



DOGSTHORPE ACADEMY

SAFEGUARDING AND CHILD PROTECTION POLICY INTO PRACTICE

Principal	Revised December 2016
Academy Advisory Council (AAC)	Revised December 2016

This policy will be reviewed annually

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1. Key Contacts

Key Contact list for Safeguarding in the Dogsthorpe Academy

	Name	Telephone contact	Email
Designated Safeguarding Lead	Maggie Snowball	01733 343581	msnowball@dogsthorpeacademy.org
Deputy Designated Safeguarding Lead	Laura Hawkey	01733 343581	lhawkey@dogsthorpeacademy.org
Designated Safeguarding Lead	Julie Cranke	01733 343581	Jcranke@dogsthorpeacademy.org

Key local contacts :

<http://peterborough.proceduresonline.com/index.htm>

	Name	Telephone contact	Email
Contact Centre		(01733) 864170 864180	
Out of hours		(01733) 234724	
Police Child Abuse Investigation Unit		(01480) 847743 or 101/999 (in an emergency)	Mash.cp@cambs.pnn.police.uk
Early Help		(01733) 863649	helpwithcaf@peterborough.gov.uk
Designated Officer (LADO)		(01733) 864038	Alison.curtis@peterborough.gov.uk

2. INTRODUCTION

The Dogsthorpe Academy fully recognises its responsibility to protect and safeguard the welfare of children and young people in its care.

2.1. Section 175 of the Education Act 2002 places a statutory responsibility on the governing body to have policies and procedures in place that safeguard and promote the welfare of children who are pupils of the Academy (Working Together 2015).

2.2. **Everyone at the Dogsthorpe Academy** plays an important part in safeguarding children from abuse and neglect by early identification of children who may be vulnerable or at risk of harm, and by educating children about managing risks and improving their resilience through the curriculum. 'All schools and further education institutions should create and maintain a safe environment for children and young people, and should be able to manage situations where there are child welfare concerns'.

2.3. The Dogsthorpe Academy recognises that safeguarding incidents can happen anywhere and all staff should be alert to possible concerns being raised. [Staff are](#)

also aware that safeguarding issues can manifest themselves via peer on peer abuse. This includes though is not limited to, bullying.(see anti –bullyinh policy)

2.4. The policy reflects the Peterborough Safeguarding Children Board child protection procedures and *Keeping Children Safe in Education 2016*, which sets out the arrangements that Education services and schools must make.

2.5. There are four main elements to our policy:

- ❖ **PREVENTION** through the teaching and pastoral support offered to pupils and the creation and maintenance of a whole school protective ethos
- ❖ **PROTECTION** by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns.
- ❖ **SUPPORT TO PUPILS** who may have been abused.
- ❖ **SAFER RECRUITMENT** processes are followed to ensure that those who are unsuitable to work with children are not employed.

2.6. Our policy applies to all staff and volunteers working in the Academy. Teaching assistants, mid-day supervisors, administrators as well as teachers can be the first point of disclosure for a child. Concerned parents may also contact the Academy.

2.7. The Academy recognises it is responsible for making referrals and not for making enquiries and investigating. Any referrals will normally made by the Academy's Designated Safeguarding Lead (DSL), as this aids consistency and careful monitoring. However, in an emergency or a genuine concern that appropriate action has not been taken, other staff members can speak directly to Children's Social Care.

This policy is available to parents on request and is on the Academy website.

3. ACADEMY POLICY

3.1. We recognise that for our pupils, high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps to prevent abuse.

3.2. This Academy will therefore:

- establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to;
- ensure children know that there are adults in the Academy whom they can approach if they are worried or in difficulty;
- [engage fully in the Early Help process to maximise the opportunity for timely intervention;](#)
- include in the curriculum, activities and opportunities for PSHE which equip children with the skills they need to stay safe from abuse and to know to whom to turn for help;
- include, in the curriculum, material which will:

- help children develop realistic attitudes to the responsibilities of adult life, particularly with regard to child care and parenting skills;
- reinforce essential skills for every child to include self-esteem and confidence building, thinking independently and making assessments of risk based on their own judgements;
- embed e-safety at every relevant opportunity;

3.2.1. ensure that wherever possible every effort will be made to establish effective working relationships with parents and carers and with colleagues from partner agencies.

