



Safeguarding

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Safeguarding Policy

Purpose

Inspire Academy Trust fully recognises its responsibility to safeguard and promote the welfare of children. The purpose of this policy is to provide staff, volunteers and governors with the guidance they need in order to keep children safe and secure and to inform parents and guardians how we will safeguard their children whilst they are in our care.

Context

We recognise that children have a right to feel secure and cannot learn effectively unless they do so. Parents, carers and other people can harm children either by direct acts or failure to provide proper care or both. Children may suffer neglect, emotional, physical or sexual abuse or a combination of abuse. All children have a right to be protected from abuse. Whilst the Trust will work openly with parents as far as possible, we reserve the right to contact Children's Social Care/Children's Services or the Police, without notifying parents if this is in the child's best interests.

Aims

These procedures apply to all staff, governors and volunteers working within the Inspire Academy Trust. The aim of our procedures is to prevent children from being abused, and to safeguard and promote the welfare of students at this school in the following ways:-

- Raise awareness of child protection and safeguarding roles and responsibilities with staff, governors and volunteers.
- Develop, implement and review procedures within our Trust that enable all staff and volunteers to identify and report cases, or suspected cases, of abuse.
- Support students who have been abused in accordance with their agreed child protection plan.
- Support children with additional needs, e.g. through the CAF.
- Ensure the practice of safe recruitment in checking and recording the suitability of staff and volunteers to work with children.
- Establish a safe environment in which children can learn and develop.
- Ensure that allegations or concerns against staff are dealt with in accordance with Department for Education (DfE), Local Safeguarding Children's Board (LSCB) and Local Authority guidelines and (where appropriate) in partnership with City College, Southampton.

Whole Staff Responsibilities

The Inspire Academy Trust recognises that because of their day to day contact with children, members of academy staff are well placed to observe the outward signs of abuse. We will therefore:-

- Establish and maintain an environment where children feel secure, are encouraged to talk and are heard.
- Ensure children know that there are adults in the academy whom they can approach if they are worried about any problems.
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- Follow the procedures set out by the appropriate LSCB and take account of guidance issued by the DfE.
- Treat all disclosures with the strictest confidence.
- Ensure that parents have an understanding of the responsibility placed on the Trust and its staff for protecting children by setting out its obligations in the academy prospectus and ensuring that parents are offered a copy of the policy on request.
- Notify parents of our concerns, and provide them with opportunities to change the situation, where this does not place the child at greater risk.
- Notify the allocated social worker if there is an unexplained absence of more than two days of a pupil with a child protection plan.
- Develop effective links with Children's Social Care and co-operate as required with their enquiries regarding child protection matters including attendance at Child Protection Case Conferences.
- Liaise with other agencies that support pupils such as Child and Adolescent Mental Health Service, Locality Team and the Educational Psychology Service through normal referral routes and the CAF process.
- Ensure that there is a senior designated person/Child Protection Liaison Officer (CPLO).

CPLO responsibilities

Within the Trust the designated CPLOs are:

Inspire Enterprise Academy - Assistant Principal supported by the Principal of the Inspire Enterprise Academy and the Head of Student Services, City College
Isle of Wight Studio School – Headteacher supported by the Principal of the Inspire Enterprise Academy and the Head of Student Services, City College

They will:

- Ensure that the Local Governing Bodies understand their responsibilities under s.175 of the Education Act 2002.
- Ensure they have received appropriate training and attend training every 2 years.
- Ensure every member of staff, governors and volunteers knows the name of the designated person CPLO, their role and their contact details
- 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 person CPLO.
- Ensure that whole Trust training occurs every three years so that every member of staff, governors and volunteers can fulfil their child protection responsibilities effectively and to comply with the requirements set out in 'Safeguarding Children and Safer Recruitment in Education' guidance (DCSF, 2007).
- Keep written records of child protection concerns that are kept securely and separately from the main student file and use these records to assess the likelihood of risk.
- Ensure that copies of child protection records and/or records of concern are transferred accordingly (separate from student files) when a child leaves the school.
- Ensure that where a student on a child protection plan or is a child looked after, leaves the school, their information is transferred to the new school immediately and that the child's social worker is informed.

Responsibilities of adults within the Trust community:

- All adults are required to be aware of and alert to the signs of abuse.
- If an adult identifies that a child may be in an abusive situation they should record their concerns and report them to the CPLO as soon as practical.
- If a child discloses allegations of abuse to an adult, they will follow the procedures attached to this policy.
- If the disclosure is an allegation against a member of staff they will follow the allegations procedures attached to this policy.

As a Trust we will educate and encourage pupils to Keep Safe through:

- The curriculum content
 - A school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued
 - The "Rights, Respect and Responsibility" agenda
 - The creation of a culture which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued.
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