



SAFEGUARDING POLICY

Policy Statement

Safeguarding determines the actions that we take to keep children safe and protect them from harm in all aspects of their school life. As a school we are committed to safeguarding and promoting the welfare of all of our pupils.

The actions that we take to prevent harm; to promote wellbeing; to create safe environments; to educate on rights, respect and responsibilities and to respond to specific issues and vulnerabilities all form part of the safeguarding responsibilities of the school. As such, this overarching policy will link to other policies which will provide more information and greater details.

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

We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children and adults feels secure, able to talk and believe that they are being listened to.

We maintain an attitude of "it could happen here" where safeguarding is concerned.

The purpose of this policy is to provide staff, volunteers, Academy Councillors and Trustees with the framework they need in order 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;

Safeguarding is defined in the Children Act 2004 as protecting from maltreatment; preventing impairment of health and development; ensuring that children grow up with the provision of safe and effective care; and work in a way that gives the best life chances and transition to adult hood. Our safeguarding practice applies to every child.

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, Trustees and Academy Councillors.

Child refers to all young people who have not yet reached their 18th birthday. On the whole, this will apply to pupils of all schools within our Trust; 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 and 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

- To provide staff with the framework to promote and safeguard the wellbeing of children and in doing so ensure they meet their statutory responsibilities.
- To ensure consistent good practice across the Trust and schools within the Trust.
- To demonstrate our commitment to protecting children.

Principles and Values

Safeguarding is everyone's responsibility. As such it does not rest with the Designated Safeguarding Lead (DSL) and their deputies to take a lead responsibility in all of the areas covered within this policy.

Some areas, such as Health and Safety, are a specialist area of safeguarding and a separate lead for this area is in place in our schools.

Safeguarding processes are intended to put in place measures that minimise harm to children. There will be situations where gaps or deficiencies in the policies and processes we have in place will be highlighted. In these situations a review will be carried out in order to identify learning and inform the policy, practice and culture of the Trust and our schools.

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 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 and so we will engage in partnership working throughout the child protection process to safeguard children.

Whilst the Trust and schools will work openly with parents as far as possible, schools reserve the right to contact children's social care or the police, without notifying parents if this is in the child's best interests

All pupils in our schools are able to talk to any member of staff to share concerns or talk about situations which are giving them worries. The staff will listen to the pupil, take their worries seriously and share the information with the safeguarding lead.

In addition, we provide pupils with information of who they can talk to outside of school both within the community and with local or national organisations who can provide support or help.

As a school, we review this policy at least annually in line with Department for Education (DfE), Hampshire Safeguarding Children's Board (HSCB), Hampshire County Council (HCC) and any other relevant guidance.

Leadership and Management

We recognise that staff anxiety around safeguarding and child protection can undermine good practice and so have established clear lines of accountability, training and advice to support the process and individual staff within that process.

In this Trust any individual can contact the Designated Safeguarding Lead or one of their deputies (DSL) if they have concerns about a young person.

The **DSL** is the Executive Principal and the deputies are The Principals of each school within the Trust and the INCO at Blackfield Primary School and there is a nominated Safeguarding Academy Councillor for each school who will receive reports of allegations against the Principals and act on behalf of the Board of Trustees.

Nominated Academy Councillors for Safeguarding

Blackfield – Mrs B Bolger
Fawley - Mrs D Armitage

Training

All staff within the Trust are expected to be aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to all organisations within the Trust annually with separate training to all new staff on appointment. The DSL will attend initial training for their role and then refresh this every two years.

Any update in national or local guidance will be shared with all staff in briefings and then captured in the next whole school training. This policy will be updated during the year to reflect any changes brought about by new guidance.

Staff Responsibilities

School staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating.

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.

NOTE: The exception to this process will be in those cases of known Female Genital Mutilation (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 as per 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 that they will keep a secret
- Disciplinary action will be considered for any breach of confidentiality.

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

- The content of the curriculum.
- A Trust ethos which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued.

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 Principal of the relevant school. The local authority designated officer (LADO) will be contacted and the relevant guidance will be followed.

If the allegation is against the Principal, the person receiving the allegation will contact the LADO or nominated Academy Councillor 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.

Legal Context

Section 17 (maintained schools) or Section 157 (independent schools and academies) of the Education Act 2002

Children Act 2004 & 1989

Guidance

Hampshire Safeguarding Children's Board protocols and guidance and their procedures

Working Together to Safeguard Children 2015

Keeping Children Safe in Education 2016

Disqualification under the Childcare Act (2015)


Annual review


As a Trust, we review this policy annually in line with DfE, HSCB and HCC guidance.

DATE OF MOST RECENT DSL TRAINING: 16.6.16

REFRESHER TRAINING DUE: June 2018

DATE OF WHOLE SCHOOL TRAINING: 2.9.16 (Previous year – 1.9.15)

SIGNED:  **DATE: 28.9.16**
(Executive Principal)

SIGNED:  **DATE: 28.9.16**
(Chair of Trustees)

REVIEW DATE: July 2017 (1 year cycle)