



## **Safeguarding Policy Statement**

Longfield Academy of Sport takes its responsibility towards safeguarding and promoting the welfare of children extremely seriously, and believes that safeguarding pupils is the duty of all adults within the academy.

All staff employed at Longfield receive regular training and guidance regarding identifying the possible signs of child abuse and neglect and what actions to take in such circumstances.

Rigorous pre-employment vetting processes are undertaken for all new staff employed by the school. Similar checks are undertaken for others chosen to work regularly in the school and a full record of these checks is maintained. Visitors to the school are accompanied at all times.

The school takes allegations of abuse by adults extremely seriously and will take swift actions to ensure children are safeguarded.

This leaflet details the commitment of Longfield Academy of Sport to safeguarding and promoting the welfare of children. It summaries the Safeguarding Policy, a full copy of which can be found on the school's website: [www.longfield.uk.com](http://www.longfield.uk.com).

### **Safe School, Safe Staff**

We aim to ensure that all members of staff and the governing body understand and fulfil their responsibilities with regard to safeguarding. Our safeguarding policies, procedures and practices are reviewed each year and all staff have Safeguarding training updated at least annually.

The school also operates safer recruitment procedures and ensures that those leading all recruitment processes have completed Safer Recruitment training. Information regarding the school's safer recruitment processes and pre-employment vetting checks are available in the Recruitment, Selection and Commencement Policy on the school's website.

Maintaining pupil's welfare is our paramount concern. As such we train all staff to recognise the signs and symptoms of abuse and know the school's procedures and lines of communication.

### **Definitions**

**Child protection** is the process of protecting individual children identified as either suffering or likely to suffer significant harm as a result of abuse or neglect.

**Safeguarding** is the overarching term relating to the responsibility of all to take actions to promote the welfare of children and protect them from harm.

**Child abuse** is anything which individuals, institutions or processes do or fail to do which directly harms children or damages their prospects of a safe and healthy development into adulthood.

There are four categories of child abuse: **physical, sexual, emotional** or by **neglect**.

### **Responsibilities**

Safeguarding pupils and their welfare is the responsibility of all staff in school and ANY observation, information or issue which results in concern for a pupil's welfare **MUST** be reported to the Designated Safeguarding Lead immediately, using the Child Protection Online Monitoring System (CPOMS). In the event of a network failure, the DSL should be notified of any concern in person immediately.

#### **Designated Safeguarding Lead**

Amanda Payne                      Director of Safeguarding and Child Protection

#### **Deputy Designated Safeguarding Lead**

Nick Lindsay                      Head of School  
Peter Haylock                      Senior Assistant Headteacher

In the absence of the availability of the DSL or deputy DSL to discuss an immediate and urgent concern, advice should be sought direct from CAP (01325 406222) by an alternative senior member of staff.

### **Supporting Pupils**

At Longfield we aim to support all pupils by promoting a caring, safe and positive environment within the school, encouraging self-esteem and self-assertiveness, both through the curriculum and our relationships. We liaise and work together with all other support services and those agencies involved in the safeguarding of children.

We recognise that pupils who are abused or witness violence are likely to have low self-esteem and may find it difficult to develop a sense of self-worth, and that our academy may be the only stable, secure and predictable element in their lives.

We will endeavour to support the welfare and safety of all our pupils through establishing and maintaining an ethos where pupils feel secure and are encouraged to talk and be listened to. It is important that pupils know that there are adults who they can approach if they are worried or in difficulty.

## **Supporting Staff**

It is an uncomfortable fact that some professionals do pose a serious risk to pupils, and we must act on every allegation. When an allegation is made against a member of staff the school's procedures will be followed, and a consultation with the LSCB Designated Officer will happen if staff have behaved inappropriately or posed a risk of harm towards a child or children.

Allegations against staff should be reported to the Head of School without delay. Allegations against the Head of School should be reported to the Chair of Governors. Staff may also report their concerns directly to the police or Designated Officer if they believe direct reporting is necessary to secure action.

Through training, staff are aware of their duty to raise concerns, where they exist, about the management of child protection, about a particular child or about the behaviour of an adult working with children.

## **Professional Confidentiality**

Confidentiality is an issue, which needs to be discussed and fully understood by all those working with pupils, particularly in the context of child protection. Confidentiality must never be guaranteed to a pupil, as it is a staff member's responsibility to report any concerns to the senior designated person. A pupil should be advised who their disclosure will be shared with and what will happen next.

Staff should be particularly aware of the professional risks associated with the use of electronic communication (e-mail; mobile phones; texting; social network sites) and should familiarise themselves with advice and professional expectations outlined in this policy and the guidance documentation and the Staff Code of Conduct, ICT, E Safety and Acceptable Use Policy.

Any staff using a personal electronic device to take pictures or videos of pupils must not keep these images on their device after the end of the current working day.

## **Security**

All staff have a responsibility for being aware of buildings and grounds security and for reporting concerns that may come to light. Appropriate and comprehensive checks will be undertaken in respect of visitors and volunteers coming into school as outlined within guidance.

We use a traffic light system for ID badges:

**Green** = Longfield Staff

**Orange** = Persons for whom checks have been undertaken and who are on the single central record

**Red** = Visitors who will be accompanied at all times

## **Other Forms of Abuse**

Staff must be aware of other forms of abuse that can take place. Keeping children safe from these risks is a safeguarding matter and should be approached in the same way as safeguarding children from any other risks.

### **Child sexual exploitation**

This is the coercion or manipulation of children and young people into taking part in sexual activities, involving an exchange of some form of payment in return.

### **Forced Marriage**

This is an entirely different issue from arranged marriage, It is a human rights abuse and falls within the Crown Prosecution Service definition of domestic violence. Both young men and women can be at risk in affected ethnic groups.

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### **Female Genital Mutilation**

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to the female genital organs. It is illegal in the UK and a form of child abuse with long-lasting harmful consequences.

### **Radicalisation**

Staff will be vigilant about radicalisation; that they overcome professional disbelief that such issues will not happen here and ensure that we work alongside other professional bodies and agencies to ensure that our pupils are safe from harm.

Further information on these types of abuse can be found in the Safeguarding Policy. It is important that all staff are aware of the indicators that a pupil may be at risk from any of the above.

This policy has been developed in line with current legislation and guidance including 'Keeping Children Safe in Education' September 2016.

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