4. THE DESIGNATED SAFEGUARDING LEAD

4.1. The Academy fully recognises the importance of the role of the Designated Safeguarding Lead. The DSL is a member of the Senior Leadership Team and the role is explicitly defined in their job description, with time and training to undertake her/his duties agreed.

4.2. The lead responsibility for safeguarding and child protection will not be delegated, though specific activities may be delegated to appropriately trained deputies.

4.3. Contingency arrangements are in place should the DSL not be available.

4.4. The DSL and or a deputy will always be available during school hours. (An on-call rota is in place for school holidays in order to support the onsite wrap around child care facility)

4.5. It is the responsibility of the DSL to ensure that all child protection procedures are followed within the Academy.

The DSL will therefore:

- ensure that he/she receives formal refresher training at two yearly intervals to keep his/her knowledge up to date;
- refresh their knowledge and skills at regular intervals, and at least annually (for example via e-bulletins, meeting other DSLs or reading safeguarding developments).
- ensure they he/she has undertaken Prevent awareness training;
- ensure that all staff who work with children undertake the appropriate training to equip them to carry out their responsibilities for safeguarding children effectively and that this is kept up to date by sharing pertinent information in a timely manner, but at least annually;
- ensure that all new staff receive a safeguarding children induction and that temporary staff and volunteers are made aware of the Academy's arrangements for safeguarding children;
- ensure that the Academy operates within the legislative framework and recommended guidance;

- ensure the Academy safeguarding policy is reviewed annually and provide an annual report to the Academy Advisory Council detailing any changes to the policy and procedures;
- ensure that the Principal is kept fully informed of any concerns;
- develop effective working relationships with other agencies and services;
- decide upon the appropriate level of response to specific concerns about a child e.g. discuss with parents, **offer an Early Help Assessment** or refer to Children's Social Care;
- liaise and work with specialist services over suspected cases of child abuse;
- ensure that accurate safeguarding records relating to individual children are kept separate from the academic file in a secure place, marked 'Strictly Confidential' and are passed securely should the child transfer to a new provision;
- submit reports to and ensure the Academy's attendance at child protection conferences, and contribute to decision making and delivery of actions planned to safeguard the child;
- ensure that the Academy effectively monitors children about whom there are concerns, including notifying Children's Services when there is an unexplained absence for a child who is the subject of a child protection plan, **a child is missing from education, a child is being 'privately fostered'** or if it should have to exclude a pupil who is the subject of a Child Protection Plan (whether fixed term or permanently);
- provide guidance to parents, children and staff about obtaining suitable support;
- discuss with new parents the role of the DSL and the role of safeguarding in the Academy, make parents aware of the safeguarding procedures used and how to access the child protection and safeguarding policy.

The **Academy Advisory Council** fully recognises its responsibilities with regard to child protection and to safeguarding and promoting the welfare of children.

The Academy Advisory Council will therefore:

- designate a council member for child protection and safeguarding who will oversee the Academy's policy and practice and champion safeguarding issues;
- nominate a member of the Academy Advisory Council (usually the Chair) to be responsible in the event of an allegation of abuse being made against the Principal
- review safeguarding policies and procedures annually and provide information to the local authority about them and about how statutory duties have been discharged;
- liaise closely with the Designated Safeguarding Lead to monitor procedures and practice, and ensure compliance with LSCB guidelines;
- ensure safe recruitment procedures;
- ensure safe management of allegations;

- ensure deficiencies or weaknesses in safeguarding arrangements are remedied without delay;
- ensure children are taught about safeguarding, including online;
- ensure that appropriate filters and monitoring systems are in place, whilst taking care to avoid imposing unreasonable restrictions;
- understand that information on individual child protection cases or situations is confidential and will not be discussed.

