



# Safeguarding and Promoting Pupil Welfare

Version	Date of Issue	Authorised by	Review Date
1.1	June 2009	Academy Governing Body	June 2010
1.2	June 2010	Academy Governing Body	June 2011

## ***Policy Statement***

At Francis Combe Academy we aim to establish and maintain an ethos and environment which will encourage and foster good standards of behaviour, good personal relationships and a respect for the individual

## ***Our Commitment***

The Academy 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. One where staff are vigilant for signs of any student in distress and are confident about the referral processes to avert and alleviate any such problems.

The Academy recognises that because Academy staff are in regular and frequent contact with children, they are particularly well placed to safeguard and promote the welfare of students.

The Academy is aware of the responsibilities which all staff have with regard to the welfare of students

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 those staff who need them
- To set out procedures for reducing and managing allegations against staff.

### 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 and Academies to review policies and procedures annually.

It is the responsibility of everyone in the Academy community to be vigilant about safeguarding and student welfare, and be confident in the Academy referral system.

### ***Our Responsibilities***

In accordance with the duties of LEAs and governing bodies in relation to welfare of children, as outlined in the Education Act 2002 section 175, the Academy governing body shall make arrangements for ensuring that their functions relating to the conduct of the academy are exercised with a view to safeguarding and promoting the welfare of children who are students at the academy. In considering what arrangements are required to be made by them the Academy governing body will have regard to any guidance given from time to time (in relation to England) by the Secretary of State. In relation to all Academy policies, a “child” means a person under the age of eighteen. The Governing Body will put mechanisms in place to ensure that students requiring safeguarding measures are monitored in relation to their situation and progress with their learning

The Principal will:

- Ensure that a member of the Principalship is nominated as the Designate Senior Person and receives appropriate training
- Encourage students and parents to inform the Academy 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 appropriate Heads of Learning to ensure safeguarding when using digital media and education of students in safe use of the Internet.
- Ensure that the Academy 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 available
- Celebrate and promote local and national events that promote Health and Well-Being.

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

**Staff will:**

- Always be aware of the needs of young people, and be vigilant for any possible signs of abuse and how to report them.
- 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. . Staff/student/sports events should be considered carefully and agreed with the Principalship prior to the event taking place
- Understand that physical contact should only be made to restrain youngsters in danger of causing damage, hurting themselves or others
- 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 organised activities, unless it is with the knowledge and consent of parents and someone in charge of the activity
- Ensure that their personal relationships do not affect the young people around them

**Staff should never:**

- Engage in sexually provocative or rough physical games that 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
- Use sarcasm

- Allow allegations made by a young person go without being addressed and recorded
- Deter young people from making allegations through fear of not being believed
- Have contact with students through any personal mobile phones
- Have contact with students through public networking sites such as MSN and Facebook

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.

### ***Communications***

The Principal will be responsible for ensuring that the Safeguarding and Pupil Welfare Policy is promoted and implemented throughout the Academy.

### ***Monitoring***

The implementation of this policy will be monitored in the following ways:

- through the Vice Principal –Extended Academy who will report on the policy to the Principal on a regular basis
- through the Principal who will report to the Governing Body on the progress of the policy

## ***Review***

The governing body will review the policy annually to assess its implementation and effectiveness.

Linked policies and documents:

Child Protection

Attendance

Equal Opportunities

Complaints

Race Equality policies

DCSF document: Safeguarding children and safer recruitment in education (2007)

Staff Handbook