


Safeguarding and Child Protection Policy

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| <p>Aims</p> | <ul style="list-style-type: none"> • To ensure that all pupils/students, regardless of age, special needs or disability, racial/cultural heritage, religious belief and sexual orientation have the right to protection from all types of harm and abuse • To reflect the current principles recognised in UK legislation, including maintaining confidentiality and reporting to the child protection agencies concerns about pupils/students who are likely to suffer significant harm • To adhere to City of London and relevant local authority Child Protection procedures as well as national legislation • To take all possible measures to ensure no child is at risk of harm, abuse, neglect, radicalisation or exploitation <p><i>This will be achieved by:</i></p> <ul style="list-style-type: none"> • Preventing unsuitable people from working with pupils/students through DBS, Prohibition and List 99 checks • Ensuring staff/parents/carers are aware of safeguarding and child protection policies and procedures • Identifying pupils/students who are at risk of and/or are likely to suffer significant harm and take appropriate action with the aim of making sure they are kept safe • Promoting safe practice and challenging poor/unsafe practice swiftly and thoroughly |
| <p>Targets/Outcomes</p> | <ul style="list-style-type: none"> • All pupils/students at all times are fully safeguarded on each and every Trust Academy site and on any offsite trip or journey • All child protection matters are dealt with, in line with regulations and the best interest of the child • 100% of student and parent/carer questionnaires indicate that students feel safe at each and every Trust Academy |
| <p>Definition</p> | <ul style="list-style-type: none"> • To help keep our pupils/students safe by providing a safe environment for them and to educate them about keeping themselves safe. <p><i>“Abuse or neglect can have a damaging effect on a child’s health, education, attainment and emotional wellbeing. This can impact on a student’s performance and can be in a form of emotional or physical abuse, ranging from domestic violence, sexual abuse, sexual exploitation, radicalisation, forced marriages, female genital mutilation, drug/alcohol abuse and many forms of substance misuse”</i></p> |
| <p>Roles and Responsibilities</p> | |
| <p>Pupils/Students will</p> | <ul style="list-style-type: none"> • Recognise that confidentiality cannot be guaranteed • Raise any concerns that they might have about themselves or their peers by speaking to a trusted adult and ensure that these are taken seriously, otherwise tell another member of staff • Participate in appropriate classroom discussion and debates |
| <p>All staff will</p> | <ul style="list-style-type: none"> • Upon employment, complete all safer recruitment checks including a full disclosure of criminal background and other employment checks • Ensure pupils/students are aware that staff cannot guarantee confidentiality • Identify and act on any information given to them by pupils/students as a matter of the highest priority and inform the relevant Academy’s Child Protection Officer however minor the concern • Engage in annual training on how to identify neglect and abuse and how to report concerns, in accordance with the relevant Academy’s child protection procedures • Provide written confirmation on an annual basis that there are no changes to their earlier declarations regarding disqualification by association checks (for primary school staff) |