5. ACADEMY PROCEDURES – STAFF RESPONSIBILITIES

- 5.1. Dogsthorpe Academy will follow the procedures set out in Interagency Procedures produced by the Local Safeguarding Children's Board and the Local Authority Education Safeguarding Procedures.
- 5.2. Staff are kept informed about child protection responsibilities and procedures through induction, briefings and ongoing awareness training. Where there are other adults in school, rarely working unsupervised (e.g. contractors) the Principal/DSL will ensure they are aware of the Academy's policy and the identity of the Designated Safeguarding Lead. (See Academy leaflet on safeguarding)
- 5.3. Any member of staff, volunteer or visitor to the Academy who is concerned about a child or receives a disclosure of abuse, an allegation or suspects that abuse may have occurred **MUST** report it immediately to the Designated Safeguarding Lead. In the absence of the DSL, the deputy designated safeguarding lead should be notified or, in the absence of both, the matter should be brought to the attention of the most senior member of staff.
- 5.4. Information regarding concerns will be recorded on the same day and will include a clear, precise, factual account of observations or events.
- 5.5. The DSL will decide upon the most appropriate course of action to safeguard the child. If the decision to make a referral to Children's Social Care is made, this will be discussed with parents, unless to do so would place the child at further risk of harm. **Should this be the case, the Academy will record clearly the reason for not discussing with parents and inform Children's Social Care.**
- 5.6. Where there is a child protection concern, allegation or disclosure a phone call will immediately be made to Children's Social Care to alert them to the situation. The Multi Agency Referral form will then be completed and forwarded within 24 hours.
- 5.7. The Academy will work to develop effective links with relevant agencies to promote the safety and welfare of children and co-operate as required with their enquiries regarding child protection matters including attendance and written reports at initial case conferences, core groups and child protection review conferences.
- 5.8. Safeguarding concerns about adults in the Academy should be made to the Principal, who will make appropriate, timely referrals to the Designated Officer within the local authority (when cases involve staff), to the Disclosure and Barring Service (where a person is dismissed or left due to risk/harm to a child) and to the police (in cases where a crime may have been committed). If the Principal is the subject of the concern, the Chair of the Academy Advisory Council should be

informed. The Academy will not attempt to investigate an allegation without prior consultation with the Designated Officer for the LA.

6. TRAINING AND SUPPORT

- 6.1. The Principal and all other staff, including those employed temporarily, who work with children will undertake appropriate child protection awareness training to equip them to carry out their responsibilities for child protection effectively.
- 6.2. The training will be facilitated through regular 'refreshers' and information updates. All staff, Academy Advisory councillors and volunteers will read Part 1 of Keeping Children Safe in Education (2016) and any other recommended documents to ensure they are familiar with the signs and symptoms of abuse. A record will be kept to demonstrate compliance.
- 6.3. Access to the Greenwood Academies Trust Learning Alliance and e- modules for safeguarding will be promoted for all existing and new staff.
- 6.4. The DSL and any nominated deputies will complete the local authority Designated Person training and this will be refreshed every two years.
- 6.5. All staff training will be recorded on staff training records and monitored by the DSL. The safeguarding lead within the Academy Advisory Council will have oversight of training records to ensure that this is taking place in a timely manner.
- 6.6. Where there are concerns and queries about child protection, support will be available for all Academy staff from the Designated Safeguarding Lead and their deputies. The DSL will seek support from the Principal and/or appropriate local authority staff where required.

