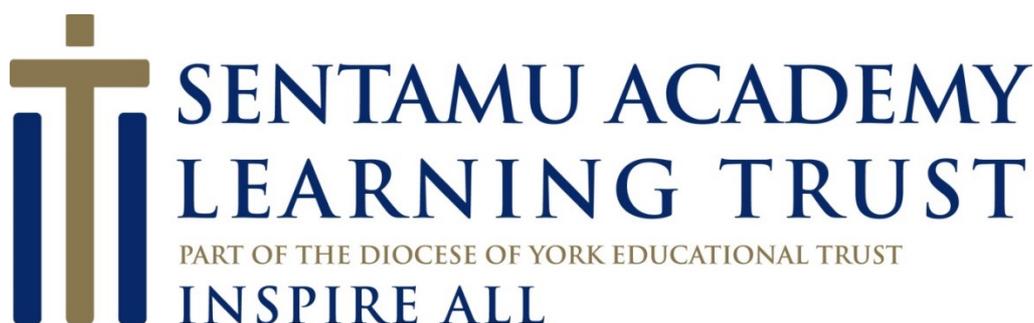


Safeguarding Policy

November 2019

NAME OF ACADEMY



Reviewed and approved by Sentamu Academy Learning Trust Board of Directors on 20 November 2019

Adapted by x Academy and approved by the Local Governing Committee on x

The next 'Period of Review' will be November 2020

SALT Vision Statement:

"Be Extraordinary"

Mission Statement:

We believe that young people achieve their fullest potential when they have a vision of everything their lives could become. The Bible (John 10:10) quotes Jesus as saying, "I have come that they may have life and may have it in all its fullness". As academies, we commit ourselves to inspiring our students, and equipping them with the resilience and determination to unlock their unique gifts and realise their highest aspirations. We aim to achieve this through following distinctively Christian principles, and focusing on four key areas, service, achievement, leadership and teamwork.

SAFEGUARDING POLICY

1. Responsibilities

The Sentamu Academy Learning Trust Board of Directors has primary responsibility for the education and welfare of pupils within its Academies. Some of these responsibilities, including the implementation of the Child Protection Policy, have been delegated to the Local Governing Committee, the Principal and/or senior managers who shall comply with all policies and procedures issued by the Board of Directors and take into consideration any subsequent advice and recommendations given to them by the Directors.

The Board of Directors maintain the right to involve itself in any area of implementing the Staff Disciplinary policy and procedures that it deems appropriate. This will particularly be the case where the allegation involves a Principal or Vice Principal.

In this procedure the following words and expressions shall have the following meanings:

"Directors" or "Trust Board" means the Board of Directors of the Trust as constituted from time to time, or where appropriate any sub-committee of the Board of Directors.

"Governors" means the local governing body of each Academy referred to as the Local Governing Committee (LGC) as constituted, or where appropriate, any sub-committee of the Local Governing Committee. Each Local Governing Committee has specific delegated powers for the management of the business of each Academy as agreed by the Directors.

"Trust" means the Sentamu Academy Learning Trust;

"CEO" means the Chief Executive of the Trust;

"Executive Principal" means the Executive Principal of the Trust and may also be referred to as the "Principal" in this procedure;

"Principal" means the head of the Academy and may also be known as the Headteacher.

"Vice Principal" can also be referred to as a Deputy Headteacher.

"Designated Safeguarding Lead" is the member of the Leadership Team who is assigned the primary responsibility of ensuring each Academy follows appropriate safeguarding procedures and practices. The DSL must be trained, as appropriate, in line with the statutory requirements around safeguarding.

"Deputy Designated Lead" is the member of staff who deputises for the Designated Safeguarding Lead in their absence. This should be a member of the Leadership Team and should also be trained, as appropriate, in line with statutory requirements around safeguarding.

"Child Protection Coordinator" is the member of staff who works directly with young people who might be experiencing, or at risk of, harm in each Academy. These students may require support, either because they are on Child Protection Plans, are classed as Child in Need or open to Social Care, either as a Priority Family or in need of Early Help.

2. Introduction

This policy applies to all staff, including senior leaders, paid staff, volunteers, agency staff, the Governors or another person working within our school environment. It has been developed in accordance with the principles established by the Children Acts 1989 and 2004, Keeping Children Safe in Education (September 2019), and Working Together, 2018. The school/academy will also refer to, and follow the policies and procedures developed by Hull Safeguarding Children Board (HSCB) www.hullscb.proceduresonline.com

Other guidance you could refer to:

- Data Protection Act 2018
- Human Rights Act 1998
- Children Act 2004
- Special Education needs and disability (SEND) code of practice: 0 to 25 years - statutory guidance for organisations which work with and support young people who have special educational needs or disabilities; HM Government 2015.

