

P1 – SAFEGUARDING AND CHILD PROTECTION

1.0 THE FOUNDATION'S RESPONSIBILITY FOR SAFEGUARDING

1.1. This Policy applies to all parts of St Dunstan's Education Foundation, including St Dunstan's College. St Dunstan's College includes both the Senior and Junior Schools, our Early Years Foundation Stage and before- and after-school care.

1.2. All adults working with St Dunstan's Education Foundation should be aware of their responsibility to safeguard and promote the welfare of every pupil, both physical and emotional, inside and outside school. All employees, volunteers and other adults in regular contact with children in the care of the Foundation must, therefore, understand and follow St Dunstan's Safeguarding and Child Protection Policy, which is based on practice and procedures of the London Safeguarding Children Board¹ (LSCB) (available online from www.londonscb.gov.uk) and with regard to the following legislation:

- *Keeping Children Safe in Education* (September 2018)
- *Disqualification under the Childcare Act 2006* (incorporated into *KCSIE 2018*)
- *What to do if you're worried a child is being abused* (March 2015 – incorporated in *KCSIE 2018*)
- *Working Together to Safeguard Children* (September 2018)
- *Information Sharing* (2018)
- *Prevent Duty Guidance: for England and Wales* (July 2015)
- *The Prevent Duty: Departmental advice for schools and childminders* (June 2015 – supplements *Prevent* guidance)
- *The use of social media for on-line radicalisation* (July 2015 – supplements *Prevent* guidance)

1.3. The Foundation's Safeguarding and Child Protection Policy can be found on the St Dunstan's College website and on the College Virtual Learning Environment, Firefly. Anyone, not just staff, can make a referral to Children's Social Care if they have a concern about a child.

2.0 PURPOSES AND AIMS

¹ Although as a College, we are in the jurisdiction of the Lewisham Safeguarding Children Board, the London Safeguarding Children Board is the umbrella organisation overseeing all of the Safeguarding Children Boards in London (including Lewisham).

2.1 All pupils at St Dunstan’s College are entitled to fulfil their optimum potential. All pupils, regardless of age, ability, gender,, religion, or sexual identity should:

- i. Stay safe
- ii. Be healthy
- iii. Enjoy their lives
- iv. Achieve economic well-being
- v. Make a contribution to society

2.2 This Policy and its related documents aim to:

2.3 Provide clear direction to all staff and others about expected codes of behaviour in dealing with safeguarding issues in accordance with LSCB procedures.

2.4 Ensure that safeguarding concerns are identified early so that informed prompt action can be taken in order that referrals are handled sensitively, professionally and in ways that support the needs of the child.

2.5 Ensure that parents are aware of our policies and procedures

2.6 Make clear our commitment to the development of good practice and sound procedures.

3.0 POLICY

3.1. The Foundation is committed to acting in the best interests of the child at all times.

3.2. The Foundation is committed to safeguarding and promoting the health, safety and welfare of all the children under our care. This is of paramount importance to all the adults who work for or with the Foundation. It is expected that all reasonable measures are taken to ensure risk of harm to children is minimised.

3.3. The Foundation will contribute to the safeguarding of children through the provision of a safe environment, enabling children to understand what is and is not reasonable behaviour, educating children to become safe and effective parents, and recognising harm and possible offences against children.

3.4. Known or suspected abuse will be handled sensitively but immediately and with due care. The Foundation educates staff in how to identify signs of abuse as well as ensuring awareness of historical abuse indicated by a child. (eg through related documents *Safeguarding Procedures* and *Signs and Types of Child Abuse and Neglect*)

3.5. The Foundation works with Local Safeguarding Children Boards, Clinical Commissioning Groups, and area police as appropriate to safeguard children.

3.6. All parents, guardians and other stakeholders will be made aware that there is an official procedure to be followed in any situation where a safeguarding concern is raised, and a copy of this process will be made available if they wish to read it. Pupils

will also be educated about safeguarding procedures such that they can understand that they can approach any member of staff if they need help. (eg through related documents *Safeguarding Brochure* and *Pupil Guide to Safeguarding*).

