

Hope House School & Vacation Centre

Transforming the lives of children living on the Autistic Spectrum

SAFEGUARDING CHILDREN POLICY

Authors: Terri Westmoreland
Responsible Organisation: Hope House School
Date issued: June 2010
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Version 4

Signed: Terri Westmoreland

Hope House School, Barnby Road, Newark, NG24 3NE

This policy has been read and signed on behalf

of the Directors of Hope House School by _____

Version Control Sheet

| Version: | Date of issue: | Date of revision: | Used by: |
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| 4 | June 2016 | June 2018 | |
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Introduction

Hope House School is an Independent Autism Specific for children and young people. We have a cohort of pupils with classic autism, Asperger's, Pathological Demand Avoidance, MLD, SLD and typical learning abilities . Our pupils range from 5 - 19 years. Our curriculum is designed to provide individual tailored programmes for individual children. Our main aim is to ensure that every child who attends Hope House is safe, happy and achieves. To this end we have adopted Nottinghamshire County Councils Safeguarding Policy with additional points specific to Hope House.

Hope House School recognises its responsibilities for safeguarding children and protecting them from harm.

This Safeguarding Child Protection Policy will be reviewed by the Pupils and Personnel Committee Member of the Board of Representatives

| Role | Name | Contact Details |
|---|----------------------|-----------------|
| Designated Person for Child Protection | Terri Westmoreland | 07984 176373 |
| Deputy Designated Persons for Child Protection | Matthew Dolby | 07904 217652 |
| Designated Person on the Board of Representatives | Michael Westmoreland | 07984 176372 |
| LADO Local Authority Child Protection Officer | Eva Callaghan | 01159 823823 |
| MASH Multi Agency Safeguarding Hub | | 0300 500 80 90 |

Hope House Schools Commitment

Our policy applies to all staff, representatives and volunteers working in the school and takes into account the statutory guidance provided by the Department of Education and local guidance issued by the Nottinghamshire Safeguarding Children Board.

We will ensure that all parents / carers are made aware of our responsibilities with regard to child protection procedures and how we will safeguard and promote the welfare of their children through the publication of this school safeguarding and child protection policy.

These duties and responsibilities as set out within the Education Act 2002 sec 175 and 157, DfE Statutory Guidance Keeping Children Safe in Education September 2016 and HM Working Together to Safeguard Children 2015 are incorporated into this policy.

At Hope House School the needs and safety of our children and young people are of prime concern. We have a ZERO tolerance approach to any form of abuse by parent, carer or staff member. We aim to create a safe environment within the school where they can feel secure, protected and happy.

For the purposes of this policy abuse is understood to mean the following:-

Physical Abuse - Actual or likely physical injury to a child, or failure to prevent physical injury (or suffering) to a child including deliberate poisoning, suffocation and Munchhausen's Syndrome by Proxy. Bruises, abrasions, burns and scalds should all be of concern to staff in schools. Children or Young Person of any age can be physically abused.

Neglect - The persistent or severe neglect of a child, or the failure to protect a child or young person from exposure of any kind of danger, including cold or starvation, or extreme failure to carry out important aspect of care, resulting in the significant impairment in the child or young person's health or development, including non-organic failure to thrive.

Emotional Abuse - Actual or likely severe adverse effect on the emotional and behavioural development of a child caused by persistent or severe emotional ill treatment or rejection which may result from locking the child or young person away, excessive shouting, teasing, the denial of love, over protection so as to deny the child the normal experiences of life, lack of stimulation or play, or simply ignoring a child.

Sexual Abuse - The involvement of emotionally immature children or young people in sexual activity with an adult or significantly older person to which they cannot give informed consent or which defies social taboos. It is much more common than was believed and can have serious and long-term effects both emotionally and physically.

Safeguarding

Safeguarding children is defined as:

- The actions we take to promote the welfare of children and protect them from harm are everyone's responsibility. Everyone who comes into contact with children and families has a role to play.