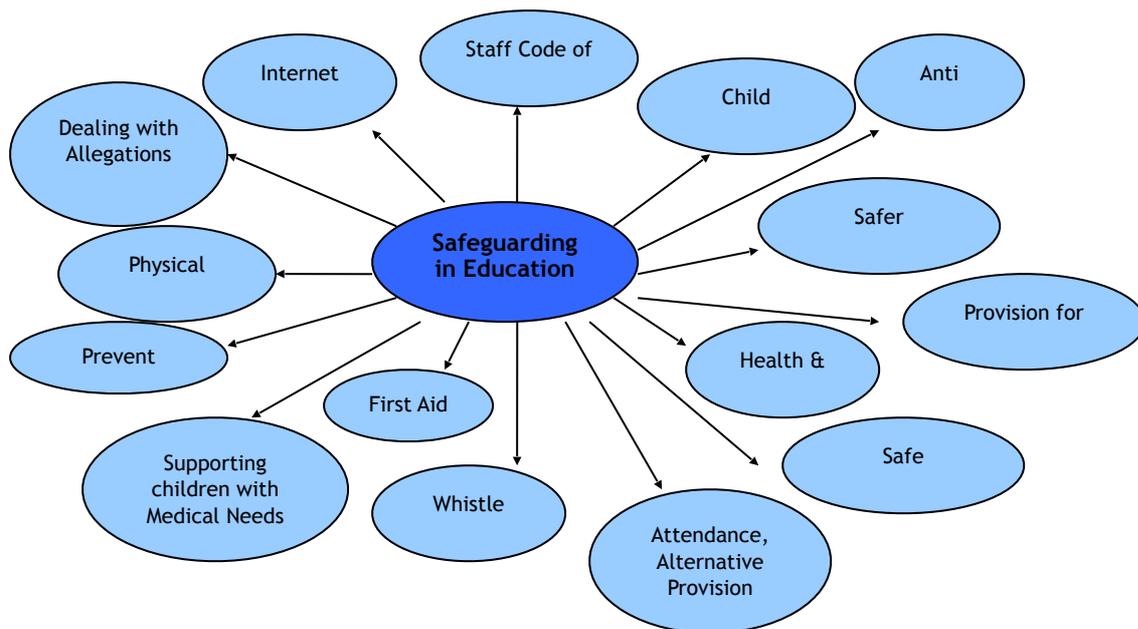
At Sentamu Academy Learning Trust and each of its academies we take seriously our responsibilities under Section 175 of the Education Act 2002 to safeguard and promote the welfare of our pupils, to minimise risk and work together with other agencies to ensure appropriate arrangements are in place within our school to identify, assess, and support those children who are suffering harm and to keep them safe and secure whilst in out care.

3. Definition of Safeguarding

“Safeguarding and promoting the welfare of children is everyone’s responsibility. Everyone who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child. No single practitioner can have a full picture of a child’s needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action” (KCSiE 2018)

Safeguarding is the process of protecting children from abuse or neglect, preventing impairment of their health and development, and ensuring they are growing up in circumstances consistent with the provision of safe and effective care that enables children to have optimum life chances and enter adulthood successfully. The term ‘Children’ includes everyone under the age of 18. As a Trust we recognise that we have students who are 18 years or older and who also must be safeguarded whilst on our premises.

Ofsted has defined the term Safeguarding as ‘being not just about protecting children from deliberate harm. It includes issues for schools/academies such as: *bullying; harassment and discrimination; health and safety; safer recruitment; educational visits; radicalisation; internet safety; supporting children with medical needs; attendance; physical intervention; providing first aid; school security; issue which may be specific to the local area or population, eg Domestic Abuse.*



4. Ethos

The health, safety and wellbeing of pupils at each Sentamu Academy Learning Trust Academy is of the utmost importance. All children regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity have a right to equal protection from all types of harm or abuse. Working in partnership with all our key stakeholders is essential for promoting young people's welfare.

We will endeavour to keep children safe at each Academy by:

- ensuring pupil's welfare is at the heart of everything we do;
- adopting, developing and applying safeguarding practices through policies and procedures;
- recruiting staff and volunteers safely, in accordance with national guidance;
- promoting a positive, supportive and secure environment where pupils can develop a sense of being valued and heard in their own right;
- ensuring all staff are able to recognise the signs and symptoms of abuse through ongoing training, and are aware of the school's procedures for reporting concerns;
- developing and implementing a curriculum to help pupils stay safe, recognise when they do not, and identify who they can talk to;
- ensuring all members of our school community know who the Child Protection Coordinator and Designated Safeguarding Lead are and who covers in their absence;
- working with parents/carers to build an understanding of the school's responsibility to ensure the welfare of children, and the need to refer to other agencies, if necessary;
- working collaboratively with partner agencies, and identifying when early interventions are required;
- creating and maintaining an effective culture of vigilance, which allows staff/ volunteers to report unsafe practice.
- Listening to and respecting pupils.

- Recording and storing information professionally and securely, sharing about safeguarding and good practise with children, their families, staff and volunteers via leaflets, posters, one to one discussions.
- Ensuring that we provide a safe physical environment for the pupils, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

5. Confidentiality

We will endeavour always to preserve the privacy, dignity and right to confidentiality of the child and parents. The Child Protection Coordinator will determine which members of staff need to know personal information and what they need to know for the purpose of supporting and protecting the child. The Trust also abides by the data protection requirements of the Data Protection Act 2018

Academies to add section on E-Safety

6. Related Trust/Academy policies

This policy should be read in conjunction with the following policies and procedures:

- Child Protection;
- Anti-Bullying/Behaviour;
- Attendance;
- Health & Safety;
- Supporting Children with Medical Needs;
- Looked After Children;
- Staff Code of Conduct;
- PSHE;
- Young Carers;
- Physical Intervention;
- Whistle Blowing;
- SEND;
- Data Protection;
- Educational Visits;
- Equal Opportunities;
- Recruitment Policy and
- Quality Assurance.

7. Statement of review

The Board of Directors has agreed that this policy will be reviewed on an annual basis. This review will take into consideration all aspects of applicable legislation and advice current at the time of the review. The next 'Period of Review' will be **November 2020**.

8. Safeguarding Contacts

Academy	Name	Contact Details

