



## Safeguarding and Child Protection Policy, Procedure and Guidance

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**This school is committed to safeguarding and promoting the welfare and wellbeing of its pupils.**

**The school acknowledges the important contribution from colleagues in developing Child Protection policy. This policy is subject to review by the staff team through dedicated INSET.**

**The school's safeguarding and child protection policy should be read in conjunction with other school policies, some of which appear as appendices.**

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## Child Protection Policy

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### Policy Statement

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all children.

We make every effort to provide a safe, welcoming and nurturing environment. We seek to maintain a culture of openness where pupils and adults feel secure, able to talk and believe that they are being listened to.

Where safeguarding is concerned we maintain an attitude of “it could happen here”.

This policy provides staff, volunteers and governors with the framework they need to keep children safe and secure in our school and to inform parents and carers how we will safeguard their children whilst they are in our care.

Specific guidance is available to staff within the procedure documents.

### Definitions

Within this document:

**Child Protection** is an aspect of safeguarding, but is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.

The term **Staff** applies to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity. This also includes parents and governors.

**Child** refers to all young people who have not yet reached their 18th birthday. On the whole, this will apply to pupils of our school; however the policy will extend to visiting children and students from other establishments.

**Parent** refers to birth parents and other adults in a parenting role for example adoptive parents, step parents, guardians and foster carers.

**Abuse** could mean neglect, physical, emotional or sexual abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and / or failure to provide proper care. Explanations of these are given within the procedure document.

### Aims

- Provide staff with the framework to promote and safeguard the wellbeing of children and, in so doing, ensure they meet their statutory responsibilities.
- Ensure consistent good practice across the school.
- Demonstrate our commitment to protecting children.

### Principles and Values

- Children have a right to feel secure and cannot learn effectively unless they do so.
- All children regardless of age, gender, race, ability, sexuality, religion, culture or language have a right to be protected from harm.
- All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm in accordance with the guidance.
- We acknowledge that working in partnership with other agencies protects children and reduces risk. Thus, we will engage in partnership working throughout the child protection process to safeguard children.
- Whilst the school will work openly with parents as far as possible, the school reserves the right to contact children’s social care or the police, without notifying parents if we believe this to be in the child’s best interests.

## Leadership and Management

We recognise that staff anxiety around child protection can undermine good practice. Clear lines of accountability, training and advice are intended to support the process and the individual staff within that process.

In this school any individual can contact the Designated Safeguarding Lead (DSL) if they have concerns about a young person.

St Edward's School's DSL is **Phil Watts**.

There are two Deputy DSLs: **Harry Fenemore** and **Jim Fenemore**

There is a nominated governor - **Michael Tennant** - who will receive reports of allegations against the head teacher and act on behalf of the Board of Governors.

As an employer we comply with the "Disqualification under the Childcare Act 2006" guidance issued in February 2015

## Training

- All staff are expected to be aware of the signs and symptoms of abuse.
- All staff must be able to respond appropriately.
- All staff members receive appropriate safeguarding and child protection training which is subject to regular update..
- In addition, all staff members receive updates in the form of regular safeguarding and child protection e-newsletters which provides them with relevant skills and knowledge to effectively safeguard children.
- Hampshire Safeguarding Children's Board resources for Child Protection awareness are provided to all new staff on appointment, under the direction of the DSL.
- The school's DSLs will attend annual training to enable them to fulfil their role.
- Training is informed by the school's participation in safeguarding events offered by Hampshire Safeguarding Children Board.
- Updates in national or local guidance – for example: 'Keeping Children Safe in Education' - are shared with all staff in briefings and later captured in subsequent whole school training.

This policy is subject to update during the year to reflect any changes brought about by new guidance.

## Referral

Following any concerns raised by staff, the DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then the DSL will contact children's social care. If the DSL is not available or there are immediate concerns, the staff member will refer directly to children's social care

Generally the DSL will inform the parents prior to making a referral. However, there are situations where this may not be possible or appropriate.

***N.B.*** *The exception to this process will be in those cases of known FGM where there is a mandatory requirement for the teacher to report directly to the police.*

## Confidentiality

- We maintain that all matters relating to child protection are to be treated as confidential and only shared in accordance with the 'working together' guidance.
- Information will only be shared with agencies who we have a statutory duty to share with or individuals within the school who 'need to know'.
- All staff are aware that they cannot promise a child to keep a disclosure confidential.

## As a school we will educate and encourage pupils to keep safe through:

- Our school's ethos which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued.
- The content of our school curriculum and our spiritual, moral, social and cultural activities.

## Dealing with allegations against staff

If a concern is raised about the practice or behaviour of a member of staff this information will be recorded and passed to the head teacher; **Mr L Bartel**. The local authority designated officer (LADO) will be contacted and the relevant guidance will be followed.

If the allegation is against the head teacher, the person receiving the allegation will contact the **LADO** or the nominated governor – **Michael Tennant** -directly.

## Dealing with allegations against pupils

If a concern is raised that there is an allegation of a pupil abusing another pupil within the school, the 'dealing with allegations against pupils' guidance will be followed (Annex 6)

### Legal context

Section 175 (maintained schools) or section 157 (independent schools and academies) of the Education Act 2002.  
Children Act 2004 & 1989

### Guidance

Hampshire Safeguarding Children Board [protocols and guidance](#) and their [procedures](#)  
[Working Together to Safeguard Children 2015](#)  
[Keeping Children Safe in Education 2016](#)  
[Disqualification under the Childcare Act 2006 \(2015\)](#)

## Annual review

The school undertakes to review this policy at least annually in line with DfE, HSCB and HCC and other relevant statutory guidance.

**Date approved by Board of Governors: 5<sup>th</sup> April 2017**

**Next review: April 2018. Postponed to July 2018**