

# SAFEGUARDING POLICY

## Introduction and context

- The protection of children is of the highest priority for Adeyfield School in order to ensure that all our pupils are safe and feel safe.
- Our school safeguarding strategy complies with the Department for Children, Schools and Families (DCSF) guidance for schools, *Safeguarding children and safer recruitment in education*, which came into force on 1 January 2007. (*Safeguarding requirements and quality assurance*).

As Adeyfield School we play a crucial role in:

- Protecting children from abuse
- Identifying signs and symptoms of abuse
- Recording and monitoring incidents, issues and concerns over time, through including liaison with external agencies
- Protecting children and young people from maltreatment
- Preventing impairment of children and young people's health or development
- Ensuring that children and young people are growing up in circumstances consistent with the provision of safe and effective care
- Undertaking that role so as to enable those children and young people to have optimum life chances and to enter adulthood successfully.

Our Safeguarding policy covers:

- Pupils' health and safety
- Bullying
- Racist abuse
- Harassment and discrimination
- Use of physical intervention
- Meeting the needs of pupils with medical conditions
- Providing first aid
- Drug and substance misuse
- Educational visits
- Intimate care
- Internet safety
- School security

We also have the following policies related to safeguarding:

- Child protection
- Behaviour
- Anti bullying
- Health & Safety including risk assessments, educational visits and school security
- Harassment and discrimination
- E-safety and data security
- Drug education policy
- Pupils with medical conditions (including managing intimate care)
- Equal opportunities
- Extended school/before and after school activities
- PSHE policy
- Management of allegations against staff
- Single equalities
- Sex and relationships education
- Recruitment and selection
- Physical intervention
- Whistle blowing
- Work placement

## **Leadership and Management**

At Adeyfield School we are all committed to protecting all our pupils from harm. The leadership team place the highest priority on responding quickly and effectively to any concerns about the wellbeing of pupils. They follow local and national guidance on child protection and may need to involve outside agencies in addressing a concern that has been raised before this can be discussed with the child's parents/carers. They rigorously monitor safeguarding records and report termly to the governing body and to the local authority on the information and actions that have followed. The effectiveness of our safeguarding policies is regularly monitored and reports provided for the governing body.

We aim to provide an ethos in which all members of the school community feel safe and are supported to talk about their concerns if they do not feel safe.

## **The Role of Governors**

The governing body fully accepts its accountability for ensuring that the school has effective policies and procedures in place in accordance with the DCSF guidance. It regularly monitors the school's compliance with these requirements.

As an employer, Adeyfield School carries out all specified recruitment and vetting checks on intended new appointees, particularly identity and qualification checks, ISA, Criminal Records Bureau (CRB) checks and right to work in England checks.

Our single central register is updated every time a new member of staff is appointed. It is stored in the headteacher's office in a locked cupboard. It shows that all the required checks have been carried out for all adults working in the school according to the current vetting and barring requirements.

Records also include information on:

- Identification and the management of the risk of harm
- Responses to concerns, including relevant referrals, timescales and follow ups
- Partnerships working and sharing of information
- Attendance and contributions to interagency meetings and conferences are included as part of the schools' records
- Protocols for sharing information internally and externally

Copies of individual pupils records are transferred when a pupil leaves the school.

## **Training, Guidance, Support and Supervision**

At Adeyfield school the importance for all staff of having appropriate training and induction so that they understand their roles and responsibilities and are confident about carrying them out is a priority. All school staff are to be particularly sensitive to signs which may indicate possible safeguarding concerns. All new staff are given training in safeguarding as part of their induction to the school. There is refresher training for all staff every 2 years.

## **Curriculum**

Through our PSHE curriculum, UKRP and SEAL work we teach pupils to recognise when pressure from others (including people they know) threatens their personal safety and well being, and to develop effective ways of resisting pressure, including knowing when and where to get help. The Science, Technology, PE and ICT curriculum also covers pupil safety.

Subject policies and schemes of work provide further information about this focus.

