

D1b SAFEGUARDING CHILDREN POLICY

Reviewed and updated: October 2018

Next review: October 2019

Suitable for: all types of schools

Status: statutory

This policy should be read in conjunction with the following statutory guidance issued by the DFE.

- ‘Keeping Children Safe in Education’ dated 3 September 2018. All schools and colleges must have regard to this statutory guidance when carrying out their duties to safeguard and promote the welfare of their pupils and students. This guidance contains five sections and it is advised that all staff must at least read part 1 of the guidance.
- ‘Working Together to Safeguard Children’ dated July 2018 and DFE advice ‘What to do if you are worried a child is being abused March 2015 – Advice for practitioners’.
- ‘Disqualification under the Childcare Act 2006’ updated August 2018
- ‘Prevent Duty Guidance for England and Wales’ revised July 2016 and DFE advice ‘The Prevent Duty – departmental advice for schools and childcare providers on preventing children and young people from being drawn into terrorism’ dated August 2015.

The following school policies should also be referred to when it comes to safeguarding:

- Staff discipline policy.
- Behaviour for learning policy.
- Child protection policy.
- Code of conduct.
- Recruitment policy.
- Safeguarding response to children who go missing from education (captured in Student Attendance Policy)

Section 175 of the Education Act 2002 places a duty on local authorities (LAs) in relation to their education functions and on the governing boards of maintained schools, sixth form colleges and further education institutions to exercise their functions with a view to safeguarding the children who are pupils at a school or who are students under 18 years of age attending a sixth form college or further education institution. Similarly, the same duty applies to academies, free schools and independent schools by virtue of section 157 of the Education Act 2002. Early years providers also have a duty under section 40 of the Childcare Act 2006 to comply with the welfare requirements of the Early Years Foundation Stage.

Under section 157 and 175 of the Education Act 2002, all schools, academies and independent schools are **required** to have up-to-date policies in place to safeguard children and young people. Schools **must** refer to the publication ‘Keeping children safe in education’ dated September 2018 and ‘Disqualification under the Childcare Act 2006’ dated February 2015 and updated August 2018. Both are available on the DFE website. There is also statutory guidance, effective from September 2018, entitled ‘Working together to safeguard children’, which **must** also be read and followed by LAs, schools and academies.

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Schools must ensure that they are not knowingly employing a person who is disqualified under The Childcare (Disqualification) Regulations 2009 in connection with relevant childcare provision. Schools are responsible for ensuring that anyone who falls within the relevant categories of staff described with the statutory guidance 'Disqualification under the Childcare Act 2006' is made aware of the legislation.

Our governing board ensures that:

- The school has a child protection policy and procedures in place that are in accordance with government and LA guidance and locally agreed interagency procedures, and the policy is made available to parents on request.
- The school operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who work with children.
- The school has procedures for dealing with allegations of abuse against members of staff and volunteers that comply with guidance from the government, the LA and locally agreed interagency procedures. These include procedures in place to make a referral to the disclosure and barring service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns.
- The school has procedures in place for protecting children at risk of radicalisation. This includes assessing the risk of children being drawn into terrorism, training staff on identifying children at risk of being drawn into terrorism, challenging extremist ideas and knowing where to refer children and young people to who require help. The school ensures that children can understand and discuss sensitive topics such as terrorism while being mindful of its existing duties to forbid political indoctrination and securing a balanced presentation of political issues.
- A senior member of the school's leadership team is designated to take lead responsibility for dealing with child protection issues, providing advice and support to other staff, liaising with the local authority designated officer (LADO), and working with other agencies. The designated safeguarding lead (DSL) need not be a teacher but must have the status and authority within the school management structure to carry out the duties of the post including committing resources to child protection matters, and where appropriate directing other staff. In many schools a single DSL will be sufficient, but a trained deputy should be available to act in the DSL's absence. In large establishments, or those with a large number of child protection concerns, it may be necessary to have a number of deputies to deal with the workload. The September 2018 guidance specifically recommends that schools have at least one trained deputy DSL. We have a safeguarding team that consists of the DSL, two Assistant DSL's and three additional colleagues including the Headteacher who have undertaken Level 3 safeguarding training. In addition, the two Deputy Headteachers have undertaken Level 3 safeguarding training.

