

Child Protection Policy Statement

St James Senior Girls' School fully recognises the contribution it makes to Child Protection and is committed to taking all reasonable measures to ensure that risks to its pupils' welfare are minimised.

The statutory framework for child protection was established in *The Children Act* (1989). The duty of Independent School proprietors and/or governors to safeguard and promote the welfare of children who are pupils at the school was explicitly stated in the *Education Act 2002 & 2011* and *The Education (Independent Standards – England) Regulations - 2010*. Independent Schools are also recommended to follow the Government guidance published as *Working Together to Safeguard Children (2010)* and *Safeguarding Children: Safer Recruitment in Education (2006)*; *Training in Safer Recruitment (2012)* *Dealing with allegations of abuse against teachers and other staff (2011)*.

The School aims to:

- Provide a safe educational environment for pupils.
- Maintain vigilance in detecting abuse and operate clear procedures for all staff to follow in cases of suspected abuse.
- Ensure that pupils who are vulnerable, at risk and/or likely to suffer significant harm are identified and appropriate action is taken to keep them safe.
- Provide initial training for all staff in identifying abuse and regularly update and inform staff about relevant issues connected to identifying abuse.
- Ensure all staff are aware of the procedures in place should an allegation be made against them.
- Monitor effectively pupils who are vulnerable or at risk.
- Promote an ethos in which pupils feel safe, feel able to talk openly and are listened to.
- Prevent unsuitable people working with children.
- Promote, and share with parents and pupils, safe practice.
- Ensure that all parents and guardians are aware of the School's child protection responsibilities.
- Ensure that proper written records are kept and maintained confidentially of any child protection concerns and cases.

All those who are to be employed by the School or who will come into unsupervised contact with pupils as volunteers, are subject to enhanced checks through the Disclosure and Barring Service (DBS, formerly CRB).

A rigorous checking of qualifications and references will also be undertaken by the School before offering anyone employment.

Appropriate general training on Child Protection issues will be provided during induction and at regular intervals to all members of staff and specialist training will be attended by the designated contact in accordance with statutory requirements.

St James Senior Girls' School, as a result of its location, comes under the Hammersmith & Fulham Area Local Safeguarding Children's Board (LSCB). All contact with the Social Services must be made through the Designated Child Protection Officer, Mr Christian Daw, Deputy Head (Pastoral), who liaises closely with the Headmistress, Mrs Laura Hyde.

Any member of staff who has knowledge or suspicion that a pupil is suffering significant harm or is at risk of significant harm should refer their concerns immediately to the designated contact. It is not appropriate for staff to conduct any kind of investigation or to ask leading questions of a pupil. It is not possible to promise a pupil confidentiality as one is obliged to pass on information if a pupil may be at risk. However, child protection issues should never be discussed with anyone other than the designated contact (or later the official investigation team).

The School has a duty to report any adults who are deemed unsuitable to work with children, to the Independent Safeguarding Authority within one month of them ceasing to have contact with the School. Fuller guidance is available in the School's Safeguarding Children Policy; copies are available on the School website and from the School Office.