

Beacon Hill Academy

Safeguarding and Child Protection Policy



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KEY CONTACTS WITHIN THE ACADEMY

DESIGNATED CHILD PROTECTION CO-ORDINATOR

NAME: SUE HEWITT

CONTACT NUMBER: 01708 852006

DEPUTY DESIGNATED CHILD PROTECTION CO-ORDINATOR

NAME: BRANDON MULLIN

CONTACT NUMBER: 01708 852006

KEY CONTACTS WITHIN THE LOCAL AUTHORITY

LOCAL AUTHORITY SAFEGUARDING AND DESIGNATION OFFICER (LADO):

RUTH MURDOCK, SHARON OWEN

CONTACT NUMBER: 01375 652652

REFERRAL TO SOCIAL CARE SERVICES/ THURROCK MULTI AGENCY SEAFEGUARDING HUB

Where schools / Academies have **URGENT** and **IMMEDIATE** concerns for the safety and welfare of a child or young person during office hours telephone MASH team - 01375 652802

To make **URGENT** referrals **OUT OF OFFICE HOURS** telephone emergency duty team 01375 372468

“Because of their day to day contact with individual children during the school terms, teachers and other school staff are particularly well placed to observe the outward signs of abuse, changes in behaviour or failure to develop.”

(Working Together under the Children Act 1989)

1. PURPOSE

1. An effective child protection policy is one which provides clear direction to staff and others about expected behaviour when dealing with child protection issues. An effective policy also makes explicit the Academy’s commitment to the development of good practice and sound procedures. This ensures that child protection concerns, referrals and monitoring may be handled sensitively, professionally and in ways which support the needs of the child.

2. INTRODUCTION

1. Beacon Hill Academy takes seriously its responsibility to protect and safeguard the welfare of children and young people in its care. ‘From a child or young person’s point of view, the earlier any necessary help is offered the better, since it minimises his or her experience of difficulties.’ (The Munro Review of Child Protection, 2011).
2. Section 175 of the Education Act 2002 places a statutory responsibility on the Governing Body to have policies and procedures in place that safeguard and promote the welfare of children who are pupils of the Academy (DfES/0027/2004)
3. There are three main elements to our child protection policy;
4. Prevention through the creation of a positive Academy atmosphere and the teaching, and pastoral support offered to pupils.
5. Protection by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns.
6. Support to pupils who may have been abused.

7. This policy applies to all pupils, staff, governors, volunteers and visitors to Beacon Hill Academy.
8. This Academy recognises it is an agent of referral and not of investigation.

3. ACADEMY POLICY

1. We recognise that for our pupils, high self-esteem, confidence, supportive friends and clear lines of communication with a trusted adult helps to prevent abuse.

Our Academy will therefore:

- a) Establish and maintain an environment where pupils feel safe and secure and are encouraged to talk and are listened to.
- b) Ensure that pupils know that there are adults within the Academy who they can approach if they are worried or are in difficulty.
- c) Include in the curriculum activities and opportunities for PHSE, which equip pupils with the skills they need to stay safe from abuse.
- d) Include in the curriculum material which will help pupils develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills.
- e) Ensure that wherever possible every effort will be made to establish effective working relationships with parents and colleagues from partner agencies.

4. FRAMEWORK

1. Child protection is the responsibility of all adults and especially those working with children. The development of appropriate procedures and the monitoring of good practice are the responsibilities of the Thurrock Local Safeguarding Children Partnership (LSCP) www.thurrocklscp.org.uk

5. ROLES AND RESPONSIBILITIES

1. All adults working with or on behalf of children have a responsibility to protect them. There are, however, key people within Academy and the Local

Authority who have specific responsibilities under child protection procedures. The names of those carrying out these responsibilities for the current year are listed on the cover sheet of this document.

2. It is the role of the Designated Child Protection Coordinator to ensure that all of the child protection procedures are followed within the Academy, and to make appropriate, timely referrals to Thurrock Social Care Services in accordance with Academy procedures. If for any reason the Designated Child Protection Co-ordinator (see cover sheet) is unavailable, a Deputy Designated Child Protection Co-ordinator has been identified who will act in their absence (see cover sheet). Additionally, it is the role of the Designated Child Protection Coordinator to ensure all staff employed including temporary staff and volunteers within the Academy are aware of the Academy's internal procedures, to advise staff and to offer support to those requiring this.
3. The Governing Body and Academy leadership team are responsible for ensuring that the Academy follows safe recruitment processes. As part of the Academy's recruitment and vetting process, enhanced DBS check (DBS), DfE List 99 and other statutory lists and local intelligence checks will be sought on all staff that have substantial and unsupervised access to children.
4. The role of the Nominated Governor for Child Protection is to ensure that the Academy has an effective policy, that the LSCP Guidelines are complied with www.thurrocklscp.org.uk and to support the Academy in this aspect. Governors must not be given details relating to individual child protection cases or situations to ensure confidentiality is not breached.
5. The Designated Child Protection Co-ordinator and the Principal provide an annual report for the governing body detailing any changes to the policy and procedures; training undertaken by all staff and governors and other relevant issues.
6. Representatives from the Education Safeguarding Service are available to offer advice, support and training to the Academy's Designated Child Protection Co-ordinator.

