

All Saints Catholic High School

Safeguarding Policy

This policy is based on the Department for Education's statutory guidance, Keeping Children Safe in Education DfE 2018 and Working Together to Safeguard Children DfE 2018, and the Governance Handbook. We comply with this guidance and the procedures set out by our local safeguarding children board.

Mission Statement : <https://www.allsaints.sheffield.sch.uk/our-ethos/>

Rationale

As a Catholic school we fully recognise the responsibility we have to protect and support the students in our school, while at the same time needing to act in a professional manner in accordance with relevant statutory procedures. We understand that safeguarding covers all situations where a student might be at risk of harm to their safety, health or welfare. This includes the full range of possible scenarios including, but not limited to, neglect, instances of bullying, radicalisation, physical, emotional, sexual or peer on peer abuse.

Objectives

The purpose of this policy is to:

- Establish a safe environment in which children can learn and develop
- Raise awareness of safeguarding issues with staff and equip children with the skills needed to keep themselves safe
- Ensure the safe recruitment and suitability of staff and volunteers who work with children
- Continue to develop and implement procedures for identifying and reporting cases, or suspected cases of abuse
- Support students who have been abused in accordance with their agreed child protection plan


Roles and Responsibilities

The Headteacher and Leadership Team are responsible for implementing this policy and for providing an annual report to the governing body who are responsible for the monitoring and review of this policy. This report to include:

- Any changes that have been made either to the policy or procedures
- Details of any Continuous Professional Development (CPD) related to Safeguarding for school staff
- The number of incidents involving Safeguarding issues in the school year
- Numbers of students on the Child Protection register
- Details of where Safeguarding issues have been addressed within the curriculum

Approach

The school shall:

- Follow the procedures set out by the Area Safeguarding Committee and take account of guidance issued by the Department for Education
 - Ensure safe recruitment practices are always followed as outlined in Keeping Children Safe in Education (2018).
 - Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse, including child sexual exploitation (CSE) and female genital mutilation (FGM) and take responsibility for referring any concerns to the designated person(s) responsible for Safeguarding
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Training

- All staff to read and be familiar with Part One and Appendix A of Keeping Children Safe in Education (DfE 2018)
- Have an adequate number of designated persons for Safeguarding who have received appropriate training and support for this role
- Have a nominated governor responsible for Safeguarding
- Ensure that regular training and support for members of staff takes place and staff are made aware of any pertinent changes of policy and practice. Further essential guidance is available on the Virtual Learning Environment (VLE) and all staff must make themselves fully aware of these protocols
- Training records must be kept to ensure compliance with training and for audit purposes
- All staff use the safeguarding online training tool to access information on all aspects of procedures and guidelines. This is updated with any changes to legislation when applicable including information on Prevent/Radicalisation, FGM and CSE
- All ongoing volunteers are required to complete a safeguarding induction with the safeguarding lead

Communication

- Ensure every member of staff, volunteer and governor knows the name of the designated senior persons responsible for Safeguarding and their role
- Ensure that all staff wear identity badges at all times when in school
- Ensure staff 'sign' in and out using the fingerprint recognition/code system
- Ensure visitors sign in and out at main reception

Curriculum

- Ensure that within the school curriculum there are proper opportunities for dealing with matters that pertain to students understanding of Safeguarding. It is important that students are aware of what they need to know and to do in order to keep themselves safe

External Agencies

- Notify social services if there is an unexplained absence of more than two days of a pupil who is subject to a child protection plan
- Notify social services of any student who is subject to a child protection plan, who is to be excluded from school
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences

Managing Information

- Ensure all records are kept securely separate from the main pupil file. Records are confidentially destroyed as per General Data Protection Regulation (GDPR) 2018.
- A pupil or their nominated representative has the legal right to see their personal data following a subject access request under GDPR.
- Ensure that any pupil subject to a child protection plan who leaves All Saints Catholic High School has their information transferred to the safeguarding officer of the new school immediately and that the child's social worker is informed.
- Keep written/electronic records of concerns about children, even where there is no need to refer the matter immediately and forward these as appropriate to the new school upon transfer

Dealing with Concerns

- If staff have any concerns about the health, welfare or safety of any student they speak immediately to one of the designated Safeguarding Officers; names and contact details of each of these are provided on our website and are available from the main office. If a child discloses information to you which you believe to be of a child protection nature you must not offer confidentiality but indicate that you may need to pass information on to ensure they get any help they may need.
- Do not question the student or begin any investigation of the issues they may have presented to you, simply report your concerns directly and immediately to a safeguarding officer and then subsequently record on the template available on the VLE the details of what you have been told and sign with the date and time of disclosure/discussion. This should be passed on to the safeguarding officer as soon as possible in person.
- Keeping Children Safe in Education (DfE 2018) dictates that anyone in the school setting can make a referral, however, wherever possible this should be done by appropriately trained designated safeguarding staff. In the case of FGM, a teacher discovering this should make the referral to the Police.
- The school has adopted the Catholic Education Service (CES) procedures in the event of an allegation being made against a member of staff or volunteer which includes referral to the Local Authority Designated Officer within one working day
- Any parents/other adults with concerns about a student will be signposted to the school safeguarding officers

Required Outcomes

- All staff, governors and volunteers are aware of what the procedures are for dealing with Safeguarding issues
- Our strategies for managing Safeguarding issues are consistent and effective
- The school ethos promotes a positive, supportive and secure environment and gives students a sense of being valued
- Students know that there are adults in the school whom they can approach if they are worried or in difficulty
- Effective working relationships with parents and colleagues from other agencies have been established and are functioning effectively
- Concerns about staff passed onto future employers and consideration given as to whether a referral to the Secretary of State is required

Links to other policies

This policy should be considered in conjunction with the following other school policies/procedures;

- Management of Learning Behaviour
- SEND
- Online Safety
- Anti-bullying
- Attendance
- Equality and Diversity
- Code of Conduct
- GDPR 2018

Monitoring and Evaluation

The effectiveness of this policy will be reviewed through the systematic process of whole school review and evaluation. The Curriculum and Student Welfare Committee of the Governing Body will review this policy annually for ratification by the Full Governing Body.