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| | <ul style="list-style-type: none"> • Have awareness of inappropriate behaviour towards pupils/students, in particularly under the Sexual Offences Act and with regards to social media settings and protocol • Strive to develop an atmosphere of trust and respect where pupils/students feel they can approach and talk to them about their concerns and that these will be taken seriously • Take all possible measures to ensure no child is at risk of harm, abuse, neglect, radicalisation or exploitation and report any concerns relating to these or any other issues to the relevant Child Protection Officer immediately |
| In addition, teaching staff will: | <ul style="list-style-type: none"> • Promote the highest expectations of Health and Safety in every activity undertaken in and out of the classroom • Teach Health and Safety awareness as part of the curriculum and in PHSCE • Actively engage and promote a listening culture to engage dialogue with pupils/students by seeking their views in ways appropriate to their age and understanding • Ensure that pupils/students are aware of where to go/what to do if they are being abused or neglected • Follow up any and every safeguarding concern and report to the relevant Child Protection Officer immediately • Actively encourage collaboration amongst pupils/students and their families from a range of racial, cultural, religious and linguistic backgrounds |
| Parents and carers will | <ul style="list-style-type: none"> • Inform Trust/Academy staff and/or the relevant authorities immediately if they have concerns about their own (or another) child's safety and well-being • Support the Trust and the relevant Academy in their actions against those who abuse or endanger a child |
| The senior leadership team (SLT) in each Academy will: | <ul style="list-style-type: none"> • Nominate one member of the SLT to be a Designated Safeguarding Lead and a second member to be deputy DSL, in addition to the Academy Child Protection Officer, and ensure that cover is provided outside of the school day and term time • Develop effective working relationships with social services, police and all other external agencies • Regularly refer to and liaise with the relevant local authority safeguarding team which provides specific training and has expertise and advice to offer in relation to emerging issues such as online safety and sexual exploitation • Complete regular online Safer Recruitment Training • Undertake Prevent risk assessment • Ensure safeguarding checks are carried out on staff, visitors, governors, volunteers and contractor staff and update DBS checks every 3 years • Promote a code of practice regarding behaviour and conduct, applicable to both staff and pupils/students • Ensure that there is a comprehensive safeguarding training strategy to properly equip staff and volunteers to carry out their responsibilities • Display key information around the Academy including NSPCC, Childline and where to go for support • Implement and monitor the policy with Governors |
| The Designated Safeguarding Lead in each Academy will: | <ul style="list-style-type: none"> • Refer all cases of suspected abuse to the appropriate local authority team • Refer all cases of suspected radicalisation to the Prevent police officer for the local authority. • Refer cases of allegations against staff to the Local Authority Designated Officer • Liaise with the Principal/Headteacher to inform him/her of issues especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations • Refer incidents to the police where a criminal offence is believed to have been committed • Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies • Undertake appropriate training at least every two years |

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| | <ul style="list-style-type: none"> • Liaise with the rest of the child protection team to ensure that all concerns are acted upon swiftly and referred to the relevant agencies and that support is put in place for all students |
| The Deputy DSL in each Academy will: | <ul style="list-style-type: none"> • Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies • Undertake appropriate training at least every two years • Liaise with the rest of the child protection team to ensure that all concerns are acted upon swiftly and referred to the relevant agencies and that support is put in place for all students |
| The Child Protection Officer and Administrator in each Academy will: | <ul style="list-style-type: none"> • Keep detailed records and child protection files for all students referred to the child protection team, even in cases where no further action has been taken • Monitor referrals and ensure that records are kept up to date by liaising regularly with outside agencies such as Children’s Social Care and CAMHS • Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies • Undertake appropriate training at least every two years • Liaise with the rest of the child protection team to ensure that all concerns are acted upon swiftly and referred to the relevant agencies and that support is put in place for all students |
| The designated teacher for Looked After Children in each Academy will: | <ul style="list-style-type: none"> • Undertake PEP meetings for students who are Looked After Children • Liaise with the Virtual School for LAC • Ensure the young person has an input into setting appropriate learning targets • Liaise with social workers assigned to LAC |
| The lead governor for safeguarding at each Academy will: | <ul style="list-style-type: none"> • Undertake annual link governor visits to review safeguarding and child protection procedures • Produce a report with recommendations for the Academy SLT • Ensure that recommended actions are completed • Liaise with the local authority in the event of an allegation being made against the Principal • Liaise with the Principal and DSLs regarding serious safeguarding incidents |
| Trustees will: | <ul style="list-style-type: none"> • Ensure that arrangements are made to safeguard and promote the welfare of children in all Trust Academies in line with their duty as ‘proprietors’ under the Education (Independent School Standards) Regulations 2014 • Engage in relevant training on how to identify neglect and abuse and how to report concerns, in accordance with the Academies’ child protection procedures • Receive, review and challenge safeguarding reports provided to Trustees |
| Related Documents: | Keeping Children Safe in Education (DfE), Inspecting Safeguarding in Early Years Education and Skills (Ofsted September 2016) CHSCB website, related Academy Policies (e.g. Anti- Bullying policy, Behaviour Policy, Behaviour Improvement Pathway, ICT & Acceptable Use policies) DBS, London child protection procedures, Safeguarding flowchart, individual Academy child protection procedures, Indicators of Abuse, Prevent action plan |

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|  | Approval Date: | Monitored By: | Full Review Due: | Review By: |
| | 19 April 2018 | Trustees | April 2019 | Trustees, Local Governing Bodies, employees, |