



Child Protection & Safeguarding Policy

Signed by
Chair of Governors

Agreed by the Governing Body 3rd July 2017



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HOLMES CHAPEL COMPREHENSIVE SCHOOL

POLICY ON SAFEGUARDING

Safeguarding and promoting the welfare of children is defined for the purposes of this guidance 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; and
- taking action to enable all children to have the best outcomes.

Working Together 2015

Rationale

To ensure the safeguarding and welfare of all students.

Purpose

- The welfare of the child is paramount
- To protect children from maltreatment
- To prevent impairment of children's health and development
- To ensure that children are growing up in circumstances consistent with the provision of safe and effective care

Guidelines

- Safeguarding is a priority in all aspects of school life.
- All staff, teaching and support, have a key role in prevention of harm, early identification and support for pupils at risk.
- Safeguarding training will be annually undertaken by all staff.
- The duty to Safeguard children and young people must inform all other day-to-day policies and procedures.
- Engagement with other key stakeholders/agencies is essential in order to safeguard our pupils.
- Empowering young people to talk to adults that they trust and ensuring that these individuals respond appropriately is the most effective way of keeping young people safe from harm.
- All matters relating to child protection are strictly confidential.

Staff

Holmes Chapel School's leaders and managers, inclusive of Governors, should be clear about their statutory duties regarding Safeguarding and the steps taken to continue to develop good practice. The school has identified clear lines of accountability to ensure that staff dealing with child welfare concerns are supported and have access to appropriate training and advice.

At Holmes Chapel Comprehensive School the Designated Safeguarding Lead is Denis Oliver (Executive Headteacher), the Deputy Safeguarding Lead is Fiona Fellows (Director of Student Services), and Safeguarding Officers are Sue Holt, Heads of House, Suzanne Ashman, SENCO, and Mike Forsyth (Teacher). The Governor for Safeguarding is Caroline Goodchild. The staff need to attend safeguarding training accredited by the local Safeguarding Child Board annually.

Procedures

- Any member of staff who has concerns about the welfare of a student must share this information without delay to Student Services who will notify a safeguarding officer..
- If such concerns relate to the conduct of a member of staff, such concerns must be reported immediately, directly to the Head Teacher.
- Should those concerns relate to the Head Teachers conduct, then they must be reported directly to the Chair of Governors or if failing to gain access to the Chair, to Chair of the Behaviour and Wellbeing Committee.
- Staff must make a brief accurate record of these concerns using the Record of Concern pro- forma recording any allegations that the student makes in his own words if possible. If the reference is related to a member of staff's conduct including the Head Teacher, staff again must make a brief accurate record, inclusive of any student allegations and their own concerns. This must also be on a Record of Concern proforma.
- These records must be stored securely and the information shared with staff only on a 'needs to know basis.'
- The student's protection record must be transferred to the Safeguarding Lead of the admitting school should the student change schools. If 16-18 then this will be to a college/Total People if appropriate.
- The safeguarding leads will assess all information available to the school and when appropriate will refer a student to the Social Care Access Team, confirming the referral in writing by completing the Safeguarding Children in Education Referral Form (within 48 hours), or contacting Cheshire East Consultation Service (Checs), following up with a multi-agency referral form.

Summary

This document is a policy statement about the duty of Holmes Chapel Comprehensive School to have arrangements for carrying out the function of Safeguarding and promoting the welfare of children at the school. Further and more detailed advice and guidance can be found in the Safeguarding Appendix..

Appendix 1

The school knows how to identify and respond to:

- Neglect Drug/substance/alcohol misuse (both student and parent)
- Child sexual exploitation / trafficked children
- Prevent, Extremism and Radicalisation
- Children missing education
- Domestic abuse Peer relationship abuse
- Risky behaviours
- Sexual health needs
- Obesity/malnutrition
- On line grooming
- Inappropriate behaviour of staff towards children
- Bullying, including homophobic, racist, gender and disability.
- Breaches of the Equality Act 2010.
- Self Harm
- Female Genital Mutilation
- Forced Marriage
- Unaccompanied asylum seeking children

Including :

- Peer on peer abuse
- Child Sexual Exploitation (CSE)
- Honour Based Violence (HBV) including Forced Marriage (FM)
- Female Genital Mutilation (FGM)
- Breast Ironing
- Domestic abuse/violence, receiving alerts from 'Operation Encompass'

Appendix 2

Prevent, Extremism and Radicalisation

Holmes Chapel Comprehensive School and Sixth Form College adheres to the Prevent Duty Guidance, July 2015 and seeks to protect children and young people against the messages of all violent extremism including, but not restricted to, those linked to Islamist ideology, or to Far Right / Neo Nazi / White Supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

The current threat from terrorism in the United Kingdom may include the exploitation of vulnerable people, to involve them in terrorism or in activity in support of terrorism. The normalisation of extreme views may also make children and young people vulnerable to future manipulation and exploitation.

Holmes Chapel Comprehensive School and Sixth Form College is clear that this exploitation and radicalisation should be viewed as a safeguarding concern and all staff have received training about the Prevent Duty and tackling extremism.

Prevention work and reductions of risks will include the RE curriculum, SEND policy, assembly policy, the use of school premises by external agencies, integration of pupils by gender and SEN, anti-bullying policy and other issues specific to the school's profile, community and philosophy"

Appendix 3

SAFER RECRUITMENT AND PROFESSIONAL BOUNDARIES

The school pays full regard to DfE guidance 'Keeping Children Safe in Education' April 2015 and with reference to the 'Position of Trust' offence (Sexual Offences Act 2003). We ensure that all appropriate measures are applied in relation to everyone who works in the school who is likely to be perceived by the children as a safe and trustworthy adult.

We do this by :

- Operating safe recruitment practices including appropriate Disclosure and Barring Service (DBS) and reference checks, verifying identity academic and vocational qualifications, obtaining professional references, checking previous employment history and ensuring that a candidate has the health and physical capacity for the job. It also includes undertaking interviews and checking the Children's List and right to work in England checks in accordance with DBS and Department for Education procedures.
- Ensuring that staff and volunteers adhere to a published code of conduct and other professional standards at all times, including after school activities. Staff are aware of social media/ on-line conduct.
- Ensuring any disciplinary proceedings against staff related to Child Protection matters are concluded in full in accordance with Government guidance "Keeping Children Safe in Education 2015" and LSCB, LADO and HR Policy, procedures and guidance.
- Ensuring that all staff and other adults on site are aware of the need for maintaining appropriate and professional boundaries in their relationship with students and parents, following the Code of Conduct.
- Establishing adequate risk assessments are in place including for extended school, volunteer and holiday activities.
- Supporting staff confidence to report misconduct.
- Any member of staff or the Governing Body working or seeking to work in an unsupervised capacity with children or vulnerable adults will require an Enhanced Criminal record clearance certificate. Staff and Governors must disclose previous and unspent convictions of anyone in their household for offences which would disqualify the individual from working with children.

If in doubt about what this includes please see the Headteacher or School Business Manager. The school, on receiving this information will notify Ofsted within 14 days and may consider redeploying the member of staff.

Review

Prepared by: Mrs K Thorley

Updated September 2016 in line with Keeping Children Safe in Education 2016 Document by Mrs F Fellows, Lead in Student Service

Approved by the Governing Body: 3rd July 2017



Signature:

Name: Mr J Carr, Chair of Governors

Date: 3rd July 2017

To be reviewed annually

Date for review: September 2018