7. RECORD KEEPING

- 7.1. Well-kept records are essential to good child protection practice. Our Academy is clear about the need to record any concern held about a child or children within our Academy, the status of such records and when these records should be passed to other agencies.
- 7.2. Any member of staff, or volunteer receiving a disclosure of abuse or noticing signs of abuse must make an accurate record as soon as possible, noting what was said or seen, putting the event into context, and giving the date, time and location. All records will be dated and signed and will include the action taken.
- 7.3. All records should be given to the Designated Safeguarding Lead promptly. No copies should be retained by the member of staff or volunteer.
- 7.4. Making a record should never delay referrals being made to the Designated Safeguarding Lead or appropriate authority.
- 7.5. All notes will be kept in a confidential file and stored securely, including those of any pupil who is being monitored for child protection reasons, even when there is no need to refer the matter to Children's Social Care immediately.
- 7.6. In addition, the Dogsthorpe Academy records on CPOMS which is electronic and secure.

7.7. All verbal conversations will be promptly recorded.

8. CONFIDENTIALITY AND INFORMATION SHARING

8.1. Staff and volunteers will ensure confidentiality protocols are adhered to and information is shared appropriately. If in any doubts about confidentiality, they should seek advice from a senior manager or outside agency as required.

8.2. Whilst consent to share information will generally be sought, sharing without consent will take place should the safety of a child be at risk. Any decision not to share will be recorded.

8.3. The Principal or Designated Safeguarding Lead will disclose any information about a pupil to other members of staff on a need to know basis only.

8.4. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

8.5. All staff must be aware that they cannot promise a child to keep secrets.

9. COMMUNICATION WITH PARENTS

9.1. The Dogsthorpe Academy will undertake appropriate discussion with parents prior to involvement of another agency unless specific circumstances preclude this. **Parents/carers should generally be consulted before a referral is made about them to another agency but there are certain circumstances when this is not the case.** Staff are advised to seek guidance if they are unclear as to whether they should discuss a concern with parents.

9.2. We will ensure that parents have an understanding of the responsibility placed on the Academy and staff for child protection by setting out its obligations in the Academy brochure/on the Academy website.

10. SUPPORTING THE PUPIL AT RISK

10.1. At the Dogsthorpe Academy, we recognise that children who are abused or witness violence may find it difficult to develop a sense of self-worth and to view the world as benevolent and meaningful. They may feel helplessness, humiliation and some sense of self-blame.

10.2. The Academy may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn.

10.3. We recognise that some children actually adopt abusive behaviours and that these children must be referred on for appropriate support and intervention.

10.4. The Academy's behaviour policy is aimed at supporting vulnerable pupils in the Academy. All staff will agree on a consistent approach, which focuses on the behaviour of the offence committed by the child but does not damage the pupil's sense of self-worth. The Academy will endeavour to ensure that the pupil knows that some behaviour is unacceptable but s/he is valued and not to be blamed for any abuse which has occurred.

10.5. The Academy will endeavour to support the pupil through:

- the content of the curriculum to encourage self-esteem and self-motivation;
- the Academy ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued;
- liaison with other agencies which support the pupil such as Children's Social Care, Child and Adolescent Mental Health Services, the Educational Psychology Service, Behaviour Support Services and the Attendance Service;
- a commitment to develop productive and supportive relationships with parents whenever it is in a pupil's best interest to do so;
- recognition that children living in a home environment where there is domestic abuse, drug or alcohol abuse are vulnerable and in need of support and protection;
- vigilantly monitoring children's welfare, keeping records and notifying Children's Social Care **as soon as there is a recurrence of a concern.**

10.6. Sending or posting sexually suggesting images (sexting)

11.6.1 Pupils should be aware that making, possessing and distributing any imagery of someone under 18 which is 'indecent' is illegal. This includes imagery of yourself if you are under 18.

11.6.2 All members of staff (including non teaching) will be made aware of how to recognise and refer any disclosures of incidents involving 'youth produced sexual imagery'.

