



Child Protection Policy

Approving Body	Head Teacher
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Further Information/Guidance	Keeping Children Safe in Education – Sept 2016 Children Missing in Education – Sept 2016

Child Protection Policy

Section 1 – Aims and Expectations

The academies are fully committed to safeguarding the welfare of all children and young people. It aims to take all reasonable steps to promote safe practice and to protect children from harm, abuse and exploitation. The Academy acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse. All staff will endeavour to work together to encourage the development of an ethos which embraces difference and diversity and respects the right of children, young people and adults.

In implementing this policy, the Academy will:

- Follow all guidance in the KCSIE Sept 2016
- Communicate to all staff their legal and moral responsibility to protect children and young people from harm, abuse and exploitation
- Communicate to all staff their responsibility to work towards maintaining high standards of practice in protection of children
- Ensure that all staff undertake basic child protection training by an appropriate provider, with appropriate experience and confirm with individual staff their duty to report concerns that arise about a child or young person, or a member of staff's conduct towards a child / young person, to the organisation's named (designated) person for child protection
- Ensure that any procedures relating to the conduct of any member of staff are implemented in a consistent and equitable manner
- Provide opportunities for all staff to further develop their skills and knowledge particularly in relation to the welfare and protection of children and young people
- Endeavour to keep up-to-date with national developments relating to the welfare and protection of children and young people
- These procedures have been designed to ensure, where humanly possible, the welfare and protection of any child and/or young person who accesses the services provided by Academy. The Academy is committed to the belief that protecting children and young people is everybody's responsibility and therefore the aim here is to provide guidelines that will enable all staff to act appropriately to any concerns that arise in respect of a child / young person

Section 2 – Recognising the Signs and Symptoms of Abuse

The Academy will ensure that all staff under take training to gain a basic awareness of the signs and symptoms of child abuse.

The Academy will implement the procedures necessary for a child / young person to feel they can express their concerns about their own safety, or the safety of another young person, and they will know that they can:

- disclose that abuse has taken place or that they feel unsafe
- make a third party or anonymous allegation
- comment on a child or young person's appearance, behaviour, play, drawing or statements that may cause suspicion of abuse and/or neglect
- report an incident(s) of alleged abuse which occurred some time ago
- report any serious misconduct of a member of staff towards a child or young person

Section 3 – Named Persons for Child Protection

The Academy has an appointed individual who is responsible for dealing with any child protection concerns. In their absence, a deputy will always be available for staff to consult with. The named persons for Child Protection within The Academy are:

- Named Designated Senior Person for Child Protection (DSP): Pat Macdougall
- Work Telephone number: 0115 9261481
- Deputy Person for Child Protection: Diane Henderson
- CP Team members – Jean Croft, Andy Holmes, Rachael Channer, Paolo Piliero, Liz Coxon
- Work Telephone number: 0115 9261481
- Line Manager for Child Protection: Mike Hardy
- Work Telephone number: 0115 9261481
- Academy Governor Responsible for Child Protection: Steve Hopkins
- Work Telephone number: 0115 9261481

The role and responsibilities of the named persons are:

- To ensure that all staff are aware of what they should do and who they should go to if they are concerned that a child/young person may be subject to abuse or neglect

- Ensure that any concerns about a child/young person are acted on, recorded and referred where necessary and followed up to ensure the issues are addressed
- The named persons will record any reported incidents in relation to a child/young person or breach of Child Protection policies and procedures. These will be kept in a secure place

Section 4 – Stages to follow if you are worried about a child

When worrying changes are observed in a child or young person's behaviour, physical condition or appearance staff will:

- Initially talk to the child/young person about what has been observed.
- Listen carefully to what the young person has to say and take it seriously
- Never investigate or take sole responsibility for a situation where a child/young person makes a disclosure
- Always explain to the children and/or young people that any information they have given will have to be shared with others
- Notify The Academy's DSP (or other relevant person) for Child protection
- Record what was said as soon as possible after any disclosure
- Ensure that the person who receives the allegation or has the concern will complete the pro-forma and ensure it is signed and dated
- Respect confidentiality and file documents securely

The Named person/s will take immediate action if there is a suspicion that a child has been abused or is likely to be abused. In this situation the Named person/s will contact the police and / or Nottinghamshire MASH.

Section 5 – Managing Allegations made against a member of Staff

The Academy will ensure that any allegation made against members of staff will be dealt with swiftly and in accordance with these procedures:

- The Head Teacher or DSP or other relevant person will ensure that the child is safe and away from the person against whom the allegation is made
- The DSP will contact the Local Authority Designated Officer (LADO) for advice on how to proceed with the immediate situation. Outside of working hours the Emergency Duty team can give advice and/or in the event of an emergency situation arising, the police should be contacted for discussion
- The individual who first received/witnessed the concern should make a full written record of what was seen, heard and/or told as soon as possible after observing the incident/receiving the report

- Regardless of whether a police or Social Care investigation follows, the DSP will ensure that an internal investigation takes place and consideration is given to the operation of disciplinary procedures

All school policies relating to the safeguarding of students will be reviewed annually.

Section 6 – Extremism and radicalisation

The Academy seeks to protect children and young people from being drawn into and against the messages of all violent extremism. This includes but is not restricted to ISIL, AQ, Far Right, Neo Nazi, White supremacist ideology, Irish Nationalist and Loyalist paramilitary groups, and extremist Animal Rights movements.

The use of social media and the internet more generally as tools to radicalise young people on line cannot be underestimated. We recognise that those that seek to recruit young people to follow extremist ideology often target those who are already vulnerable in some way and that exposure to extreme views can make young people vulnerable to further manipulation and exploitation. As an Academy we are clear we have a duty to safeguard young people from such dangers and we will actively promote resilience to such risks through our RE curriculum, SEND, assemblies, anti-bullying work, PSHE and our IT policy.