Safeguarding and promoting welfare of children is defined as:

- Protecting children from maltreatment.
- Preventing impairment of children's health or development.
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care.
- Taking action to enable all children to have the best outcomes
Working Together to Safeguard Children 2015 (page 6)

Safeguarding is not just about protecting children from deliberate harm. It also relates to aspects of school life including:

- Pupils health and safety
- The use of reasonable force
- Meeting the needs of children with medical conditions
- Providing first aid
- Educational visits
- Intimate care
- Internet or e safety
- Appropriate arrangements to ensure school security, taking into account the local context

Safeguarding can involve a range of potential issues such as:

- Bullying, including cyber bullying (by text message, on social networking sites etc) and prejudice based on bullying
- Racist homophobic or transphobic abuse
- Extremist behaviour i.e. radicalisation
- Child sexual exploitation
- Sexting
- Substance misuse
- Issues which may be specific to a local area or population, for example gang activity and youth violence
- Particular issues affecting children including domestic violence, female genital mutilations, honour based violence and forced marriage

Our ethos is that the effective safeguarding of children can only be achieved by putting children at the centre of a system where we listen and hear what they say. Every individual within our school will play their part, including working with professionals from other agencies, to meet the needs of our most vulnerable children and keep them safe. We will take opportunities to teach children about important safeguarding issues in a way that is age appropriate.

Our school therefore, led by the Senior Management Team and Board of Representatives, aims to provide a safe environment and vigilant culture where children and young people can learn and be safeguarded. If there are safeguarding concerns we will respond with appropriate action in a timely manner for those children who may need help or be suffering, or likely to suffer, significant harm.

Where staff or others need to raise concerns, these can be to the Principal (Designated Person for Safeguarding) who will coordinate a response. Concerns can be raised directly with Children's Social Care, but we would advocate contact with the Principal (Designated Person) first but without building in too much delay.

The Principal who is familiar with national and local guidance will share concerns, where appropriate, with relevant agencies.

The Policy

There are five main elements to our policy:

- Providing a safe environment in which children can learn and develop
- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases of abuse
- Supporting pupils who have been abused or harmed in accordance with his or her child protection plan
- Raising awareness of safeguarding children, child protection processes and equipping children with the skills needed to keep them safe

We recognise that because of the day to day contact with children, school staff are well placed to observe the outward signs of abuse. The school will therefore

1. Establish and maintain an environment where children feel secure, are encouraged to talk and are listened to
2. Ensure children know that there are adults in the school whom they can approach if they are worried
3. Ensure that every effort is made to establish effective working relationships with parents, carers and colleagues from other agencies
4. Include opportunities in the PSHE or SRE curriculum for children to develop the skills they need to recognise and stay safe from abuse:
 - Availability of local and online advice

- Recognising and managing risks including online, sexual exploitation, sexting and running away as well as radicalisation
 - Developing healthy relationships and awareness of domestic violence, bullying and abuse
 - Recognising how pressure from others can affect their behaviour
5. Take all reasonable measures to ensure risks of harm to children's welfare are minimised.
 6. Take all appropriate actions to address concerns about the welfare of a child, working to local policies and procedures in full working partnership with agencies.
 7. Ensure robust child protection arrangements are in place and embedded in the daily life and practice of the school
 8. Promote pupil health and safety
 9. Promote safe practice and challenge unsafe practice
 10. Ensure that procedures are in place to deal with allegations of abuse against teachers and other staff including volunteers (DfE Keeping Children Safe in Education 2015 Page 63), and the NSCB Local Inter-agency Procedures
 11. Provide first aid and meet the health needs of children with medical conditions
 12. Ensure school site security
 13. Address drugs and substance misuse issues
 14. Support and plan for young people in custody and their resettlement back into the community
 15. Work with all agencies with regard to missing children, anti-social behaviour / gang activity and violence in the community / knife crime and children at risk of sexual exploitation
 16. Everyone having a duty to safeguard children inside / outside the school environment including school trips, extended schools, activities and vocational placements

We will follow the procedures set out by the Nottinghamshire Safeguarding Children Board (NSCB) and take account of guidance issued by the DfE in Keeping Children Safe in Education 2016 to :

- Ensure we have a designated senior and deputy person for child protection who has received appropriate training and support for this role