6. PROCEDURES

1. All action is taken in line with the following guidance;
 - a) Thurrock Safeguarding Children Partnership (LSCP) Guidelines, the SET (Southend, Essex and Thurrock) Child Protection Procedures, is available and published on <http://www.thurrocklscp.org.uk/>

- b) "Safeguarding Children in Education" (DfES/0027/2004)
 - c) "What To Do If You're Worried A Child Is Being Abused" (published by Department of Health, DfES, Department of Culture Media and Sports, Home Office, Office of Deputy Prime Minister and the Lord Chancellors Department) - see Information for Professionals / National Guidance and Legislation on <http://www.thurrocklscp.org.uk/>
 - d) Working Together to Safeguard Children (2006, Department of Health) and working Together 2013 - see Information for Professionals / National Guidance and Legislation on <http://www.thurrocklscb.org.uk/>
 - e) Keeping Children safe in Education (2019 update Department for Education) <https://www.gov.uk/government/publications/keeping-children-safe-in-education>
2. Staff are kept informed about child protection responsibilities and procedures through induction, briefings and awareness training. There may be other adults in the Academy who rarely work unsupervised, more usually working alongside members of the Academy staff. However, the Principal will ensure they are aware of the Academy's policy and the identity of the Designated Child Protection Co-ordinator.
 3. Any member of staff, volunteer or visitor to the Academy who receives a disclosure of abuse, an allegation or suspects that abuse may have occurred must report it immediately to the Designated Child Protection Co-ordinator (see cover sheet) or in their absence, the Deputy Designated Child Protection Coordinator (see cover sheet). In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff.
 4. The Designated Child Protection Co-ordinator or their Deputy will immediately refer cases of suspected abuse or allegations to MASH by telephone and follow up with a CAF in accordance with the procedures outlined within the SET procedures.
 5. The telephone referral to MASH will be confirmed in writing via the CAF. Essential information will include the pupil's name, address, date of birth, family composition, the reason for the referral, whether the child's parents are aware of the referral, the name of person who initially received the disclosure plus any advice given. This written confirmation must be signed and dated by the referrer.
 6. The Academy will always undertake to share our intention to refer a child to MASH or CWDT with the parents or carers unless to do so could place the child

at greater risk of harm or impede a criminal investigation. On these occasions' advice will be taken from MASH, Social care services or Essex Police.

7. Parents can obtain a copy of the Academy child protection policy from the Academy website.

7. TRAINING AND SUPPORT

1. The Principal and all other staff who work with children will undertake appropriate child protection awareness training to equip them to carry out their responsibilities for child protection effectively, that is kept up to date by refresher training which will be held annually at Beacon Hill, as set out in Safeguarding Children in Education (DfES 0027/2004).
2. The Academy will ensure that the Designated Child Protection Co-ordinator also undertakes training in inter-agency working that is provided by the Education Safeguarding Service and refresher training at regular intervals to keep knowledge and skills up to date Temporary staff and volunteers who work with children in the Academy will be made aware of the Academy's arrangements for child protection and their responsibilities (DfES 0027/2004).
3. Support will be available for staff from the Principal in the first instance, and from members of the Academy's leadership team where there are concerns or queries about child protection.
4. All staff should have access to advice and guidance on the boundaries of appropriate behaviour and conduct. These matters form part of staff induction and are referred to in the staff handbook.

8. PROFESSIONAL CONFIDENTIALITY

1. Confidentiality is an issue which needs to be discussed and fully understood by all those working with children, particularly in the context of child protection. The only purpose of confidentiality in this respect is to benefit the child. A member of staff must never guarantee confidentiality to a pupil nor should they agree with a pupil to keep a secret, as where there is a child protection concern this must be reported to the Designated Child Protection Co-ordinator and may require further investigation by appropriate authorities.

2. Staff will be informed of relevant information in respect of individual cases regarding child protection on a “need to know basis” only. Any information shared with a member of staff in this way must be held confidentially to themselves.

9. RECORDS AND MONITORING

1. Well-kept records are essential to good child protection practice. Our Academy is clear about the need to record any concern held about a child or children within our Academy, the status of such records and when these records should be passed over to other agencies.
2. Any member of staff receiving a disclosure of abuse or noticing signs or indicators of abuse, must make an accurate record as soon as possible noting what was said or seen, putting the event in context, and giving the date, time and location. All records will be dated and signed and will include the action taken.
3. These file notes are kept in a confidential file, which is separate to other files, and stored in a secure place (main Academy office). In the same way notes must be kept of any pupil who is being monitored for child protection reasons.
4. If a pupil transfers from the Academy, these files will be copied for the new establishment and forwarded to the pupil’s new Academy marked confidential and for the attention of the receiving Academy’s Designated Child Protection Co-ordinator.