Ref: Appendix 1 Safeguarding Team 2018 - 19

- The role of the DSL is fulfilled in line with expectations, in that s/he will:
 - Refer cases of suspected abuse or allegations to the relevant investigating agencies.
 - Act as a source of support, advice and expertise within the educational establishment when deciding whether to make a referral by liaising with relevant agencies.
 - Liaise with the headteacher or principal to inform him or her of any issues and ongoing investigations and ensure there is always cover for this role.

- Recognise how to identify signs of abuse and when it is appropriate to make a referral.
- Liaise with relevant outside agencies.
- Have a working knowledge of how local safeguarding children boards (LSCBs) operate, the conduct of a child protection case conference and be able to attend and contribute to these effectively when required to do so – see sections 11, 13, 14 and 16 of the Children Act 2004.
- Ensure all staff members have induction training covering child protection and are able to recognise and report any concerns immediately they arise.
- Ensure each member of staff has access to and understands the school's child protection policy, the school's staff code of conduct, the school behaviour for learning policy and who is the DSL. It is especially important that new, part-time, temporary, salaried trainee and volunteer staff who may work with different educational establishments are aware who is the DSL.
- Be able to keep detailed, accurate and secure written records of referrals and/or concerns.
- Obtain access to resources and attend any relevant or refresher training courses at least every two years.
- Ensure the school's child protection policy is updated and reviewed annually and work with the governing board or proprietor regarding this.
- Ensure parents see copies of the child protection policy and parent handbook which alerts them to the fact that referrals may be made and the role of the school in this to avoid conflict later.
- Where children leave the school, ensure their child protection file is copied for the new establishment as soon as possible but transferred separately from the main pupil file.
- In addition to basic child protection training, the DSL undertakes training in inter-agency working that is provided by, or to standards agreed by, the LSCB, and refresher training at two yearly intervals to keep his or her knowledge and skills up-to-date.
- The headteacher, and all other staff who work with children, undertake appropriate training to equip them to carry out their responsibilities for child protection effectively. They are kept up-to-date by refresher training at three yearly intervals. Temporary staff and volunteers who work with children are made aware of the school's arrangements for child protection and their responsibilities.
- The September 2018 guidance also requires schools to provide staff, at least annually, with regular safeguarding updates to provide them with relevant skills and knowledge to safeguard children effectively.
- The governing board remedies without delay any deficiencies or weaknesses in regard to child protection arrangements that are brought to its attention.
- Child protection and safeguarding issues are recurrent items on every meeting of the full governing board, including a report at each meeting from the DSL on any safeguarding and child protection issues that have arisen over the past term. A named governor keeps a watching brief on safeguarding and child protection at all times by liaising with the DSL and quality assuring practice.
- The chair of governors is nominated to be responsible for liaising with the LA and/or partner agencies, as appropriate, in the event of allegations of abuse being made against the headteacher.

- The governing board reviews its policies and procedures annually and provides information to the LA about them and about how its duties have been discharged when requested.
- The governing board considers, in liaison with the headteacher, how children may be taught about safeguarding, including online, through teaching and learning opportunities, as part of a broad and balanced curriculum. This may include covering relevant issues through personal, social, health and economic education or through sex and relationship education.
- The governing board adopts recruitment procedures that help deter, reject or identify people who might abuse children and it ensures that the school keeps a single central record of information on staff, in line with the updated guidance in the September 2018 document.

References

- Keeping children safe in education – statutory guidance September 2018 DFE.
- Dealing with allegations of abuse against teachers and other staff 2012 DFE.
- Working together to safeguard children – statutory guidance July 2018.
- Disqualification under the Childcare Act 2006 – statutory guidance February 2015, updated August 2018.
- Prevent Duty Guidance in England and Wales – statutory guidance revised July 2015 and DFE advice ‘The Prevent Duty – departmental advice for schools and childcare providers on preventing children and young people from being drawn into terrorism’ dated June 2015.

Appendix 1

Safeguarding Team 2018 – 19

					
Mrs A Maidment	Mr G Clayton	Mrs D Pinnock	Miss J Callen	Mrs N Patel	Ms E Horrigan

Designated Safeguarding Lead (DSL) – Mrs A Maidment

Deputy DSL – Mr G Clayton – including LADO and staff safeguarding matters

Deputy DSL – Mrs D Pinnock – including main contact for social services & Looked After Children

Miss J Callen

Mrs N Patel

Ms E Horrigan – Headteacher

Additional Level 3 Trained Staff

Mrs T Osekita

Mr R Walsh

Safeguarding Governors

Ms C Mosdell

Mr J Morse