



Child protection policy – executive summary of key principles for staff and parents 2020-2021

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Key principles

1. The policy is consistent with statutory guidance **HM Working Together to Safeguard Children 2018** and **DFE Keeping Children Safe in Education 2020 (KCSiE)**; and local inter-agency safeguarding procedures issued by Nottinghamshire Safeguarding Children Partnership - <https://nottinghamshirescb.proceduresonline.com/>
2. All staff and volunteers must read Part One of **Keeping Children Safe in Education 2020**. All SLT members and staff who work directly with children (e.g. teachers, teaching assistants, lunchtime supervisors, pastoral support staff) must also read Part Five and Annex A.
3. All staff and volunteers must read the **Whole School Policy for Child Protection to Safeguard and Promote the Welfare of Children 2020-21** plus the Staff Behaviour policy (code of conduct) before starting work with children. This document serves only as a brief reference point for staff, parents, governors and other stake holders and can be read alongside our academy Child Protection Policy 2020-21, as above, and the Child Protection Flow Chart.
4. The Snr Designated Safeguarding Lead (DSL) is ... Miss A Clark, Vice Principal
The Deputy DSLs are ... Mr F Ciardulli and Mrs S Wheatley
Designated Safeguarding Team are ... Mrs C Horrocks, Mr L Dainty, Ms D Ager, Mrs N Mason, Mrs S Glaister and Mrs S Steed
Mrs A Foulds, Ms S Withall and Miss T Lilley are completing their DSL training this year
The Safeguarding Governor is ... Dr D Cheetham
5. The Snr DSL will ensure that all staff and volunteers receive a robust induction into the academy safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies including the Behaviour Policy, Peer on Peer Abuse Policy and responses to children who go missing from education before starting work with children.
6. All governors, school leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding in order to safeguard and promote the welfare of children effectively.
7. All staff and volunteers must have a full and active understanding of KCSiE 2020 Part One, Annex A and all sections of the full academy child protection policy - concerning child protection procedures, definitions, impact, indicators of abuse and referrals - in order to safeguard children at school effectively.
8. The school is committed to offering early help to those children who need it. Staff are trained to be vigilant and to record and report all concerns and issues that indicate a child may require

early help or that there may be a safeguarding issue to the Snr DSL without delay.

9. The Snr DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, provide pastoral care and support, offer early help or make appropriate referrals. The DSLs will record actions and decisions taken and referrals that are made. If early help is appropriate the Snr DSL will keep the case under constant review.
10. Staff recognise that some children are particularly vulnerable and therefore more likely to require early help or safeguarding. Those children include children with special educational needs and disabilities; those who are looked after by a Local Authority or were previously looked after; those living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; and children showing signs of engaging in anti-social or criminal behaviour.
11. The school recognises that children who run away, go missing and/or are absent from school are potentially vulnerable to abuse, exploitation, offending and placing themselves in situations where they may suffer physical harm.
12. The school will therefore work actively in partnership with parents/carers and other agencies to understand and improve poor school attendance and address issues of children running away and going missing from home.
13. The school has a duty to teach children about safeguarding and how to understand and recognise risk (online and offline) and the support available to them; as part of a 'broad and balanced curriculum.' This will include Relationship and Sex Education and Health Education which will be compulsory from September 2020, to be taught from the summer term 2021 at the latest
14. The academy **whistleblowing** policy enables staff to raise concerns or allegations, initially in confidence, and for a sensitive enquiry to take place. Staff are expected to report all concerns about poor practice or possible child abuse by colleagues to the headteacher. Concerns or complaints about the headteacher should be reported to the chair of governors. Staff can also contact the Designated Officer in the Local Authority (LADO), who is responsible for the coordination of responses to allegations against people who work with children. The LADO can be contacted on Tel: 0115 8041272
For staff who do not feel able to raise concerns internally, advice and support can be accessed through the NSPCC whistleblowing helpline Tel: 0800 028 0285.
15. All staff including the principal, supply teachers, volunteers and governors will receive appropriate and regularly updated safeguarding and child protection training and at least annual updates to provide them with the requisite skills and knowledge to safeguard children.
16. The Snr DSL and deputy DSLs will attend bespoke training for newly appointed DSLs and refresher training every two years delivered by Nottinghamshire County Council. In addition, new DSLs will attend the NSCP Working Together to Safeguard Children course which compliments the DSL training and informs of the arrangements for child protection conferences, reviews and core group meetings, ensuring all our DSLs are conversant with the principles of good safeguarding partnership practices.
17. The Snr DSL and deputy DSLs will also update their knowledge and skills at least annually (as a minimum) to keep up to date with new safeguarding developments and guidance relevant to their role. DSLs will also attend, where appropriate, other safeguarding training opportunities including the DSL Focus Group meetings in order to ensure their knowledge and experience in safeguarding remains up to date.
18. The academy seeks to ensure that only 'safe' staff and 'safe' supply teaching staff, volunteers are recruited and employed to work with children by following the statutory guidance in KCSiE 2020 Part Three, and by adopting the advice and guidance provided locally by NCC HR Services and our academy's HR Officer. Safer Recruitment is embedded into our academy's

safeguarding culture through recruitment and induction processes and the ongoing management and support for all staff and volunteers.

19. Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will discuss day-to-day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the Snr DSL or headteacher or – in the case of concerns about the headteacher – to the chair of governors. However, any member of staff can contact and/or make a referral to Children’s Social Care or MASH. New concern/disclosures for children not already open to social care should be made to the MASH. For cases already open to social care and the child has an allocated social worker, contact should be made directly with the social worker or social work team, if it is believed that it is the only effective way to safeguard a child.
20. All staff, including supply teachers and volunteers must be mindful of specific requirements in relation to the use of technology including online behaviour and the taking and storing of images of children.
21. The Snr DSL is responsible for ensuring that all staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in Annex A of Keeping Children Safe in Education 2020 and be able to discharge their responsibilities for children effectively by raising concerns with appropriate staff and/or the DSL team to keep children safe. In particular, staff need to understand issues and risks in relation to physical and mental health and well-being, criminal child exploitation, radicalisation, extremism, child sexual exploitation; peer on peer abuse and children who display sexually violent and sexually harmful behaviours or inappropriate behaviour including sexting.
22. The Snr DSL will ensure all staff but particularly all with teacher status are conversant with the procedures required of mandatory reporting for concerns and risks related to honour-based abuse, female genital mutilation (FGM), forced marriage and ‘up skirting’ which all have a mandatory reporting requirement.
23. The Snr DSL will ensure all staff follow the ‘safeguarding arrangements’ in place to address the Covid-19 pandemic and the non- statutory interim guidance on safeguarding in schools, colleges and other providers during the coronavirus outbreak as laid out in DFE Guidance for Schools: coronavirus (COVID-19) <https://www.gov.uk/government/collections/guidance-for-schools-coronavirus-covid-19> and Appendix 8 of our academy Child Protection Policy 2020-21
24. Additional support is available from the Safeguarding Children in Education Officer by emailing: cheryl.stollery@nottscc.gov.uk or by phoning: 0115 8041047.