

# A Policy for Safeguarding & Promoting the Welfare of Children & Young People:

Amended in Autumn 2022

Reviewed in Autumn 2023

(this document is linked to the Cicely Haughton School Safeguarding Policy)

Every Child Matters:

- Be healthy
- Enjoy and achieve
- Achieve economic well-being
- Make a positive contribution
- Stay safe

## Introduction

This school recognises its legal duty under s. 175 Education Act 2002 and the Children Act 2004, to work with other agencies in safeguarding children and protecting them from "significant harm". The framework for such procedures is defined in Working Together to Safeguard Children, Keeping Children Safe in Education and Staffordshire Safeguarding Children's Board (SSCB). These duties relate to all children and young people under the age of 18.

The Staff seek to adopt an open and accepting attitude towards children and young people as part of their general responsibility for pastoral care. Staff hope that parents and children will feel free to talk about any concerns or worries which may affect educational progress and that they will see the school as a safe place if there are any difficulties at home. Children will be taken seriously if they seek help from a member of staff.

## "Children in Need" and "Children in Need of Protection"

Parents will normally be consulted and their consent obtained before any referral is made to an agency outside the school under local "children in need" procedures. However, staff cannot guarantee to consult parents first, or to keep children's concerns confidential, if a referral must be made to the appropriate agencies in order to safeguard the child's welfare.

If staff have significant concerns about any child which **may** indicate

- Physical abuse
- Emotional abuse
- Sexual abuse or
- Neglect

they are **required** to discuss them with the agencies responsible for investigation and child protection.

Staff who observe injuries which appear to be non-accidental, who are told anything significant by a child, **must** report their concerns to the Designated Safeguard Lead (DSL). Staff failing to report their concerns with the DSL could face disciplinary action if they do not comply with the Safeguarding Procedures. School staff do not, however, carry out investigations into whether children have been abused. That is a matter for the specialist agencies.

## Procedures

All staff will be familiar with the school's internal procedures for keeping a confidential written record of any incidents and with the inter-agency recording requirements of Staffordshire Safeguarding Children's Board. Further information is available on request to the DSL. Advice may be sought from the Local Education Authority, the Families First Teams or the Police if staff are unsure how to proceed.

## Resources

Safeguarding and promoting the welfare of children and young people is paramount. The Governing Body will endeavour to ensure that sufficient resources are made available to enable the necessary tasks to be carried out properly under inter-agency procedures, including attending meetings, collating and writing assessment reports, staff training etc. The Local Academy Board will also ensure that all Governors have an understanding of safeguarding issues and the policies and procedures which are in place in the school to safeguard and promote the welfare of all pupils in the school.

## Curriculum

Safeguarding and Child protection issues will be addressed through the curriculum as appropriate, especially in Personal, Social and Health Education and Relationships and Sex Education.

Staff practice will also be guided by other key documents available on request:

- Anti-Bullying
- Disciplinary
- Complaints
- Health and Pastoral Policies
- Educational Visits
- Risk Assessments
- Behaviour Management
- SCIP

## Staff Issues

Parents can feel confident that careful procedures are in place to ensure that all staff and volunteers are suitable to work with children.

Any use of reasonable force or physical intervention to support pupils will be carried out and documented in accordance with the relevant guidance and policy. If it is necessary to use physical action to protect a child from injury, to prevent a child from harming others, or if any child is injured accidentally, parents will be informed immediately. Children will not be punished within the school by any form of hitting, slapping, shaking or other degrading treatment.

Any complaints about staff behaviour may be made to the Executive Headteacher, or to the Chairperson of the school's Local Academy Board. All those involved will be entitled to a fair hearing, both children and staff. Complaints which raise child protection issues will be reported under local inter-agency procedures for investigation outside the school.

The Designated Safeguarding Leads for safeguarding matters at Cicely Haughton School are:

Ms Karen Rutter - 01782 550202 email: [krutter@cicely.manorhall.academy](mailto:krutter@cicely.manorhall.academy)

Mr Paul Spreadbury - 01782 550202 - 07854650824

Mrs Janey Hancock - 01782 550202

The nominated Governor for Safeguarding is:

Mrs Julie Pointon

Alternatively you could contact **First Response Team on 0800 1313126** OR contact **OFSTED on 0300 123 1231**

**Staffordshire Education Safeguarding Advice Service** - Telephone 01785 895836