- Ensure we have a nominated representative responsible for child protection
- Ensure every member of staff (including temporary and supply staff and volunteers) and the Board of Representatives knows the name of the Designated Senior Person responsible for child protection and their role
- Ensure that there is a Whistleblowing Policy and culture where staff can raise concerns about unsafe practice
- Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus
- Notify Children's Social Care if there is an unexplained absence of more than two days of a pupil who is subject to a child protection plan
- Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters, including attendance at child protection conferences
- Keep written records of concerns about children, even where there is no need to refer the matter immediately; documenting and collating information on individual children to support early identification, referral and actions to safeguard
- Ensure all records are kept securely; separate from the main pupil file, and in locked locations
- Ensure that we follow robust processes to respond when children are missing from education or missing from home or care
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer
- Ensure safe recruitment practices are always followed
- Apply confidentiality appropriately
- Apply the escalation policy if there is any concern about the actions or inactions of social care staff or staff from other agencies

Supporting Children

When a pupil makes an allegation of sexual abuse he or she must be listened to; all disclosures are treated seriously. The Principal will be informed at once, as will Social Services. It is not appropriate to inform the child or young person's parents, Social Services will do this.

Hope House will not advise the parents as to do so may interfere with any subsequent investigation. Sometimes a child or young person will disclose sexual abuse but ask that the adult does not tell anyone. It is important that you tell

the child or young person, that it is necessary to pass the information on to others who will be able to help.

Initial Cause for Concern

Staff have a "Duty of Care" to immediately report to the Principal all cases of concern, about accidental injury or suspected child abuse without delay. The concern may be an outward sign of abuse, change in the behaviour or physical appearance, or a physical sign, such as bruising or a burn.

Discovering abuse or having abuse disclosed to you is distressing and you may feel angry or upset. Try to remain calm and remember the following when recording what the child has said to you:

Where possible use the child's own words

DO NOT put any pressure on the child to disclose.

DO NOT ask the child any leading questions

DO NOT ask the child why they did not try to stop the abuse or have not reported sooner

DO NOT discuss your concerns with other members of staff other than a Child Protection Co-ordinator (DP).

DO NOT record details of suspected or actual abuse in the children's "Daily Log", "Handover Book" or any other documentation than the "Initial Cause for Concern" paperwork.

Treat every disclosure seriously

If a child or young person confides in a member of staff and requests that the information be kept secret, it is important for the member of staff to tell the child that they have a responsibility to pass on information for the child's own sake. Never promise to keep abuse secret no matter how insistent the child may be.

The member of staff recording the incident must ensure that all details are recorded are factual; **DO NOT** record your own emotional reactions or opinions, **STICK TO THE FACTS**

You have a "Duty of Care" to report if you suspect abuse and to follow policy in doing so, **IT IS NOT** your role to investigate.

The concern **must** be recorded on an "Initial Cause for Concern" form immediately, placed in a sealed envelope and passed to a Child Protection Co-ordinator.

A decision will then be made on how to proceed. The discloser will be investigated and you and/or other members of staff may be interviewed as the investigation progresses. A referral may be made to the Nottinghamshire Safeguarding Children Board or in serious cases to the Police at any stage after the disclosure has been made.

Suspected abuse by a Senior member of Hope House staff

Should you suspect a senior member of the management team or indeed a Child Protection Co-ordinator of abuse then you should record and report in the ways described previously to the second Child Protection Co-ordinator.

Nottinghamshire Safeguarding Children Board
County Hall
West Bridgford
Nottingham
NG2 7QP

Telephone: 01159 773935
email: info.nscb@nottscc.gov.uk

We recognise that children who are abused or who witness violence may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the pupil through:

- The content of the curriculum
- A school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued
- If any pupil is treated differently at the school because of their disability the school will ensure this does not compromise safeguarding.
- On occasions pupils may be bought items and taken on trips which, if purchased by an individual staff member, may look like grooming. To ensure that this is not the case, the staff member sends a memo to the Principal to have permission granted for the purchase or visit. If the Principal and or the Vice Principal purchase an item or organise a visit for a pupil, they will obtain permission via a memo from the Board of Directors.
- The school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some

behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.