11.6.3 The Academy will follow UKCCIS Guidance: Sexting in schools and colleges, responding to incidents, and safeguarding young people (2016) to assess the risk and to determine the most appropriate course of action. This may include police and/or CSC involvement.

10.7. When a pupil who is the subject of a Child Protection Plan leaves, information will be transferred to the new school immediately. If information on the new school is not available Children's Social Care and the Attendance Service will also be informed.

10.8. Children who are looked after may be particularly vulnerable. The Academy has a designated teacher to promote the educational achievement and welfare of children who are looked after and to liaise closely with the virtual school head in the local authority.

10.9. A child going missing from an education setting is a potential indicator of abuse and neglect. The Academy will carefully monitor any such incidents to help identify and prevent further risks, **and act according to Local Authority and PSCB guidance.**

10.10. **Children with Special Educational Needs and Disabilities**

In our Academy and wider Service we recognise that children with special educational needs and disabilities (SEND) can face additional safeguarding challenges and additional barriers can exist when recognising abuse and neglect in this group of children.

These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's additional needs without further exploration
- The potential for children with SEND being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs; and
- Communication barriers and difficulties in overcoming those issues

Staff across the Academy community will remain vigilant and observant to these additional challenges.

10.11. Drug Use and Child Protection

10.11.1. The discovery that a young person is using illegal drugs or reported evidence of their drug use is not necessarily sufficient in itself to initiate child protection proceedings but the Academy will consider such action in the following situations:

When there is evidence or reasonable cause:

- to believe the young person drug misuse may cause him or her to be vulnerable to other abuse such as sexual abuse;
- to believe the pupil's drug related behaviour is a result of abusing or endangering pressure or incentives from others particularly adults;
- where the misuse is suspected of being prompted by serious parent/ carer drug misuse.

10.12. Children of Drug Using Parents

10.12.1. Further enquiries and or further action will be taken when the Academy receives reliable information about drug and alcohol abuse by a child's parents/carers in the following circumstances:

- the parental misuse is regarded as problematic (i.e. multiple drug use including injection);
- a chaotic and unpredictable home environment which can be attributed to drug or alcohol misuse;
- children are not being provided with acceptable or consistent levels of social and health care;
- children are exposed to criminal behaviour.

10.13. Domestic Abuse

10.13.1. Domestic abuse is a widespread and damaging issue and an important indicator of other kinds of abuse. The Academy will vigilantly monitor the welfare of children living in domestic abuse households, offer support to them and contribute to any Multi Agency Risk Assessment Conference work plan as required.

10.13.2. Domestic abuse notifications and any information disclosed following a MARAC will be retained with other child protection records.

10.14. Sexual Exploitation

- 10.14.1. Sexual exploitation of children and young people has been identified throughout the UK. It is a form of sexual abuse and can have a serious impact on every aspect of the lives of those involved.
- 10.14.2. Staff at Dogsthorpe Academy are aware that any child or young person may be at risk of sexual exploitation, regardless of their family background or other circumstances. Potential indicators of sexual exploitation will be addressed within staff training.
- 10.14.3. Any concern that a child may be at risk of sexual exploitation will be passed immediately to Children's Social Care or to the police through a 101 call.

10.15. Female Genital Mutilation (FGM)

- 10.15.1. Female genital mutilation (FGM) is a form of child abuse and is illegal in the UK. The fear of being branded racist or discriminatory must not weaken the protection required by those who are vulnerable.
- 10.15.2. Possible signs that a girl may be at risk of or already having suffered FGM will be addressed through staff safeguarding training and staff will follow the Academy's agreed safeguarding procedures when concerned.
- 10.15.3. Staff must be aware that enquiries related to FGM should be undertaken by police officers with assistance from social workers. If a girl has been absent from school for a long period and there is a need to make informal enquiries, the fact that enquiries are related to FGM **will not** be revealed as this may increase risk.
- 10.15.4. In accordance with the 2015 'Duty', all **known** cases of FGM in girls under the age of 18 will be reported to the police.