10. ATTENDANCE AT CHILD PROTECTION CONFERENCES & CORE GROUPS

1. It is the responsibility of the Designated Child Protection Coordinator to ensure that the Academy is represented, or a report is submitted to any child protection conference called for children on their Academy roll or previously known to them. Whoever attends should be fully briefed on any issues or concerns the Academy has and be prepared to make decisions on registration at the end of the conference.
2. When a child is placed on the Child Protection Register and is, therefore, a child with a plan, it is the Designated Child Protection Coordinator’s responsibility to ensure that the child is monitored regarding their Academy

attendance, welfare and presentation. If the Academy are part of the core group then the Child Protection Coordinator should ensure that the Academy is represented at these meetings; that there is a record of attendance and issues discussed. All concerns about the child protection plan and / or the child's welfare should be discussed and recorded at the core group meeting unless the child is at further risk of significant harm. In this case the Child Protection Coordinator must inform the child's key worker immediately and then record that they have done so and the actions agreed. (Refer to the SET procedures for conferences and for child protection plans)

11. SUPPORTING PUPILS AT RISK

1. Our Academy recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth or view the world as a positive place.
2. This Academy may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, whilst at Academy their behaviour may still be challenging and defiant or they may be withdrawn.
3. This Academy will endeavour to support pupils through:
 - a) The curriculum to encourage self-esteem and self-motivation.
 - b) The Academy ethos which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued.
 - c) The implementation of the Academy's behaviour management policies.
 - d) A consistent approach agreed by all staff which will endeavour to ensure the pupil knows that some behaviour is unacceptable, but s/he is valued.
 - e) Regular liaison with other professionals and agencies who support the pupils and their families.
 - f) A commitment to develop productive, supportive relationships with parents, whenever it is in the child's best interest to do so.
 - g) The development and support of a responsive and knowledgeable staff group, trained to respond appropriately in child protection situations.

- h) Recognition that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse so staff who work in any capacity with children with profound and multiple disabilities, sensory impairment and / or emotional and behavioural problems will need to be particularly sensitive to signs of abuse.
 - i) Recognition that in a home environment where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support or protection.
4. This policy should be considered alongside other related policies in Academy. These are the policy for the teaching of PSHE, the policy for the management of pupils' behaviour (including our policy on positive behavior support and our policy on bullying), manual handling and our health and safety policy.

12. SAFE Academy, SAFE STAFF

1. It is essential that the high standards of concern and professional responsibility adopted with regard to alleged child abuse by parents are similarly displayed when members of staff are accused of abuse.
2. Only authorised agencies may investigate child abuse allegations (Social Care Services, the Police or in some areas, the NSPCC). Whilst it is permissible to ask the child(ren) simple, non-leading questions to ascertain the facts of the allegation, formal interviews and the taking of statements is not.
3. The procedure to be followed in the event of an allegation being made against a member of staff is set out within the SET procedures
4. The Principal or Vice Principal should in the first instance contact the LADO. Through discussion and consultation, a decision will be made whether to make a referral to MASH. Where the allegation is against the Principal, the Chair of Governors will take this action.
5. If for any reason it is decided that a referral to MASH is not appropriate, it will be necessary to address matters in accordance with the Academy's disciplinary procedures in liaison with the Academy's HR Advisor.

13. USE OF THE Academy PREMISES BY OTHER ORGANISATIONS

1. Where services or activities are provided separately by another body, using the Academy premises, the Governing Body will seek assurance that the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection.

14. WHISTLEBLOWING

1. We recognise that children cannot be expected to raise concerns in an environment where staff fail to do so.
2. All staff should be aware of their duty to raise concerns about the attitude or actions of colleagues. These details are in the Whistle blowing policy and the staff code of conduct.

15. PREVENTION OF VIOLENT EXTREMISM AND RADICALISATION

1. The Academy recognizes that protection from radicalization and extremism are an important safeguarding issue. The Academy will have at least one trainer who has taken part in recognized WRAP training - currently the Principal - Sue Hewitt. The Chair of Governors - Tony Fish has also taken part in recognized PREVENT training.
2. Training on Prevent and what it means for Beacon Hill will be provided as part of the induction and annual update on safeguarding for all staff
3. Concerns relating to radicalization and extremism will be raised in the same way as other child protection concerns within the Academy
4. The Academy supports the Thurrock council PREVENT guidelines and Channel Duty procedures - see attached documents

16. POLICY REVIEW

The Governing Body is responsible for ensuring the annual review of this policy.

Ensuring that the list of key contacts on the cover sheet is kept up to date.