- Liaison with other agencies that support the pupil such as Children's Social Care (in line with the Pathway to Provision), behaviour and attendance service and education psychology service, use of Complex Care Resolution Meetings (which have replaced JATs) and the Early Help Assessment Form (EHAF) etc.
- Ensuring that, where a pupil leaves and is subject to a child protection plan or where there has been wider safeguarding concerns, their information is transferred to the new school immediately and that the child's social worker is informed

Safe Staff and Supporting Staff

Safe Recruitment of Staff

Our vital recruitment and selection procedures deter, reject and identify people who are unsuited to working with children, which strengthens our ability to prevent abuse.

Our strong Safeguarding Children Policy reflects the importance of keeping our children and young people safe. Our aim is for our pupils to see all adults that they work with or see regularly, as safe and trustworthy adults. The vast majority of people who work with children have their safety and welfare at heart, but we will not become complacent. We know that some people seek access to children in order to abuse.

The safe recruitment of staff means that we are thinking about and including our Safeguarding Children Policy at every stage of the recruitment process. It is important that thorough checks are made on anybody who will be working in our school, both to prevent unsuitable people from gaining access to children and young people and to maintain the integrity of the teaching and caring profession.

At Hope House School we plan the recruitment process carefully. We advertise any post, clearly showing our commitment to safeguarding our children. We are consistent throughout the process by obtaining, collating, analysing and evaluating information given to us by all applicants.

Our process is clear, we will ensure:

Each Job Description makes reference to the responsibility for safeguarding and promoting the welfare of children and young people

That the Person Specification includes specific reference to suitability to work with children and young people

That we obtain and scrutinise comprehensive information from all applicants, and take up and satisfactorily resolve any discrepancies or anomalies

That we obtain professional character references that answer specific questions to help assess an applicant's suitability to work with children and young people and any other concerns that require following up.

References will always be taken up and will be obtained directly from the referee. It is not good practice to rely solely on references or testimonials, provided by the candidate. We will ensure that a reference is obtained from the current or most recent employer.

That a face to face interview takes place by staff who have undertaken "Safer Recruitment" training and who will explore the candidate's suitability to work with children, as well as their suitability for the post.

Verification of the candidate's identification

Hope House School always verifies identity in a number of ways. Identity is verified by providing original copies of the following documents: birth certificate, driving licence, marriage certificate or passport and 2 utility documents which prove residence. A record and photocopy of such documents are taken and kept on file.

Verification that the successful candidate has the vocational qualification claimed

Hope House School always verifies that the candidate has actually obtained any academic or professional qualifications claimed in their application by asking to see the relevant certificate or diploma, or a letter of confirmation from the awarding institution. If original documents are not available, employers must see a properly certified copy and a copy of the certificates must be kept on file.

A check on previous employment history and experience

Hope House School undertakes rigorous checks on previous employment and insists on references from the last two employers of prospective candidates. Hope House School will seek to obtain satisfactory explanations for any gaps in employment.

It is imperative that no member of staff of school, club staff or volunteers contact a guest, pupil or club member outside of school or residential hours. Contact with children or young people via social media networks or personally. Will be considered to be gross misconduct and the member of staff will be dismissed and club volunteer will be removed from working with our children.

Agencies from outside the school

Hope House School will work closely with the NSCB, the child or young person's Social Worker, the LADO and where necessary Nottinghamshire Constabulary. The Vacation Centre will work with these professionals and agencies to ensure that the child and family are offered the best support available.

Staff and Volunteer Helpers

To ensure the protection of the children in our care all staff will obtain clearance from the Disclosure and Barring Service. All voluntary workers and non-Hope House personnel on work experience are subject to the same procedures.

Staff Training

The Principal will arrange Safeguarding Training for the whole site team through Nottinghamshire County Council Safeguarding Children Board to ensure that all statutory guidelines are known and followed.

Our Child Protection Co-ordinators will be the initial members of staff to train in Child Protection, but all of our staff will receive the necessary training that will equip them to recognise and respond to child welfare concerns. .

The Responsible Person and the Registered Manager are the Child Protection Officers and will receive all the appropriate training to ensure the safeguarding of all children and young people who have access to our site through education, flexible short breaks and respite care.

