



## **SAFEGUARDING POLICY**

Edition 1: June 2024

### **1. Intention**

The Den has an absolute commitment to ensuring the highest standards of safeguarding.

The welfare of our students is paramount. All students regardless of age, gender, culture, language, race, ability, sexual identity or religion have equal rights to protection, safeguarding and opportunities. The Den recognises the importance of providing an environment that will help students to feel safe, secure, and respected.

We encourage students to talk openly; and enable them to feel confident that they will be listened to. We are alert to the signs of abuse and neglect and follow our procedures to ensure that children receive effective support and protection.

The Den is committed to; and understands the vital contribution that all staff, support staff and visitors make to safeguarding children. We aim to ensure that child protection concerns, and referrals are handled sensitively, professionally, and in a timely manner and support the specific needs of the individual child.

This policy should be used in conjunction with staff training, current Keeping Children Safe in Education guidance and continued professional development.

### **Aims**

- To develop an ethos in which students feel secure and know that they are safe
- To discourage bullying and abuse and where they occur to encourage their disclosure

- To provide a network of people who will respond appropriately to student needs
- To ensure that teaching supports students with the skills and language they need to stay safe from bullying and abuse as per outcomes in the EHCP

## **2. Key Definitions**

The aim of safeguarding is to enable children to have optimum life chances and enter adulthood successfully. Staff have a responsibility to provide a safe environment in which children can learn.

Child protection is incorporated within the umbrella term of safeguarding and is the process and activities undertaken to fulfil statutory obligations to protect specific children who have been identified as suffering, or at risk of significant harm. All agencies and individuals should proactively safeguard and promote the welfare of children so that the need for action to protect children from harm is reduced.

(Working Together to Safeguard Children, DfE 2018, p.11)

All staff follow and use current Keeping Children Safe in Education (KCSIE) guidance. In KCSIE, Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment
- preventing impairment of children's mental and physical 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

## **3. Framework**

This policy has due regard to all relevant legislation and statutory guidance, including but not limited to, the following:

Legislation:

- The Children Act 1989
- The Children's Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Sexual Offences Act 2003
- Female Genital Mutilation Act 2003
- Apprentices, Skills, Children and Learning Act 2009
- Equality Act 2010
- Counter-Terrorism and Security Act 2015
- UK GDPR
- General Data Protection Regulation & Data Protection Act 2018
- The Children (Disqualification) and Childcare (Early Years Provision of Charge) (Extended Entitlement) (Amendment) Regulations 2018
- Voyeurism (offences) Act 2019
- Domestic Abuse Act 2021
- Human Rights Act 1998

#### Statutory Guidance:

- DfE (2015) The Prevent Duty: (June 2015)
- DfE (2023) Working Together to Safeguard Children (December 2023)
- Current Keeping Children Safe in Education guidance
- HM Government (2021) 'Channel Duty and Guidance: Protecting people vulnerable to being drawn into terrorism'.
- Home Office and Foreign, Commonwealth and Development Office (2022) 'Multi-agency statutory guidance for dealing with forced marriage and Multi-agency practice guidelines: Handling cases of forced marriage'.
- DfES GUIDANCE "Safeguarding Children and safer recruitment in Education" 2007
- Safeguarding Children's Board: local policies and procedures
- Multi-Agency Statutory Guidance on Female Genital Mutilation (2020)
- Non-Statutory Guidance:
- DfE (2015) 'What to do if you're worried a child is being abused':
- DfE (2017) 'Child Sexual Exploitation'
- DfE (2018) 'Information sharing'
- DfE (2020) 'Sharing nudes and semi-nudes: advice for educational settings working with children and young people'.
- DfE (2021) 'Teacher Standards'
- DfE (2022) 'Recruit teachers from overseas'.
- Guidance for Safer Working Practice for those Working with Children and Young People in Educational Settings (2023)
- Mental Health and Behaviour in School (2018)
- Knife Crime: Safeguarding children and young people in education (March 2019)
- Teaching online safety in school (June 2019)
- Mental health and wellbeing provision in schools (October 2018)
- The Designated teacher for looked after and previously looked after children (February 2018)

#### **4. Roles**

The role of the Lead Teacher:

##### The Lead Teacher will:

- Take the overall responsibility for the leadership of safeguarding arrangements in The Den
- Ensure that The Den complies with safeguarding related legislation and guidance and that policies are effective;
- Ensure that Disclosure and Barring Service checks are carried out on all members of The Den
- Receive appropriate Safeguarding and Child Protection training at regular intervals.
- Review safeguarding procedures and policies (including any related policies to safeguarding) on at least an annual basis;
- Ensure that 'safer recruitment' policies and procedures are implemented in order to prevent those who pose a risk to children and young people being able to work with them;
- Ensure that The Den's policies, procedures and training are effective and compliant in light of current Department for Education Guidance;

- Ensure that The Den provides help and support to children, young people and families where needed and creates a trusting environment where students feel able to disclose their concerns to staff and feel listened to;
- Ensure that the members of staff with safeguarding roles have undergone the necessary training and that they have the skills, knowledge and expertise to carry out their responsibilities to a high standard;
- Ensure a culture of safeguarding children is established and maintained.
- Ensure all staff are familiar with their roles and responsibilities.
- Ensure appropriate staff are Safer Recruitment trained and Safer Recruitment processes are followed at all times, including online checks where appropriate.
- Manage any allegations against staff with the knowledge to ensure safeguarding policies and procedures are effective.
- Be a point of liaison for outside agencies and support communication and information sharing as required.
- Be compliant with statutory guidance on storing safeguarding records and student file transfers.

### **5. Managing Allegations Against Staff**

Our aim is to provide a safe and supportive environment which secures the well-being and very best outcomes for the children that attend our provision. We do recognise that sometimes the behaviour and actions of adults may lead to an allegation of abuse being made. Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children. All staff are aware that they have a responsibility to report any concerns regarding staff or volunteers.

All concerns should be reported to the Lead Teacher, unless that concern relates to the Lead Teacher in which case the Local Authority should be informed.

Any allegation against a member of staff that is of a complex nature and where The Den may require an independent investigator, or the person involved may require some additional support, the case should be referred to the LADO.

We are aware we can seek appropriate advice from the Local Authority Designated Officer (LADO). The CBC LADO (known as the Allegations Manager) can be contacted on 0300 3008142.