11.14 Radicalisation and Extremism

- 11.14.1 Since 2010, when the Government published the Prevent Strategy, there has been an awareness of the specific need to safeguard children, young people and families from violent extremism. Nationally, there have been occasions where extremist groups have attempted to radicalise vulnerable children and young people to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.
- 11.14.2 Whilst Dogsthorpe Academy values freedom of speech and the expression of beliefs / ideology as fundamental rights underpinning our society's values, we also recognise that free speech is subject to laws and policies governing equality, human rights, community safety and community cohesion.
- 11.14.3 Dogsthorpe Academy seeks to protect children and young people against the messages of all violent extremism and will view any attempt to manipulate the vulnerable in this way as a matter of safeguarding.

11.14.4 The Academy fully recognises its statutory duty to identify and support pupils at risk, and to follow the referral process when appropriate.

11.14.5 The Academy Advosry Council,Principal and the Designated Safeguarding Lead will assess the level of risk within the Academy and put actions in place to reduce that risk. Risk assessment may include consideration of the Academy's RE curriculum, SEND policy, assembly policy, the use of Academy premises by external agencies, anti-bullying policy, e-safety and other issues specific to the Academy's profile, community and philosophy.

11.14.6 Relevant staff have received training to support their understanding of the Prevent strategy.

11.14.7 The Academy's SPOC (Single Point of Contact) is Maggie Snowball. She will be the lead for safeguarding in relation to protecting individuals from radicalisation, sharing relevant information in a timely manner with the appropriate agency, including Channel.

11.15 E-Safety

11.16 Dogsthorpe Academy believes that the use of information and communication technologies bring great benefits. We recognise that there are e-safety issues that need to be planned for accordingly that will help to ensure appropriate, effective and safer use of electronic communications.

11.16.1 The Academy has a separate e-safety and Acceptable Use policy for staff and students which should be considered in line with this policy.

11.16.2 Chat rooms and social networking sites are increasingly the source of inappropriate and harmful behaviour and children are not allowed to access these sites whilst in school.

11.17 Mobile technology

11.17.1 Cameras and mobile phones are prohibited in school.

11.17.2 **No** photographs may be taken on personal mobiles/tablets or for an adult's own records.

11.17.3 All staff are aware of safeguarding issues around the use of mobile technologies and their associated risks and will rigorously follow protocols set out in the Acceptable Use Policy (*and the Mobile Technology policy in settings with Early Years provision*)

12 SAFER WORKING PRACTICE

12.14 The Academy has a separate safe recruitment policy which is compliant with local and national requirements and regularly reviewed to reflect DfE guidance.

12.15 The Academy will operate safe recruitment practices including ensuring pre-employment checks, and appropriate DBS and reference checks are undertaken according to "Keeping Children Safe in Education". (DfE 2015)

- 12.16 The Principal will ensure that at least one person on any appointment panel has undertaken safer recruitment training.
- 12.17 All Academy staff should take care not to place themselves in a vulnerable position with a child. It is always advisable for interviews or work with individual children or parents to be conducted in view of other adults.
- 12.18 Any allegation against a member of staff or volunteer must be reported to the Principal without delay unless the Principal is the subject of the allegation when the chair of the Academy Advisory Council will be informed.
- 12.19 The Academy will consult with the Designated Officer from the local authority (formerly known as LADO) in the event of an allegation being made against a member of staff and adhere to the relevant procedures set out in the Local Safeguarding Children's Board Procedures and the Academy's Staff Handbook and agree any further action including information sharing.
- 12.20 The Academy will not investigate an allegation, advise the member of staff or interview children until consultation has taken place with the DO as doing so may compromise any police investigation.
- 12.21 The Academy will ensure that any disciplinary proceedings against staff relating to child protection matters are concluded in full even when the member of staff is no longer employed at the Academy. Dogsthorpe Academy recognises **it has a legal duty to refer to the DBS and any other relevant professional bodies anyone who has harmed, or poses a risk of harm, to a child.****
- 12.22 Under no circumstances will volunteers of whom no checks have been obtained be left unsupervised with children or allowed to work in regulated activity.
- 12.23 The Academy will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with pupils and parents.
- 12.24 All staff have been given a copy of Keeping children safe in education (part one) 2016 as part of their induction and have signed as an undertaking that they will comply with this guidance.
- 12.25 All staff are aware of their whistle blowing responsibilities and will promptly report any concerns in the interests of protecting children and staff from poor practice and/or unsuitable behaviour. This includes the requirement to self-disclose any personal issues which may impact on their suitability to work in an education setting.
- 12.26 The Academy will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful, and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of position of trust).
- 12.27 Staff will also be aware of the need to report inappropriate sexualised behaviour to Children's Social Care.
- 12.28 In accordance with regulations, the Dogsthorpe Academy will ensure that staff are aware of legislation which may casue them to be disqualified including, where**

