

# The Cavendish High School Academy

## Safeguarding Policy



**September 2020**

This policy reflects the values and philosophy of The Cavendish High Academy with particular reference to safeguarding our pupils and their friends.

At The Cavendish High Academy we are committed to ensuring that all our pupils remain safe and free from harm. We play a full and active part in multi-agency responses to child protection concerns. Additionally, the school has and will fulfil our legal duty to safeguard and promote the welfare of children and to have a current and comprehensive child protection policy.

Through their day to day contact with pupils, and direct work with families, school staff have a critical role to play in recognising indicators of possible abuse, neglect or other forms of harm. Parents should be aware that where it appears to a member of staff that a child may have been harmed, neglected or opened to abuse of any kind, the school will as part of the local child protection procedures report their concerns to Social Care immediately. To avoid any misunderstandings parents of children who sustain accidental injuries, which result in cuts/bruises/fractures, should inform the school at the earliest opportunity.

### **Principles**

- Children have a right to be safe, to be listened to, valued and respected
- Parents have a right to be informed of concerns raised by staff members regarding their child
- Children are best protected when parents and school work together
- All staff paid and unpaid are given appropriate training and support
- All staff paid and unpaid are subject to rigorous recruitment checks

### **Principles in practice**

In order to ensure children are effectively protected we ensure that:

- We have a Senior Designated Person and three Deputy Designated Persons with responsibility for safeguarding and child protection. They attend multi-agency training at least once every two years and local network meetings. These are John Munro, Clair Ball, Paula Burke and Claire Boyd.
- All staff are trained in Level 2 basic child protection awareness at least every three years.
- There is a safeguarding agenda item in staff meetings to discuss safeguarding concerns.
- A parent friendly child protection leaflet and a child friendly leaflet are provided for pupils and their families.

- The safeguarding policy is accessible on the school website.
- The safeguarding policy is reviewed by the governing body annually.

The governing body oversee all matters relating to safeguarding policy and practice in school. Reports on all aspects of safeguarding at the academy are reported to the governing body termly, there is a named safeguarding governor.

Safeguarding reports are provided to the full governing body termly.

### **Partnership**

School will inform parents of any concerns about their children (providing it does not compromise the pupil's safety) and will help support them as necessary.

### **Prevention**

School will take positive action to prevent children suffering abuse and neglect through the development of an open culture that informs children of their rights (UNICEF UN Convention on the Rights of the child) and encourages them to speak about any concerns. The school will also address the issue of children's safety through the curriculum.

### **Responding to Concerns**

School will refer all allegations or concerns that a child has been or is likely to be abused or neglected to Social Care within the Children's Services Department. School will consult with other agencies when it has concerns that a child may have been or is being abused, harmed or neglected. School will discuss with parents any concerns they have about children. Parents will be kept informed of what has happened.

### **Child/Child Abuse**

Physical and emotional abuse of children by other children will be dealt with through the school's anti-bullying policy. Parents will be kept informed. All concerns about possible sexual abuse will be referred to Social Care.

### **Child Protection Conferences**

School will attend conferences and provide information about children and families. This information will be shared with parents beforehand. School will keep confidential child protection records separately from a pupil's academic and other school records.

### **Confidentiality**

Information from parents about possible child abuse cannot be kept confidential. Information and records about children on the Child Protection Register will be given only to those people who need it and will be kept strictly confidential by them.

A copy of the schools Safeguarding policy is available on the website or a hardcopy by request.