



The Skinners' School

Safeguarding and Student Welfare Policy

1 Introduction

- 1.1 The Skinners' School believes that students have a right to learn in a supportive, caring and safe environment which includes the right to protection from all types of abuse; where staff are vigilant for signs of any student in distress and are confident about applying the processes to avert and alleviate any such problems.
- 1.2 The Skinners' School recognises that because Skinners' School staff are in regular and frequent contact with children, they are particularly well placed to safeguard and promote the welfare of students. The Skinners' School is aware of the responsibilities which all staff have with regard to the welfare of students

2 Purpose

The purpose of this Policy is:

- to make clear support systems to safeguard and promote the welfare of students
- to support students, parent/carers and staff in dealing with students' welfare
- to provide regular, quality INSET training for all adults
- to develop access to support services that support students, parents/carers and staff in dealing with Child Protection matters, ensuring that contact details are readily and easily available to all
- to set out procedures to avoid accusations of staff misconduct

3 Definition

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" *Working Together to Safeguard Children DfES 2006*.

Section 175 of the Education Act 2002 introduced a duty on governing bodies to have arrangements to ensure that they exercise their functions with a view to safeguard and promote the welfare of children. This requires schools to review policies and procedures annually.

4 Guidelines and Procedures

It is the responsibility of everyone in the Skinners' School community to be vigilant about safeguarding and student welfare.

The Headmaster will:

- Ensure that everyone knows what safeguarding is and that it is taken seriously.
- Ensure that there is a designated Teacher in Charge of Looked After Children (LAC) who receives appropriate training
- Encourage students and parents to inform the Skinners' School of any concerns
- Ensure that the development of the use of new and existing media technologies do not expose students to any potential harm
- Work with the teaching and support staff colleagues to ensure safeguarding when using digital media and education of students in safe use of the Internet.
- Ensure that the Skinners' School has access to the external and internal resources to offer extensive support
- Monitor the processes for promoting student welfare and safeguarding to ensure that adequate resources are given to it
- Work with the Governors to put mechanisms in place to ensure that students requiring safeguarding measures are monitored in relation to their situation and progress with their learning. A report will be prepared for Governors.

Senior Leadership Team will:

- Ensure that all publicity materials and requests for information are dealt with appropriately, taking the issue of safeguarding into account.

Staff should:

- Always be aware of the needs of young people, and be vigilant for any possible signs of abuse
- Not spend time alone with young people, especially away from others. Meetings with individual young people should take place as openly as possible. If privacy is needed, the door should be left partly open and other staff present or informed of the meeting
- Not have unnecessary physical contact with young people. There may be occasions when physical contact is unavoidable or necessary, such as providing comfort or reassurance, or for physical support. Contact may also take place during sports. Physical contact should, however, only take place with the consent of the child and the purpose of the contact should be made clear. Staff/student sports events should be considered carefully and agreed with SLT before it takes place
- understand that physical contact should only be made to restrain youngsters in danger of hurting either themselves or someone else
- not take young people alone in a car journey, however short. Where this is unavoidable, it should be with the full knowledge and consent of the parents or carers, and someone in charge of the activity. Staff should be able to state the purpose and anticipated length of the route and will have checked insurance liability
- not contact or meet with young people outside organized activities, unless it is with the knowledge and consent of parents and someone in charge of the activity
- should ensure that their personal relationships do not affect the young people around them
- should remember that on rare occasions young people themselves can be responsible for abusing their peers.

Staff should never:

- engage in sexually provocative or rough physical games
- allow students to use inappropriate language unchallenged (e.g. racist, sexist or homophobic comments)
- make sexually suggestive comments in front of, about, or to a young person, even in fun
- use sarcasm
- let allegations made by a young person go without being addressed and recorded. (This is dealt with more fully in the Complaints Policy)
- deter young people from making allegations through fear of not being believed.
- jump to conclusions without checking facts
- rely on their own good name to protect them (i.e. everyone regardless of position should adhere to these guidelines.)

Students should:

- Understand the need to keep individuals safe and its impact upon others
- Be aware of other people's feelings and sensitivities
- Understand that some 'jokes' are not commonly understood or appreciated and may cause offence
- Encourage each other to report any concerns or issues
- Be prepared to accept that people make mistakes and can learn from them.

5 Monitoring, Evaluation and Review

The Governing Body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Skinners' School.

6 Relevant Policies

This Policy should be read in conjunction with the Child Protection, Equal Opportunities, Complaints and Race Equality policies and the DCSF document: Safeguarding children and safer recruitment in education (2007)

September 2009