

Safeguarding Policy



Named personnel with designated responsibility for Safeguarding:

Designated Senior person	Deputy Designated Senior person	Safeguarding Officer	Nominated Governor	Chair of Governors
Lisa Morrell	Stephen Lonsdale	Eileen Tolan	Hilary Finnigan	Carlton Midgley
	Helen Pearson			

Policy review dates:

Review Date	Changes made	By whom	Date Shared
September 2017	Changed 'Lesley Colthart' to 'Helen Pearson' and 'Adrian Guy' to 'Carlton Midgley'	S. Lonsdale	30 September 2017
December 2017			

This policy should be read in conjunction with the following statutory guidance issued by the DFE.

- 'Keeping Children Safe in Education' dated September 2016. All schools and colleges must have regard to this statutory guidance when carrying out their duties to safeguard and promote the welfare of their pupils and students. This guidance contains four sections and it is advised that all staff must at least read part 1 of the guidance.
- 'Working Together to Safeguard Children' dated March 2015 and DFE advice 'What to do if you are worried a child is being abused 2015 – Advice for practitioners'.
- 'Disqualification under the Childcare Act 2006' updated June 2016.
- 'Prevent Duty Guidance for England and Wales' revised July 2015 and DFE advice 'The Prevent Duty – departmental advice for schools and childcare providers on preventing children and young people from being drawn into terrorism' dated June 2015.

The following school policies should also be referred to when it comes to safeguarding:

Staff discipline policy.

Child protection policy.

Code of conduct (the DFE guidance can be found in part two of www.gov.uk/government/uploads/system/uploads/attachment_data/file/301107/Teachers_Standards.pdf).

Recruitment policy.

Section 175 of the Education Act 2002 places a duty on local authorities (LAs) in relation to their education functions and on the governing boards of maintained schools, sixth form colleges and further education institutions to exercise their functions with a view to safeguarding the children who are pupils at a school or who are students under 18 years of age attending a sixth form college or further education institution. Similarly, the same duty applies to academies, free schools and independent schools by virtue of section 157 of the Education Act 2002. Early years providers also have a duty under section 40 of the Childcare Act 2006 to comply with the welfare requirements of the Early Years Foundation Stage.

Under section 157 and 175 of the Education Act 2002, all schools, academies and independent schools are **required** to have up-to-date policies in place to safeguard children and young people. Schools **must** refer to the publication 'Keeping children safe in education' dated September 2016 and 'Disqualification under the Childcare Act 2006' dated February 2015 and updated June 2016. Both are available on the DFE website. There is also statutory guidance, effective from March 2015, entitled 'Working together to safeguard children', which **must** also be read and followed by LAs, schools and academies.

Schools must ensure that they are not knowingly employing a person who is disqualified under The Childcare (Disqualification) Regulations 2009 in connection with relevant childcare provision. Schools are responsible for ensuring that anyone who falls within the relevant

categories of staff described with the statutory guidance 'Disqualification under the Childcare Act 2006' is made aware of the legislation, including that they may be disqualified 'by association' under regulation 9 of the 2009 Regulations where they live in the same household as a disqualified person or in a household in which a disqualified person is employed.

Lesbian, Gay and Bisexual are different forms of sexual orientation. Sexual orientation is a protected characteristic in the 2010 and 2006 Equality Acts and within legislation regarding community cohesion. Transgender is different. This term does not relate to sexuality. Instead transgender refers to people who feel they have been assigned the incorrect gender.

For LGBT children in particular, we must do all we can to ensure that the following practices are embedded:

- LGB and transgender students have someone safe to speak to
- Derogatory terms such as 'gay' are not used by students
- Children need to be supported and feel safe enough to 'come out' and to be accepted
- Staff have been trained and understand fully that homophobic bullying is an issue for everyone to tackle
- Incidents are recorded with staff knowing how to deal with homophobia and ensuring that the curriculum meets LGBT students' needs.

For further information, please refer to www.stonewall.org.uk

Our governing board ensures that:

- Ryecroft Primary Academy has a child protection policy and procedures in place that are in accordance with government and LA guidance and locally agreed interagency procedures, and the policy is made available to parents on request.
- Ryecroft Primary Academy operates safe recruitment procedures and makes sure that all appropriate checks are carried out on staff and volunteers who work with children.
- Ryecroft Primary Academy has procedures for dealing with allegations of abuse against members of staff and volunteers that comply with guidance from the government, Bradford Education Authority and locally agreed interagency procedures. These include procedures in place to make a referral to the Disclosure and Barring Service (DBS) if a person in regulated activity has been dismissed or removed due to safeguarding concerns.
- Ryecroft Primary Academy has procedures in place for protecting children at risk of radicalisation. This includes assessing the risk of children being drawn into terrorism, training staff on identifying children at risk of being drawn into terrorism, challenging extremist ideas and knowing where to refer children and young people to who require help. The school ensures that children can understand and discuss sensitive topics such as terrorism while being mindful of its existing duties to forbid political indoctrination and securing a balanced presentation of political issues.

