



Ribston Hall High School

Safeguarding & Child Protection Policy

Date:	July 2016
Safeguarding & Child Protection Governor:	Lynda Frall
Person responsible:	Designated Safeguarding Lead
Date of Next Review:	June 2017

Ribston Hall High School fully recognises its responsibilities for Safeguarding & Child Protection.

Our policy applies to all staff, governors and volunteers working in the school. There are five main elements to our policy:

- Ensuring we practise safe recruitment in checking the suitability of staff and volunteers to work with children and young people.
- Raising awareness of Safeguarding & Child Protection issues and equipping students with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting students who have been abused in accordance with his/her agreed Child Protection Plan.
- Establishing a safe environment in which students can learn and develop.

Procedures

We recognise that because of the day to day contact with students, school staff are well placed to observe the outward signs of abuse. The school will therefore:

- Establish and maintain an environment where students feel secure, are encouraged to talk, and are listened to.
- Ensure students know that there are adults in the school whom they can approach if they are worried.

- Include opportunities in the PSHEE curriculum for all students to develop the skills they need to recognise and stay safe from abuse.

We will follow the procedures set out by the Gloucestershire Safeguarding Children Board (GSCB), and take account of guidance issued by the Department for Education to:

- Ensure we have a Designated Safeguarding Lead for Safeguard & Child Protection who has received appropriate training and support for this role.
- Ensure we have a nominated governor responsible for Safeguarding & Child Protection.
- Ensure every member of staff, volunteer and governor knows the name of the Designated Safeguarding Lead responsible for Safeguard & Child Protection and their role and have received Safeguarding Induction within their first 10 days of employment at THHS.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the Designated Safeguarding Lead.
- Ensure that parents have an understanding of the responsibility placed on the school and staff for Safeguarding and Child Protection by setting out its obligations on the school website.
- Notify Social Care if there is an unexplained absence of more than two days of a student who has a Child Protection Plan.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding Child Protection matters including attendance at Child Protection conferences and Core Groups.
- Keep written records of concerns about students, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main student file, and in locked locations.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer including supply or agency workers, contractors or governors.
- Ensure safe recruitment practices are always followed.
- Ensure that all staff have read Part 1 of 'Keeping Children Safe in Education', July 2015.

We recognise that safeguarding relates to all children and young people and not just the most vulnerable.

However, students who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of students at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the student through:

- The content of the curriculum.
- The school ethos which promotes a positive, supportive and secure environment and gives students a sense of being valued.

- The school behaviour policy which is aimed at supporting vulnerable students in the school. The school will ensure that the student knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.
- Liaison with other agencies that support the student such as Social Care, Child and Adult Mental Health Service, Educational Welfare Service and Educational Psychology Service.
- Ensuring that, where a student has a Child Protection Plan leaves, their information is transferred to the new school immediately and that the student's social worker is informed.

The school has the following specific aims which relate to the above and which are shown in the school's prospectus and on the school website:

“.....to be a safe, friendly, supportive, healthy and caring environment”

“.....to have the highest standards in (academic education and) pastoral care”

The pastoral care system within the school is based upon the belief that students achieve their best if they are happy, secure and confident in their relationships within the school. All of the staff are concerned for the welfare of each student as an individual within the larger school community.

The Ribston Hall High School Safeguarding & Child Protection Policy and Procedures follow Government guidance 'Keeping Children Safe in Education' 2015, and refer to Gloucestershire Safeguarding Children Board Handbook.

- Ensuring we practice safe recruitment in line with Government guidance by using at least one NCSL accredited recruiter on all interview panels and by checking the suitability of staff and volunteers to work with children and ensuring any unsuitable behaviour is reported and managed using the Allegations Management procedures.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse by referring to the Children's Helpdesk.
- Supporting students who have been abused in accordance with their agreed child protection plan.
- Establishing a safe environment in which students can learn and develop.
- Procedures are updated annually and published in the Staff Handbook at the start of each academic year
- Whole school staff training takes place every three years, with interim training when required
- Safeguarding & Child Protection training for governors including Safeguarding Governance is updated annually
- Safeguarding & Child Protection is an agenda item on each Human Resource Committee meeting.

The GSCB annual audit of statutory duties and associated responsibilities for schools in relation to 'Keeping Children Safe in Education' (DfE 2015) is completed each December. The nominated Safeguarding & Child Protection Governor monitors the outcomes of the audit with the DSL.

In accordance with the statutory guidance 'Keeping Children Safe in Education' 2015, the following staff have Safeguarding & Child Protection responsibilities:

- Mrs A J Chong – Headteacher - DSL Staff
- Mr A Barnard – Assistant Headteacher - DSL Students
- Mrs C Ford – Director of Learning & Support – Assistant DSL
- Mrs S Brewster – School Counsellor – Assistant DSL

The role of the Designated Safeguarding Lead is outlined in Annex B within the statutory guidance 'Keeping Children Safe in Education' 2014; generically the broad areas of responsibility include:

- Managing referrals
- Training
- Raising awareness

Additional References:

'Keeping Children Safe in Education' Statutory Guidance for Schools and Colleges July 2015

Gloucestershire Safeguarding Children Board Safeguarding Handbook (Live version)
www.gscb.org.uk/handbook