- 3.7. All governors and staff will be supplied with copies of the safeguarding procedures, as well as undergo regular safeguarding training.
- 3.8. All governors and all staff will be supplied with the summary statutory guidance from *Keeping Children Safe in Education 2018 (Part One and Annex A)* and a central record will be kept that this information has been received, read and understood.
- 3.9. From the perspective of the pupils the Foundation is committed to ensuring that:
 - 3.8.1. Guidance and support is given to pupils who may be experiencing difficulties of a sensitive nature either within school or at home, by developing appropriate and effective strategies.
 - 3.8.2. Staff are trained to recognise variations in pupil behaviour that may indicate emotional or physical concerns.
 - 3.8.3. Pupil concerns will be dealt with in a friendly and supportive manner, and that each pupil will develop the understanding that staff can be trusted to help in any situation. St Dunstan’s Education Foundation will provide a secure environment for the pupils to talk to or consult with adults who can give help if and when it is required, or who will arrange appropriate assistance for the child using external, professional agencies.
- 3.10. St. Dunstan’s Education Foundation is committed to safer recruitment in education and the Foundation’s recruitment policy and procedures (see related documents *SDC Recruitment, Selection and Disclosure and Safeguarding Questions*) will ensure pupil safeguarding remains an absolute priority when appointing staff.
- 3.11. It is the responsibility of all staff to play an active role in ensuring the safety of all the children in the school.
- 3.12. All new members of staff will receive safeguarding induction as soon as possible after start date, and certainly before they have unsupervised access to children.

All members of staff are expected to be aware of and follow the Foundation’s safeguarding procedures (see all related documents). In particular, they need to be aware:

- 3.11.1. Of their duty to report concerns to the appropriate Designated Safeguarding Lead (DSL) or, if appropriate, directly to social services. The Local Safeguarding Children Board for the College is the Lewisham Safeguarding Children Board, although when a concern is raised about a child, the postcode of the child’s residence indicates the appropriate Local Safeguarding Children Board for reporting purposes. Information on how

to contact Local Safeguarding Children Boards is found in related document *Safeguarding Procedures*.

- 3.11.2. That their duty of care applies to all children in the Foundation.
 - 3.11.3. Of the guidance for identifying safeguarding concerns (eg, through related document *Signs and Types of Child Abuse and Neglect*)
 - 3.11.4. Of what to do if a child makes an allegation of child abuse or neglect and issues about confidentiality (related documents *Safeguarding Procedures*, *Confidentiality Procedures* and *Reporting and Disclosure Procedures*).
 - 3.11.5. That they must obtain assurance from any staff employed by another organisation and/or working with the Foundation’s pupils on another site (for example, in a separate institution) that appropriate safeguarding checks and procedures are undertaken in accordance with the school policy.
 - 3.11.6. In addition to working with the Designated Safeguarding Lead (DSL) and other members of the Safeguarding Team (listed in *Safeguarding Procedures* and the *Safeguarding Brochure*), staff members should be aware that they may be asked to support social workers to take decisions about individual children, in line with guidance from *Working Together*.
 - 3.11.7. Of their responsibilities to behave appropriately and report concerns regarding colleagues, and of the protection afforded through the Foundation’s Whistleblowing Policy (related document *Safeguarding Procedures* and Policy P19: *Whistleblowing*)
 - 3.11.8. Of their responsibilities to be aware of the risks posed by online activity of extremist and terrorist groups and their responsibility to identify individual children who may be at risk of radicalisation or being drawn into terrorism/extremist activity (related document *Prevent*)
 - 3.11.9. Those with specific responsibilities with respect to safeguarding (including but not limited to the Safeguarding Team as outlined in related documents *Safeguarding Procedures* and *Safeguarding Brochure*) receive training to undertake their roles and also receive refresher training at least once every two years.
- 3.12. Each member of staff is issued with guidelines, has training and receives regular reminders about the procedures in place. A formal record is kept on the issuing of guidelines and individual training received.
- 3.13. The Foundation will consider how children may be best taught about safeguarding, including online, through the curriculum and PSHEE. Particular attention will be paid helping children to adjust their behaviours in order to reduce risks, including the safe use of electronic equipment and access to the internet (See related documents *Sexting* and related Policy P15: *ICT Policy*.) To this end, the latest resources promoted by DfE can be found at:

