

## Academy Policy – Safeguarding and Child Protection

<b>Aims:</b>	<ul style="list-style-type: none"> <li>To ensure that all 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</li> <li>To reflect the current principles recognised in UK legislation, including maintaining confidentiality and reporting, to the child protection agencies, concerns about students who are likely to suffer significant harm</li> <li>Adhere to London Child Protection procedures</li> </ul> <p><i>This will be achieved by:</i></p> <ul style="list-style-type: none"> <li>Preventing unsuitable people working with students</li> <li>Ensuring Staff/parent/carers are aware of safeguarding and child protection policies and procedures</li> <li>Identifying 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 keep safe</li> <li>Promoting safe practice and challenge poor practice and unsafe practice.</li> </ul>
<b>Targets/ Outcomes</b>	<ul style="list-style-type: none"> <li>All outcomes of the Every Child Matters agenda will be met at all times by ensuring that students are safeguarded both on the Academy site and on any offsite trip or journey</li> <li>Ensuring CP matters are dealt with, in line with regulations and the best interest of the child</li> <li>100% student and parent/carer questionnaires indicate that students feel safe and happy at the Academy</li> </ul>
<b>Definition:</b>	<ul style="list-style-type: none"> <li>To help keep our students safe by providing a safe environment for them and to educate them about keeping themselves safe.</li> </ul> <p><i>“Abuse or neglect can have a damaging affect on a child’s health, education, attainment and emotional well being. 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, forced marriages, female genital mutilation, drug/alcohol abuse and many forms of substance misuse”</i></p>
<b>Roles and Responsibilities:</b>	
<b>Students will:</b>	<ul style="list-style-type: none"> <li>Recognise that confidentiality cannot be guaranteed</li> <li>Raise any concerns that they might have about themselves or other peer members by speaking to a trusted adult and ensure that these are taken seriously, otherwise tell another member of staff</li> <li>Participate in appropriate classroom discussion and debates</li> </ul>
<b>All staff will:</b>	<ul style="list-style-type: none"> <li>Complete all safer recruitment checks which includes a full disclosure of criminal background and other employment checks</li> <li>Ensure students are aware that staff cannot guarantee confidentiality</li> <li>Identify and act on any information given to the by students as a matter of the highest priority and inform the Child Protection Officer if necessary</li> <li>Engage in training on how to identify neglect and abuse in accordance with the child protection procedures</li> <li>Have awareness of inappropriate behaviour towards students, in particularly under the Sexual Offences Act.</li> <li>Strive to develop an atmosphere of trust and respect where students feel they can approach and talk to them about their concerns and are taken seriously</li> </ul>
<b>In addition teaching staff will:</b>	<ul style="list-style-type: none"> <li>Promote the highest expectations of Health and Safety in every activity undertaken in and out of the classroom</li> <li>Teach Health and Safety awareness as part of the curriculum and in PHSCE</li> <li>Actively engage and promote a listening culture to engage dialogue with students by seeking their views in ways appropriate to their age and understanding.</li> <li>Ensure that students are aware of where to go/ what to do if they are being abused or neglected</li> <li>Follow up incidents of abuse and report to the CP officer immediately</li> <li>Actively encourage collaboration amongst students and their families from a range of racial, cultural, religious or linguistic backgrounds.</li> </ul>
<b>Parents and carers will:</b>	<ul style="list-style-type: none"> <li>Inform Academy staff or the relevant authorities immediately if they have concerns about their own (or another) child’s safety and well-being</li> <li>Support the academy in its actions against those who abuse</li> </ul>
<b>Academy SLT will:</b>	<ul style="list-style-type: none"> <li>Nominate one member of the SLT to be a safeguarding lead and another member of staff to be a deputy safeguarding lead</li> <li>Develop effective working relationships with social services, police and other external agencies</li> <li>Refer to and liaise with the City and Hackney Safeguarding Children Board which provides specific training and has expertise and advice to offer in relation to emerging issues such as online safety and sexual exploitation</li> <li>Complete regular online Safer Recruitment Training</li> <li>Ensure safeguarding checks are carried out on staff/ visitors and contractor staff and update DBS checks every 3 years</li> <li>Develop a Code of Practice regarding behaviour (applicable to both Staff and Students)</li> <li>Ensure that there is a comprehensive safeguarding training strategy to properly equip staff and volunteers to carry out their responsibilities</li> <li>Display helpful information around the academy e.g. NSPCC, child line and where to go for support</li> <li>Implement, monitor, review and revise the policy with Governors</li> </ul>
<b>Related Docs:</b>	Anti- Bullying Referral System, Behaviour Policy/Code, Behaviour Pathways, ICT, AUP, DBS, London Child protection procedures, CP flow chart and Academy Child protection procedures <a href="#">Keeping Children Safe in Education</a>

<b>Monitoring Date:</b>	<b>Monitored By:</b>	<b>Full Review Due:</b>	<b>Review By:</b>
July 2017	Curric Sub-com	July 2018	Staff, students, parent/carers, Governors