Our Child Protection Co-ordinators will receive training on inter-agency procedures that will enable them to work in partnership with other agencies, and receive the knowledge and skills needed to fulfil their responsibilities.

They will receive refresher training at two yearly intervals to keep their knowledge and skill up to date.

They will also ensure that ALL staff receives appropriate training to safeguard these children and young people.

Staff receive safeguarding refresher training annually

On appointment ALL staff will have been given a copy of the Safeguarding Children Protocol.

The Child Protection Co-ordinators will attend courses and disseminate new information as it becomes available.

Child Protection Conferences

If a Child Protection Conference is called then the school will be invited to send a representative to attend. This will usually be one of the Child Protection Co-ordinators. The people involved with the child will be asked to write a report and this should cover such factors as:

- How long the child has attended Hope House
- Attendance and presentation
- Educational ability and attainment
- Behaviour, relationships with peers / adults
- Any changes in behaviour pattern, or specific pattern
- Any injuries or concern
- And awareness of child's view of home / specific incidents of concern
- Level of contact with parents
- Any relevant knowledge regarding family functioning

Identifying procedures in place to protect children

At Hope House School, we will keep our children and young people safe by:

Providing a safe environment for them to learn and have fun

Make sure pupils are safe both at home, at clubs and if they are in respite care by identifying children and young people who are suffering or appear likely to suffer significant harm and to take appropriate action (using the DFE document "What to do if you are worried a child is being abused")

We will achieve this by:

Preventing any unsuitable people working with our children and young people

Promoting safe practice at all times, and challenging ANY unsafe or poor practice

Taking appropriate action when we identify grounds for concern about a child or young person's welfare (using DFE document "What to do if you are worried a child is being abused")

Contribute to an effective working partnership between all those involved with providing services for our children and young people, so we can co-operate to improve their well-being

Ensuring all of our staff have the skills, means and training to ensure our children and young people come to no harm

By safeguarding and promoting the welfare of our children and young people our purpose is to:

Protect our children and young people from maltreatment

Prevent the impairment of their health or development

Ensure our children and young people are growing up in circumstances consistent with safe and effective care

Enable our children and young people to have optimum life chances and to enter adulthood successfully

We will accomplish this by implementing our Anti-bullying Policy at all times, ensure all staff are aware of the Health and Safety Policy, by meeting the needs of all children and young people's individual medical needs, and by working as a multi-agency institution.

Prevent ex members of staff or volunteers from contacting pupils, attendees of Clubs and The Befriending Service once they have left our employment or stopped being a volunteer

Hope House School will be **STRATEGIC** in our planning, co-ordination of services available, allocating resources and working partnership with other professional bodies.

Hope House School will be **SUPPORTIVE** by ensuring that all staff are aware of their responsibilities in safeguarding the welfare of our children and young people and monitoring their performance.

Hope House School will be **OPERATIONAL** by taking the responsibility of safeguarding our children and young people at all times, by dealing swiftly with allegations against our staff, and make secure arrangements to prevent unsuitable staff from working with our children and young people.

Probationary periods

Staff at Hope House School must complete a 6-month probationary period.

During this period staff are expected to complete any additional training and to attend probation meetings with the Principal.

Staff also begin an induction workbook which is expected to be completed by the end of their probationary period. The work book provides evidence towards the QCF level 3 Diploma which all staff members will be enrolled onto at the end of the probationary period.

All new staff members undertake supervision with the Principal once a month for the first 6 months and thereafter as with all other members of staff, once a term.

A DBS check is instigated and carried out by the Disclosure and Barring Agency **BEFORE** prospective members of staff have any contact with the children.

All applicants for positions which are expected from the provisions of the Rehabilitation of Offenders Act 1974 should be asked to declare any convictions, cautions or bind-overs which they have incurred, including any that would be regarded as "spent" under the Act in other circumstances.

If a person who is, or who has been, resident in the UK is subsequently selected for appointment, the employer should ask them to apply to the Disclosure and Barring Agency to verify their disclosure.

That if a candidate's application is found to be fraudulent or contain false information we will consider this as a serious, deliberate fraud or deception in connection with an application for employment, and may amount to a criminal offence (obtaining pecuniary advantage by deception). In such cases we will report the matter to the police. The case will also be reported to the Secretary of State.

