

SECTION 8.1 – SAFEGUARDING POLICY

Safeguarding is a Legal Requirement and an ISI Reporting Standard.

Frensham Heights School fully recognises and is committed to its responsibilities for all aspects of safeguarding children. It is fully committed to acting in the best interests of the child.

Governance: This Safeguarding policy and procedures are formally reviewed and agreed annually by the Board of Governors to ensure a whole school commitment to safeguarding children.

Definition: Safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- Ensuring we practise safer recruitment procedures in conducting designated checks on the suitability of governors, staff and volunteers to work with children;
- 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; and
- taking action to enable all children to have the best outcomes.

The central, but not sole, aspect to safeguarding is the Child Protection Policy (Staff Handbook Section 8.2). It applies to all staff, Governors and volunteers working in the school. This policy applies to the whole school including the Early Years Foundation Stage (EYFS).

There are six main elements to our policy:

- Ensuring we practice safe recruitment in checking the suitability of staff and volunteers to work with children;
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe, including on-line;
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse;
- Supporting students who have been abused in accordance with their individual agreed child protection plan;
- Establishing a safe environment in which children can learn and develop.
- Preventing children being drawn into terrorism

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

- Ensure annual training of all staff and volunteers in appropriate child protection responses;
- Ensure all staff follow the Code of Conduct as set out in the Staff Handbook and know the Whistleblowing Policy also in the Handbook;
- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to;
- Ensure children know that there are adults in the school whom they can approach if they are worried;
- Include opportunities in the Personal, Social and Moral Education (PSME) curriculum for children to develop the skills they need to recognise and stay safe from abuse;
- Be focused on understanding that their role includes recognising when a child needs support, preventing problems escalating and working with external agencies to this end if that is what is called for.
- Ensure that all staff and volunteers will have read part one, and for school leaders and those who work directly with children, also Annex A of the Keeping Children Safe in Education

document (September 2016). This document is on the M-Drive/Key Documents for staff to access should it prove necessary.

- Ensure that all staff and volunteers will have received training on the Prevent duty introduced by the Counter-Terrorism and Security Act 2015.
- Monitor all student absences, particularly in relation to the Prevent duty and Children Missing Education, such that concerns are promptly addressed about irregular attendance with the parent/carer. Further details are in the Missing Child Procedure.

We will follow the procedures set out by: the Local Safeguarding Children Board (LSCB), which is the Surrey Safeguarding Children Board; the Surrey Community Safety Unit for the Prevent strategy; and take account of guidance found issued in “Working Together to Safeguard Children” (March 2015) documents and by the Department for Education to:

- Ensure we have designated members of staff for child protection who have received appropriate training and support for this role. At Frensham Heights these people are the Designated Safeguarding Lead (DSL): currently the Head, Andrew Fisher is the over-arching DSL and he is supported by the following deputy DSLs: Deputy Head, Becks Scullion, the Senior School Nurse, Carys Willman, a teacher, Russell Crew; and Nick Oram-Tooley, a teacher (who is DSL for the Junior School and EYFS). Their roles and responsibilities are listed in the Child Protection Policy;
- Ensure we have a nominated governor responsible for child protection (this is Mr Martin Lupton who can be contacted via the Clerk to the Governors - the Bursar);
- Ensure every member of staff, volunteer and governor knows the name of the designated members of staff responsible for child protection and their role;
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated staff responsible for child protection. Signs of abuse, staff responsibilities and procedures for handling suspected cases of abuse are all included in the Child Protection Policy;
- Ensure that parents have an understanding of the responsibility placed on the school and staff or volunteers for child protection by setting out its obligations in the Safeguarding policy and making this available to parents via the school website;
- Notify social services if there is an unexplained absence of more than two days of a student who is on the child protection register;
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences;
- Keep written records of concerns about children, even where there is no need to refer the matter immediately;
- Ensure all records are kept securely, separate from the main student file, and in a locked location (Head’s office);
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer; including promptly notifying the DBS and National College of Teacher Leadership if any staff member leaves employment following an allegation of harm or a risk of harm to a child or cases where a prohibition order may be appropriate.
- Ensure safe recruitment practices are always followed.
- Notify the MASH (see Child Protection policy) within 24 hours (in writing or with written confirmation of a telephone referral) of allegations or suspicions of abuse, and inform all staff and volunteers of their right to directly contact the MASH. Parental consent is not required for referrals to statutory agencies.

References:

- A. ISI Handbook for the Inspection of Schools, Commentary on the Regulatory Requirements September 2017 www.isi.net
- B. 'The Early Years Foundation Stage: Statutory Framework September 2017': <https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>
- C. 'Keeping children safe in education' DfE guidance September 2016: <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>
- D 'Working Together to Safeguard Children', DfE guidance dated March 2015: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf
- E. The definition and signs of child abuse (<http://www.nspcc.org.uk/signsofabuse>)
- F. 'Child Protection in Academies: Setting the Scene', Browne Jacobson Solicitors 2009
- G. 'School Staff as Police Officers'- an ISBA briefing document by Farrer & Co, February 2012
- H. Evidence from the NSPCC Policy Adviser - Safeguarding, Emily Arkell, to Sir Roger Singleton's Review, dated 2 February 2009. (www.nspcc.org.uk)
- I. The National Minimum Standards for Boarding Schools (NMS)
- J. Statutory guidance issued under section 29 of the Counter-Terrorism and Security Act 2015

RELATED SAFEGUARDING POLICIES

The following policies are related safeguarding policies:

- Anti-Bullying Policy (Staff Handbook Section 3.3)
- Attendance Policy (In Staff Handbook Section 3.1)
- Behaviour Management Policy (Staff Handbook Section 2.8)
 - Day Trips Policy ((Staff Handbook Section 2.19)
 - Planning residential Trips or Expeditions Policy (Staff Handbook Section 3.10)
 - First Aid and Medical Emergencies Policy (Staff Handbook Section 7.2)
 - Fire Safety Policy (Staff Handbook Section 6.17)
 - Health and Safety Policy (Staff Handbook Section 6.2)
- Staff Behaviour and Code of Conduct (Staff Handbook Section 5.8)
- Induction Policy (Staff Handbook Section 1.11)
- Guidance on Missing Child Policy (Staff Handbook Section 7.4)
- Uncollected Child Policy (Staff Handbook Section 2.32)
- Recruitment, Selection and Disclosures Policy and Procedures (Staff Handbook Section 5.30)
- Risk Assessment Policy (Staff Handbook Section 6.7)
- Policy on Students' Use of Electronic Devices (Staff Handbook Section 3.19)
- Whistle Blowing Policy (Staff Handbook Section 5.19)