The UK Safer Internet Centre (www.saferinternet.org.uk)
CEOP’s Thinkuknow website (www.thinkuknow.co.uk)

- 3.14. The Foundation will provide pupils, parents and staff with training and current advice relating to the possession and sharing of indecent images of children and young people, and coercion to produce such images. Procedures are in place for dealing with incidents involving such incidents (see related document *Sexting* and related Policy *P15: ICT Policy*).
- 3.15. The Foundation recognises that staff can play an important role in preventing self-harm and also in supporting pupils, peers and parents of pupils who self-harm or are recovering from self-harm (see related document *Self-Harm*).
- 3.16. The Foundation recognises that staff can play an important role in preventing eating disorders and also in supporting pupils, peers and parents of pupils currently suffering from or recovering from eating disorders (see related document *Eating Disorders*).
- 3.17. The Foundation is committed to upholding its legal responsibility under the Counter-Terrorism and Security Act (July 2015) to ‘have a due regard, in the exercise of our functions, to prevent people from being drawn into terrorism’ (see related document *Prevent*).
- 3.18. Visitors to the Foundation will be issued with safeguarding guidance (*Safeguarding Brochure*) as a matter of routine.
- 3.19. The Safeguarding Governor will meet at least termly with the Foundation’s DSL to review safeguarding practice and procedures.
- 3.20. This policy and its implementation will be reviewed by the governors annually. The governors should consider whether the procedures are satisfactory and being properly enacted. The implementation of the policy will be checked, monitored, reviewed and evaluated. The governors’ overview will consider any trends and patterns identified during the year. Their conclusions should be clearly minuted.

4.0 RELATED DOCUMENTS

<i>Confidentiality Procedures</i>
<i>Eating Disorders</i>
<i>Prevent</i>
<i>Pupil Guide to Safeguarding</i>
<i>Pupil Physical and Mental Health Policy</i>
<i>Reporting and Disclosure Procedures</i>
<i>Role of the DSL</i>
<i>Safeguarding Brochure</i>
<i>Safeguarding Questions</i>
<i>SDC Recruitment, Selection and Disclosure</i>
<i>Self-Harm</i>

<i>Sexting and Youth Produced Sexual Imagery</i>
<i>Signs and Types of Child Abuse and Neglect</i>
<i>Staff Guidance on Interaction with Students</i>
<i>Staff Induction Checklist</i>
<i>Staff Safeguarding Handbook</i>
<i>Supply Teacher and Visitors Handbook</i>
<i>Supporting School Refusers</i>
<i>Visitors Policy</i>
<i>Volunteers Code of Conduct</i>

5.0 RELATED POLICIES

P13	Equal Opportunities Policy
P14	Data Protection/GDPR Policy
P15	ICT Policy
P19	Whistleblowing

Notable changes since last review:	
¶1.2	Updates to guidance for which schools must have regard.
¶4.0	Updates to related documents list
RD <i>Safeguarding Procedures</i>	Significant updates to peer-on-peer abuse section, in line with new guidance from <i>KCSIE 2018</i> .
RD <i>Sexting</i>	Update to name of document: <i>Sexting and Youth Produced Sexual Imagery</i> to reflect the legal position of sexual images of children versus suggestive images or sexual messages with no images. Further updates to remove references to gender requirements in search and seizure which imply assumptions about gender identity and sexual orientation.

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Committee:	Governing Body	Clerk to the Governors Signature:	