Once appointed to a post at Hope House School the member of staff is given a Staff Handbook for reference and completes an Induction Course within the first week of employment.

During the first month a contract of employment is signed where it states that there will be a 6-month probationary period. During this time either side can terminate the contract with one weeks' notice.

- Safer recruitment processes will be followed in accordance with NCC HR Guidance found on WIRED (if schools have bought in to the service) and from DfE Keeping Children Safe in Education 2016.
- Checks and references are an essential part of this process
- Staff will be made aware that professional behaviour is expected at all times, including when outside of working hours. They will have access to advice on the boundaries of appropriate behaviour between themselves and will be aware of our code of conduct. This also includes contact between staff and pupils outside the work context.
- In the event of any complaint or allegation against a member of staff, the Principal, who is the DP, (or the Deputy Designated Person) if the Principal is not available, will be notified immediately. If it relates to the Principal, the Chair of the Board of Representatives will be informed

without delay. We will respond to all allegations robustly in collaboration with the LADO.

- Staff may find some of the issues relating to child protection upsetting and may need support which will be provided in supervision or in a session with our counsellor.

Links to Other Policies

This policy should be read alongside and in conjunction with other Policies produced by Hope House School. These together make up the suite of policies to safeguard and promote the welfare of children in this school.

- Anti-bullying Policy
- Behaviour Policy
- Complaints Procedure
- Confidentiality Policy
- E Safety Policy
- Physical Intervention Policy
- Special Educational Needs Policy
- Staff Behaviour (Code of Conduct) Policy

The following appendices are a part of this policy

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| Appendix 2 | Identifying Concerns |
| Appendix 3 | Confidentiality |
| Appendix 4 | Records and Monitoring |
| Appendix 5 | Information Sheet |
| Appendix 6 | Chronology |
| Appendix 7 | Details of concern |
| Appendix 8 | Details of concerns shared |
| Appendix 9 | Body map |
| Appendix 10 | Safeguarding Action Plan |
| Appendix 11 | Safeguarding Audit |
| Appendix 12 | Induction Check List |
| | |

Appendix 1

Roles and Responsibilities

The Proprietors

The Board of Directors are ultimately responsible for ensuring that safeguarding arrangements are fully embedded within the schools ethos and reflected in the schools day to day safeguarding practices by:

- Ensuring that the school has effective policies and procedures in line with statutory guidance (Working Together to Safeguard Children 2015) as well as with local NSCB guidance and monitor the schools compliance with them
- Ensuring cooperation with the local authority and other safeguarding partners
- Ensuring there is an individual member of the Board of Representatives to champion protection issues within the school.
- Ensuring that the Principal and all other staff who work with children, undertake training which is kept up to date by refresher training at three yearly intervals.
- Ensuring that temporary staff and volunteers who work with children are made aware of the schools arrangements for child protection and their responsibilities
- Exercising their disciplinary functions in respect of allegations against a member of staff or as a consequence of dealing with a complaint
- Ensuring a response if there is an allegation against the Principal by liaising with the LADO or other appropriate officers within the local authority
- Ensure appropriate responses to children who go missing from education, particularly in repeat occasions, to help identify the risk of abuse, including sexual exploitation and to help prevent the risks of their going missing in the future

The Principal

Mrs Terri Westmoreland is our Principal and is our Designated Person and as such should be the first person that a member of staff goes to regarding any safeguarding issues.

Her Deputy is Mr Matthew Dolby Club and Befriending Manager.

Teachers

The Teachers Standards 2012 remind us that teachers (including newly qualified teachers) should safeguard children and maintain public trust in the teaching profession as part of their professional duties.

Everyone

Everyone who comes into contact with children and their families have a role to play in safeguarding children and young people. All staff with our school are particularly important as they are in a position to identify concerns early and provide help to children to prevent concerns escalating (KCSIE). All staff contributes to providing a safe environment in which children and young people can learn.

Board of Representatives

The Board of Representatives are collectively responsible for the schools safeguarding arrangements and are required to perform checks and balances on the responsibilities of the Board of Directors.