relevant, 'by association'.

13 OTHER RELATED POLICIES

13.14 Whistle-blowing

All staff should be aware of their duty to raise concerns, where they exist, about the management of child protection, including the attitude or actions of colleagues. Any concerns should be reported following the Academy's Whistle-blowing policy

13.15 Physical Intervention

We acknowledge that only staff who are Team Teach trained will ever use physical intervention as a last resort, and that at all times it must be the minimum force necessary to prevent injury to themselves, another person or property. This will then be logged appropriately and parents will be informed.

13.16 Bullying

Our policy on bullying is set out in a separate document and is reviewed annually by the Academy Advisory Council. We acknowledge that to allow or condone bullying may lead to consideration under child protection procedures.

13.17 Race Related Incidents

Our policy on race related incidents is set out in a separate document and is reviewed annually by the Academy Advisory Council. We acknowledge that repeated prejudice related incidents or a single serious incident may lead to consideration under child protection procedures.

13.18 Health and Safety

Our Health and Safety policy, set out in a separate document, and is reviewed annually by the governing body. It reflects the consideration we give to the protection of our children both within the school environment and when away from the Academy when undertaking Academy trips and visits.

13.19 Children with Statements of Special Educational Needs

We recognise that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse especially those with communication difficulties. Academy staff who deal with children with profound and multiple disabilities, cerebral palsy, sensory impairment and or emotional and behaviour problems are particularly sensitive to signs of abuse.

13.20 E-Safety and Acceptable Use Policy

Our policy is set out in a separate document and is reviewed annually. E safety is included in the curriculum at all levels and information will be provided to parents.

13.21 Extended Schools and Before and After School Activities

As the Dogsthorpe Academy provides extended school facilities and before and after school activities directly under the supervision or management of Academy staff, the Academy's arrangements for safeguarding as written in this policy shall apply.

13.21.1 This policy also links to our policies on:

- Behaviour
- Staff Behaviour/Code of Conduct
- Whistleblowing
- Allegations against staff
- Allegations against other pupils
- Parental concerns
- Attendance
- Curriculum
- PSHE, including drug education and sex education
- Teaching and Learning
- Administration of medicines
- Risk assessment
- Recruitment and selection
- Intimate Care

(Please delete/insert additional if appropriate)

14 MONITORING and EVALUATION

Our Safeguarding and Child Protection policy and procedures will be monitored and evaluated by:

- Academy Advisory Council visits to the Academy
- SLT 'drop ins' and discussions with children and staff
- Pupil surveys
- Scrutiny of attendance data
- Scrutiny of a range of risk assessments
- Monitoring of logs of behaviour and race related incidents
- Review of parental concerns

This policy was ratified by the Academy Advisory Council on

and will be reviewed on

Signed by the Principal.....