- Lisa Morrell is the senior member of the school's leadership team that is designated to take lead responsibility for dealing with child protection issues, providing advice and support to other staff, liaising with the local authority designated officer (LADO), and working with other agencies. The designated person need not be a teacher but must have the status and authority within the school management structure to carry out the duties of the post including committing resources to child protection matters, and where appropriate directing other staff. She is supported by Eileen Tolan, who is the schools safeguarding officer. Lesley Colthart (Executive principal) and Stephen Lonsdale (Vice Principal) are also designates and can act in the designated person's absence. In large establishments, or those with a large number of child protection concerns, it may be necessary to have a number of deputies to deal with the workload. The September 2016 guidance specifically recommends that schools have at least one trained deputy designated lead.

- The role of the lead professional is fulfilled in line with expectations, in that she will:

Refer cases of suspected abuse or allegations to the relevant investigating agencies.

- Act as a source of support, advice and expertise within the educational establishment when deciding whether to make a referral by liaising with relevant agencies.
- Liaise with the senior leadership team and inform of any issues and ongoing investigations and ensure there is always cover for this role.
- Recognise how to identify signs of abuse and when it is appropriate to make a referral.
- Have a working knowledge of how the Bradford Safeguarding Children Board operates and the conduct of a child protection case conference and be able to attend and contribute to these effectively when required to do so – see sections 11, 13, 14 and 16 of the Children Act 2004.
- Ensure all staff members have induction training covering child protection and are able to recognise and report any concerns immediately they arise.
- Ensure each member of staff has access to and understands the school's child protection policy, the school's staff behaviour policy (code of conduct) and who the designated lead professional is. It is especially important that new, part-time, temporary, salaried trainee and volunteer staff who may work with different educational establishments are aware who the designated lead is.
- Be able to keep detailed, accurate and secure written records of referrals and or concerns.
- Obtain access to resources and attend any relevant or refresher training courses at least every two years.
- Ensure the school's child protection policy is updated and reviewed annually and work with the governing board or proprietor regarding this.

- Ensure parents see copies of the child protection policy which alerts them to the fact that referrals may be made and the role of the school in this to avoid conflict later (available on the website, with paper copies to be made available on request from the school office).
- Where children leave the school, ensure their child protection file is copied for the new establishment as soon as possible but transferred separately from the main pupil file.
- In addition to basic child protection training, the designated person undertakes training in inter-agency working that is provided by, or to standards agreed by, the BSCB, and refresher training at two yearly intervals to keep his or her knowledge and skills up-to-date.
- The headteacher, and all other staff who work with children, undertake appropriate training to equip them to carry out their responsibilities for child protection effectively. They are kept up-to-date by refresher training at three yearly intervals. Temporary staff and volunteers who work with children are made aware of the school's arrangements for child protection and their responsibilities.
- The September 2016 guidance also requires schools to provide staff, at least annually, with regular safeguarding updates to provide them with relevant skills and knowledge to safeguard children effectively.
- The governing board (currently an Interim Executive Board) remedies without delay any deficiencies or weaknesses in regard to child protection arrangements that are brought to its attention.
- Child protection and safeguarding issues are recurrent items on every main meeting of the full governing board. In addition, the curriculum and pastoral committee receives a report at each meeting from the lead professional on any safeguarding and child protection issues that have arisen over the past term. Hilary Finnagan (named governor) keeps a watching brief on safeguarding and child protection at all times by liaising with the lead professional.
- Adrian Guy (The chair of the IEB) is nominated to be responsible for liaising with the LA and/or partner agencies, as appropriate, in the event of allegations of abuse being made against the headteacher.
- The Interim Executive Board reviews its policies and procedures annually and provides information to the LA about them and about how its duties have been discharged.
- The Interim Executive Board considers, in liaison with the Vice Principal, how children may be taught about safeguarding, including on-line, through teaching and learning opportunities, as part of a broad and balanced curriculum. This may include covering relevant issues through personal, social health and economic education or through sex and relationship education.
- The Interim Executive Board adopts recruitment procedures that help deter, reject or identify people who might abuse children and it ensures that the school keeps a single

central record of information on staff, in line with the updated guidance in the September 2016 document.

References

Keeping children safe in education – statutory guidance September 2016 DFE.

Dealing with allegations of abuse against teachers and other staff DFE.

Working together to safeguard children – statutory guidance March 2015.

Disqualification under the Childcare Act 2006 – statutory guidance February 2015, updated June 2016.

Prevent Duty Guidance in England and Wales – statutory guidance revised July 2015 and DFE advice 'The Prevent Duty – departmental advice for schools and childcare providers on preventing children and young people from being drawn into terrorism' dated June 2015.