



Diocese of Salisbury
Academy Trust

DSAT's Overarching Principles Relating to CHILD PROTECTION

For all employees in
Diocese of Salisbury Academy Trust

The child protection policy for employees in DSAT consists of two main documents:

- the overarching safeguarding policy
- detailed child protection procedures and a child protection summary sheet. The latter is provided routinely for those adults who will have unsupervised contact, even as a 'one-off', with pupils on a temporary or intermittent basis such as supply, peripatetic or visiting professionals

This policy is a mandatory policy for all DSAT Academies and must be implemented with no amendments.

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1. What is Safeguarding?

1.1 Safeguarding is the action we take to promote the welfare of children and protect them from harm. Diocese of Salisbury Academy Trust (DSAT) recognises that the welfare of the child* is paramount: the needs and wishes of each child will be put first. We take seriously our duty to safeguard and promote the welfare of the children and young people in our care. As such, all LAB members, DSAT staff and volunteers etc must be aware of 'Keeping Children Safe in Education statutory guidance as well as having their own copy of Keeping Children Safe in Education: Information for all School and College Staff – for their own records.

2. Whose Responsibility is Safeguarding?

- 2.1 Safeguarding children is everyone's responsibility. Working Together to Safeguard Children 2013, HM Government statutory guidance, defines safeguarding as:
- protecting children from maltreatment;
 - preventing impairment of children's health or development;
 - ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
 - taking action to enable all children to have the best outcomes.
- 2.2 DSAT will ensure its Academies will act in accordance with Section 175 / Section 157 of the Education Act 2002 and the supporting statutory guidance 'Keeping Children Safe in Education' (2014) to safeguard and promote the welfare of children in our Academies.
- 2.3 DSAT will ensure that all its staff and employees, regular volunteers and visiting professionals in our Academies understand the importance of working in partnership with children, their parents/carers and other agencies in order to safeguard children and promote their welfare.
- 2.4 As an overarching principle, DSAT will ensure that all its LAB's are accountable for ensuring that the school meets its statutory responsibilities for safeguarding and that all policies and procedures are in place and effective.

3. Which Children are Safeguarded?

- 3.1 All children have the right to be safeguarded from harm or exploitation whatever their:
- Age
 - health or disability
 - gender or sexual orientation
 - race, religion, belief or first language
 - political or immigration status

4. Scope

- 4.1 The overarching purpose of this policy is to:

- afford protection for all pupils
- enable staff and volunteers to safeguard and promote the welfare of children
- promote a culture which makes its DSAT Academies a safe place to learn and in which children feel safe

5. Who Does This Policy Apply To?

5.1 This policy applies to all DSAT staff (including supply and peripatetic staff), regular volunteers, LABs or anyone working on behalf of the Academy.

6. Roles and Responsibilities

6.1 These overarching principles, in regards to Child Protection Policy forms part of a suite of policies and other documents which relate to the safeguarding responsibilities of all DSAT Academies. In particular it should be read in conjunction with the:

- staff behaviour policy (code of conduct)
- e-safety policies for pupils and staff
- safer recruitment policy and procedures
- procedures to handle allegations against members of staff and volunteers, including referring to the Disclosure and Barring Service (when appropriate)
- whistle blowing policy
- procedures to respond appropriately when children are missing education
- anti-bullying procedures
- procedures for dealing with children missing education

7. How We Plan To Safeguard Children and Young People

7.1 DSAT will endeavour to safeguard children and young people within all its Academies by:

- involving them in decisions which affect them
- never tolerating bullying, homophobic behaviour, racism, sexism or any other forms of discrimination
- ensuring the curriculum affords opportunities to learn about keeping themselves safe, particularly when using technology and where appropriate in respect of radicalisation and extremist behaviour
- supporting attendance and taking action if a child is missing school regularly
- appointing a senior member of staff as the Designated Safeguarding Lead
- and ensuring this person has the time, support, training and resources to perform the role effectively
- ensuring that there is always cover for this role
- appointing a Designated Teacher to promote the educational achievement of children who are looked after/in care (mandatory in maintained schools; best practice in others)
- making sure all staff and volunteers are aware of and committed to the safeguarding policy and child protection procedures and also understand their individual responsibility to take action
- identifying any concerns early and providing appropriate help to prevent them from escalating

- sharing information about concerns with agencies who need to know, and involving children and their parents/carers appropriately
- acknowledging and actively promoting that multi-agency working is often the best way to support children and their families
- academies taking the right action, in accordance with *Dorset (DSCB) or Wiltshire (WSCB)* Safeguarding Children Boards inter-agency safeguarding procedures - depending on the location of the Academy - if a child discloses or there are indicators of abuse
- keeping clear, accurate and contemporaneous safeguarding and child protection records
- recruiting staff and volunteers safely, ensuring all necessary checks are made in accordance with statutory guidance and legal requirements
- providing effective management for the above through induction, support and regular training appropriate to role
- providing a code of conduct for all staff and volunteers
- ensuring staff and volunteers understand about 'whistle blowing' and where to find the relevant DSAT Policy.
- promoting a culture in which staff feel able to report to senior leaders what they consider to be unacceptable behaviour or breaches of the Academy Code of Conduct Policy by their colleagues, having faith that they will be listened to and appropriate action taken
- promoting a culture in which staff and volunteers feel able and are aware of who to report to, should they feel that they are unable to voice their concerns to their senior leaders
- dealing appropriately with any allegations/concerns about the behaviour of staff or volunteers in accordance with the process set out in statutory guidance.

* Throughout this document, 'child' refers to a young person under the age of 18

Child Protection Summary for all Staff

As an adult working in this school you have a duty of care towards all pupils. This means you must act at all times in a way that is consistent with their safety and welfare.

You must follow the principles of safer working practice, which includes use of technology – on no account should you take images of pupils on personal equipment, including your mobile phone.

If the behaviour of another adult in the school gives rise to concern you must report it to the Principal.

If you have a concern about a child, particularly if you think s/he may be suffering or at risk of suffering harm, it is your responsibility to share the information promptly with the Designated Safeguarding Lead (DSL) or the Principal.

The following is not an exhaustive list but you might become concerned as a result of:

- seeing a physical injury which you believe to be non-accidental
- observing something in the appearance of a pupil which leads you to think his/her needs are being neglected
- a pupil telling you that s/he has been subjected to some form of abuse

In any of these circumstances you must write down what you observed or heard, date and sign the account and give it to the Principal or DSAT HR Officer.

If a pupil talks to you about (discloses) sexual or physical abuse you:

- listen carefully without interruption, particularly if s/he is freely recalling significant events
- only ask sufficient questions to clarify what you have heard. You might not need to ask anything but, if you do, you must not 'lead' the pupil in any way so should only ask 'open' questions

- make it clear you are obliged to pass the information on, but only to those who need to know
- tell the DSL or Principal/Deputy without delay
- write an account of the disclosure as soon as you are able (definitely the same day), date and sign it and give it to the DSL.

Do not ask the pupil to repeat the disclosure to anyone else in school, ask him/her or any other pupil to write a 'statement', or inform parents. You are not expected to make a judgement about whether the child is telling the truth.

Remember – share any concerns, don't keep them to yourself.

This school has a Child Protection Policy, a Children Missing Education Policy and a Staff Code of Conduct Policy - available from DSAT if you would like to read them.