe staff and therefore the academy's recruitment policy and procedures include the following:

- Completion of the academy's application form;
- Requesting and following up two references before confirming an appointment;
- Interviewing candidates before any appointment, and ensuring that there is at least one person on every recruitment panel that has completed Safer Recruitment training;
- Requesting identification documents and proof of qualifications;
- Applying for enhanced DBS (Disclosure and Barring Service) check or requesting sight of an appropriate DBS form, with a copy taken and kept on file;
- Maintaining a Single Central Record.

Together with the above, all staff who come into contact or who will have the potential to come into contact with children, are DBS checked. Checks are reviewed every three years to confirm employment suitability and aptness.

We recognise that whilst we strive to create an environment where children feel comfortable in making disclosures, we also need to ensure that the academy is an environment where staff, too, feel comfortable in raising concerns. All staff should be aware of their duty to do so, where they exist, about the management of child protection, which may include the attitude or actions of colleagues. If it becomes necessary to consult outside the academy, they should speak in the first instance, to the Local Authority Designated Officer (LADO). Whistle-blowing regarding the Headteacher should be made to the Chair of the Governing Body.

All adults, including temporary staff, volunteers and governors, have a full and active part to play in protecting our pupils from harm, and the child's welfare is our paramount concern. All members of staff are provided with child protection awareness information at induction so that they know who to discuss a concern with. We will ensure that all members of staff are trained, and receive regular updates to maintain their understanding of the signs and indicators of abuse and their understanding of how to respond to a pupil who discloses abuse.

We acknowledge that safeguarding incidents could happen anywhere and all staff should be alert to issues arising within the academy. To this end, all staff may raise concerns directly with Children's Services by contacting 01522 782111 if they feel dissatisfied with the action taken by the Designated staff, or with the outcomes of any such action. Any safeguarding concerns about adults in the academy should be raised with the Designated Safeguarding Lead.

We recognise that staff who have become involved with a child who has suffered harm, or appears to be likely to suffer harm may find the situation stressful and upsetting. We will support such staff by providing an opportunity to talk through their anxieties with the Designated Lead or Deputy Designated Child Protection Officer and to seek further support as appropriate.

Our Safeguarding Children Policy explicitly covers the following areas:

- Child Protection
- Confidentiality
- Internet Access and Acceptable Use Policies
- Looked After Children
- Safe use of Children's Photographs / Images

**However, the policy also has links to the following policies:**

- Anti-bullying
- Attendance
- Bus Policy
- Code of conduct (pupils)
- Drugs Education
- Educational Visits Policy
- Equal Opportunities
- Health & Safety
- Monitoring of pupil behaviour and progress
- PSHEE
- Sex Education
- Spiritual, Moral and Cultural Education
- Staff Code of Conduct
- Learning and Teaching

Our Safeguarding policy, related procedures and linked policies will be reviewed and updated annually, or in light of any new guidance published.

*Reviewed July 2018.*