

# Policy for Safeguarding and Child Protection

Cambian Bletchley Park School

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| Policy Author / Reviewer | Sarah Stacey/Laura Sharman |
| Approval Date            | October 2022               |
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| Version No               | 1                          |
| Policy Level             | Local                      |
| Staff Groups Affected    | All Staff                  |

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## 1. Monitoring & Review

The Policy Author will undertake a formal review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later one year from the date of approval shown above, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Signed:



Laura Sharman  
 Head Teacher  
 October 2022

### Bletchley Park School Safeguarding Management Team

| Role                            | Name          | Safeguarding training for Governors |
|---------------------------------|---------------|-------------------------------------|
| Named Governor for Safeguarding | Naseem Akhtar | November 21                         |

| Role                                   | Name             | DSL Training refresher due date |
|--|------------------|---------------------------------|
| Head Teacher                           | Laura Sharman    | 24/09/2022                      |
| Designated Safeguarding Lead           | Sarah Stacey     | 23/11/2023                      |
| Deputy Designated Safeguarding Lead(s) | Stephen Doughty  | 18/12/2022                      |
|  | Tom Heydon       | 06/09/2024                      |
|  | Carey Chandler   | 19/05/2023                      |
|  | Sian King        | 19/05/2023                      |
|  | Rose Pre Kouadio | 06/09/2024                      |

## 2. Introduction

**This policy applies to all adults, including volunteers, working in or on behalf of the school.**

Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who comes into contact with children and their families and carers has a role to play. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the **best interests** of the child.

*Keeping Children Safe in Education (KCSIE) DfE 2022*

Safeguarding includes the establishment and implementation of procedures to protect children from deliberate harm, however, safeguarding also encompasses all aspects of pupils' health, and safety and well-being.

Safeguarding and promoting the welfare of children is defined as:

- Protecting children from maltreatment;
- Preventing impairment of children's mental and physical 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.

This policy provides an operational summary of the safeguarding procedures at Bletchley Park School. For more extensive and detailed information, the full Safeguarding and Child Protection policy can be found on the school website, the staff shared drive or by request from the school office.

## 3. School Commitment

The Designated Safeguarding Lead is: Sarah Stacey

And the person/s who deputises in their absence is/are: Stephen Doughty, Tom Heydon, Carey Chandler, Rose Pre Kouadio and Sian King.

Cambian Bletchley Park School is committed to Safeguarding and Promoting the Welfare of all of its pupils. Each pupil's welfare is of paramount importance. We recognise that some children may be especially vulnerable to abuse e.g. those with Special Educational Needs and Disabilities or Physical Health Issues. We recognise that children who are abused or neglected may find it difficult to develop a sense of self-worth and to view the world in a positive way. Whilst at school, their behaviour may be challenging. We recognise that some children who have experienced abuse may harm others. We will always take a considered and sensitive approach in order that we can support all of our pupils.

**THE SCHOOL IS AWARE OF AND WILL ALWAYS ACT IN LINE WITH THE MKSCB POLICIES AND PROCEDURES AND PRACTICE GUIDANCE**

## 4. Roles and Responsibilities

### The Proprietor should ensure that:

- the school has a whole school approach to safeguarding and that all systems, processes and policies operate with the best interests of the child at their heart
- the school is aware of and complies with the Local Authority's arrangements to promote collaborative working in the best interests of the child
- the DSL has the appropriate authority and the time, funding, training, resources and support to provide advice and support to other staff on child welfare and child protection matters
- the school prevents people who pose a risk of harm from working with children by adhering to statutory responsibilities to check staff who work with children
- the proprietor and the school have procedures for dealing with allegations of abuse against staff including the Head Teacher

### The Head Teacher should ensure that:

- the policies and procedures adopted by the Governing Body or Proprietor, particularly concerning referrals of cases of suspected abuse and neglect, are fully implemented and followed by all staff
- they liaise with the LADO and partner agencies in the event of allegations of abuse being made against a member of staff or volunteer
- they receive appropriate safeguarding and child protection training which is regularly updated

### The Designated Safeguarding Lead should:

- Follow the DSL responsibilities as set out in full in KCSIE 2022
- They should take lead responsibility for the safeguarding and child protection of all children at the school
- Act as a source of support, advice and expertise for staff
- Liaise with the Head Teacher to inform them of issues especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations
- Promote supportive engagement with parents and/or carers in safeguarding and promoting the welfare of children, including where families may be facing challenging circumstances;
- Ensure the school child protection policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing bodies or proprietors and staff regarding this.
- Encourage a culture of listening to children and taking account of their wishes
- Refer cases of suspected abuse to the local authority children's social care as required
- Refer cases where a person is dismissed or left due to risk/harm to a child to the Disclosure and Barring Service as required
- Ensure that child protection files are kept up to date. At Bletchley Park, this is done via an online recording and reporting system; MyConcern.

### All school Leaders, Staff and Volunteers should:

- Maintain an attitude of 'it could happen here' where safeguarding is concerned
- **Always** speak with the DSL where there are concerns about a child
- Know what to do if a child tells them they are being abused or neglected
- Read at least Part one and the Annex of KCSIE 2022
- Be aware of systems in school which support safeguarding. These should be explained to them as part of staff induction.
- Refer concerns to the Head Teacher where there are concerns about another staff member
- Refer concerns to the Regional Education Lead, Naseem Ahktar, where there are concerns about the Head Teacher
- Raise concerns about poor or unsafe practices and potential failures in the school's safeguarding regime and where, necessary have regard to whistleblowing procedures.

## 5. Identifying children and young people who are suffering or likely to suffer significant harm

Teachers and other adults in school are well placed to observe any physical, emotional or behavioural signs which indicate that a child may be suffering significant harm. The relationships between staff, pupils, parents and the public which foster respect, confidence and trust can lead to disclosures of abuse, and/or school staff being alerted to concerns.

## 6. Procedures

### Taking action to ensure that children are safe at school and at home

- Staff must immediately report any concerns to a DSL
- Following discussion with a DSL they should record their concern on the school's recording system 'MyConcern'
- Staff should ensure when recording that recording is objective and includes statements, facts and observable things (what was seen/heard), a diagram indicating position, size and colour of any injuries, the exact words the child used, non-verbal behaviours
- The DSL team will triage the concerns received and make decisions over the next steps
- Where appropriate the DSL may set an educational activity in class to support children to keep themselves safe
- Where appropriate the DSL will monitor the child ensuring any further concerns are considered and addressed
- Where appropriate the DSL may make a referral to the MK Mash team or liaise with a child's allocated social worker to discuss the concerns further and agree actions
- The DSL will review all monitoring arrangements in the timescale and manner determined by circumstances, recorded and clearly understood by all concerned.