Appendix 1

Additional Guidance

<http://www.nspcc.org.uk/>

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/279511/step_by_step_guide.pdf **(Sexual Exploitation)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/288444/preventing_and_tackling_bullying_march14.pdf **(Preventing and Tackling Bullying)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/292505/supporting_bullied_children_advice.pdf **(Supporting Children and Young People who are bullied)**

<https://www.gov.uk/domestic-violence-and-abuse> **(Domestic Abuse)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/270169/drug_advice_for_schools.pdf **(Drugs)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/277314/Safeguarding_Children_in_whom_illness_is_fabricated_or_induced.pdf **(Fabricated Illness)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/200099/DFE-00095-2012_Action_Plan_-_Abuse_linked_to_Faith_or_Belief_-_Summary.pdf **(Faith/Belief)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/216669/dh_124588.pdf **(Female Genital Mutilation)**

<https://www.gov.uk/forced-marriage> **(Forced Marriage)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/226293/Advice_to_Schools_and_Colleges_on_Gangs.pdf **(Gangs)**

<https://www.gov.uk/government/policies/ending-violence-against-women-and-girls-in-the-uk> **(Violence against women/girls)**

<https://www.gov.uk/government/publications/the-mental-health-strategy-for-england> **(Mental Health)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/274414/Children_Act_1989_private_fostering.pdf **(Private Fostering)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/118194/channel-guidance.pdf **(Radicalisation)**

<https://www.gov.uk/government/collections/this-is-abuse-campaign> **(Teenage relationship abuse)**

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/177033/DFE-00084-2011.pdf **(Trafficking)**

Appendix 2

Standards for Effective Child Protection Practice in Schools

The following standards may assist schools in evaluating their practice

In best practice, schools:

- 1 have an ethos in which children feel secure, their viewpoints are valued, and they are encouraged to talk and are listened to;
- 2 provide suitable support and guidance so that pupils have a range of appropriate adults to whom they can turn if they are worried or in difficulties;
- 3 work with parents to build an understanding of the Academy's responsibility to ensure the welfare of all children and a recognition that this may occasionally require children to be referred to investigative agencies as a constructive and helpful measure;
- 4 are vigilant in cases of suspected child abuse, recognising the signs and symptoms, have clear procedures whereby teachers report such cases to senior staff and are aware of local procedures so that information is effectively passed on to the relevant professionals;
- 5 monitor children who have been identified as at risk, keeping, *in a secure place*, clear records of pupils' progress, maintaining sound policies on confidentiality, providing information to other professionals, submitting reports to case conferences and attending case conferences;
- 6 provide and support child protection training regularly to Academy staff every three years and in particular to designated staff every two years to ensure their skills and expertise are up to date, and ensure that targeted funding for this work is used solely for this purpose;
- 7 contribute to an inter-agency approach to child protection by developing effective and supportive liaison with other agencies;
- 8 use the curriculum to raise pupils' awareness and build confidence so that pupils have a range of contacts and strategies to ensure their own protection and understand the importance of protecting others, taking into account of the guidance on sex and relationship education in circular 5/94;
- 9 provide clear policy statements for parents, staff and children and young people on this and on both positive behaviour policies and the Academics approach to bullying;
- 10 have a clear understanding of the various types of bullying - physical, verbal and indirect, and act promptly and firmly to combat it, making sure that pupils are aware of the Academics position on this issue and who they can contact for support;
- 11 take particular care that pupils with SEN in mainstream and special schools, who may be especially vulnerable to abuse, are supported effectively with particular attention paid to ensuring that those with communication difficulties

are enabled to express themselves to a member of staff with appropriate communicative skills;

- 12 have a clear policy about the handling of allegations of abuse by members of staff, ensuring that all staff are fully aware of the procedures and that they are followed correctly at all times, using the guidance set down in Keeping Children Safe in Education 2016
- 13 have a written whole school policy, produced, owned and regularly reviewed by Academy staff and which clearly outlines the Academy's position and positive action in respect of the aforementioned standards;