

Safeguarding Statement

School Commitment

The School adopts an open and accepting attitude towards children as part of its responsibility for pastoral care. Staff hope that children and parents will feel free to talk about any concerns and will see school as a safe place when there are difficulties. Children's worries and fears will be taken seriously and children are encouraged to seek help from members of staff.

The School will therefore:

- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to;
- Ensure that children know that there are adults in The School whom they can approach if they are worried or are in difficulty;
- Include in the curriculum activities and opportunities for Personal Development which equip children with the skills they need to stay safe from abuse, and which will help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills;
- Ensure every effort is made to establish effective working relationships with parents and colleagues from other agencies;
- Operate safe recruitment procedures and make sure that all appropriate checks are carried out on new staff and volunteers who will work with children, including references, Disclosure and Barring Service and List 99 checks.

Roles and Responsibilities – General

All adults working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. This includes a responsibility to be alert to possible abuse and to record and report concerns to staff identified with child protection responsibilities within The School.

There are, however, key people within The School who have specific responsibilities.

Roles and Responsibilities of the Board of Directors

In accordance with the DCSF document *Safeguarding Children and Safer Recruitment in Education*, the Board of Directors will ensure the following.

- The School has safeguarding/child protection policy and procedures in place, and the policy is made available to parents on request.

- The School operates safe recruitment practices, including appropriate use of references and checks on new staff and volunteers. Staff involved in recruitment undertake safer recruitment training.
- There are procedures for dealing with allegations of abuse against members of staff and volunteers
- There are senior members of the leadership team who are designated to take lead responsibility for dealing with child protection (the “Designated Senior Person for Child Protection”).
- There are several Designated Senior Persons for Child Protection who undertake regular training, as agreed by the Local Safeguarding Children Board (LSCB), and have refresher training at two-yearly intervals.
- The Headteacher(s), and all other staff and volunteers who work with children, undertake appropriate training, which involves extended training every three years and this is kept up-to-date by refresher training every year; new staff, temporary staff and volunteers who work with children are made aware of The School’s arrangements for child protection and their responsibilities. (Through the induction process)
- Any deficiencies or weaknesses brought to the attention of the Board of Directors are rectified.
- The Board of Directors (or, in the absence of a Chair, the Vice Chair) deals with any allegations of abuse made against the Headteacher(s).
- Policies and procedures are reviewed annually.
- There is an individual member of the Board of Directors who will champion issues to do with safeguarding children and child protection within The School, liaise with the Designated Senior Person for Child Protection, and provide information and reports to the Board of Directors.

Roles and Responsibilities of the Headteacher(s)

The Headteacher(s) of The School will ensure that:

- The policies and procedures adopted by the Board of Directors are fully implemented, and followed by all staff;
- Sufficient resources and time are allocated to enable the Designated Senior Person(s) for Child Protection and other staff to discharge their responsibilities, including taking part in strategy discussions and other inter-agency meetings, and contributing to the assessment of children;
- All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to children, and such concerns are addressed sensitively and effectively in a timely manner.