

Re- approved: July 2016

Review Date: June 2017

Policy Title	Child Protection Policy
1. Purpose	<p>The purpose of this policy is to set out the arrangements for Child Protection at Trinity Academy. It links with, and should be read alongside, the following:</p> <p><u>Academy policies:</u></p> <ul style="list-style-type: none"> • Safeguarding and Pupil Welfare • Recruitment, Selection and Appointment of Staff • Volunteer policy • Whistleblowing policy • Staff Code of Conduct • Preventing Extremism and radicalisation Policy • Female Genital Mutilation Policy <p><u>DfE Guidance:</u></p> <ul style="list-style-type: none"> • Working Together to Safeguard Children (2015) • Keeping Children Safe in Education (2015) • Keeping Children Safe in Education part 1(2015) • Keeping Children Safe in Education (2016) • Keeping Children Safe in Education part 1(2016) • Departmental Advice “What to do if you’re worried a child is being abused – Advice for Practitioners.” <p>Copies of all documents can be found on the staff shared system.</p>
2. Summary	<p>Trinity Academy recognises that Section 175 of the Education Act 2002 and the Education (Independent School Standards) Regulations 2014 gives schools a statutory duty to promote and safeguard the welfare of children, and have due regard to guidance issued by the Secretary of State.</p> <p>We recognise our legal and moral duty to promote the wellbeing of children, and protect them from harm.</p> <p>We believe that every child, regardless of age, has at all times and in all situations a right to feel safe and protected from any situation or practice that results in a child being physically or psychologically damaged.</p>
3. Aims	<p><u>Statement of Commitment</u></p> <p>Trinity Academy is committed to providing a safe, inclusive and supportive learning environment in which all pupils can thrive and achieve their full potential. As such, it believes that the protection of children must be the first priority. The Academy will therefore strive to establish a culture that:</p> <ul style="list-style-type: none"> • Encourages pupils to talk about their concerns • Commits to taking all disclosures seriously and to act upon them • Provides care and support for all pupils

	This will be a shared responsibility involving the whole school community.
4. Objectives	<ul style="list-style-type: none"> • To support the development of all pupils in ways that will foster security, confidence and independence. • To raise awareness of both teaching and non-teaching staff of the need to safeguard pupils and their responsibilities in identifying and reporting possible cases of abuse. • To provide a systematic means of monitoring pupils known or thought to be at risk of harm. • To develop a well structured procedure within Trinity Academy that will be followed by all members of the school community in cases of suspected abuse. • To develop and promote effective working relationships with other agencies, especially the police and social services. • To ensure safe recruitment in checking the suitability of staff and volunteers to work with children.
5. Roles and Responsibilities	<p>The Board of Trustees is responsible for:</p> <ul style="list-style-type: none"> • Approving and adopting this policy along with related policies and procedures. • Ensuring that a senior member of the Academy's leadership team is designated to take lead responsibility for safeguarding issues – Designated Safeguarding Lead (DSL) <p>The Headteacher is responsible for ensuring that:</p> <ul style="list-style-type: none"> • This and related policies and procedures adopted by the Board of Trustees are fully implemented and adhered to by all staff. • Sufficient resources and time are allocated to enable the DSL to discharge their responsibilities, including taking part in inter-agency meetings and contributing to the assessments of children. • All staff and volunteers feel able to raise concerns about poor or unsafe practice in regard to pupils, and such concerns are addressed sensitively and effectively in a timely manner and in accordance with the Academy's Whistleblowing Policy. <p>The DSL is responsible for:</p> <ul style="list-style-type: none"> • Referrals of suspected cases of abuse. • Provision of advice and support to other staff. • Liaison with the local authority and other agencies. <p>All staff and volunteers are responsible for:</p> <ul style="list-style-type: none"> • Complying with the Academy's policies and procedures. • Attending appropriate training. • Informing the DSL of any concerns. <p>The Designated Safeguarding Lead is Mr Jack McCabe. The Deputy Designated Safeguarding Lead is Ms Zulekha Chachia.</p>
6. Implementation	<p>In implementing this policy, Trinity Academy will follow the procedures set out by the Lambeth Safeguarding Children Board and take account of guidance issued by the Department for Education.</p> <p>The Academy will:</p>

- Ensure every member of staff, volunteer, Trustee and visitor knows the name of the designated teacher responsible for safeguarding and their role.
- 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 teacher responsible for child protection. Further information will be provided in the staff / volunteer handbooks.
- Ensure that parents have an understanding of the responsibility placed on the Academy and staff for child protection by setting out its obligations in the Academy prospectus.
- Notify social services if there is an unexplained absence of more than two days of a pupil who is on the child protection register.
- Develop effective links with relevant agencies and co-operate as required with their enquiries regarding child protection matters including attendance at case conferences.
- Keep written records of concerns about pupils, even where there is no need to refer the matter immediately and ensure that all records are kept separate from the main pupil file.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer through the Local Authority Designated Officer
- The Local Authority Designated Officer is Andrew Zachariades and can be contacted via: LADO@lambeth.gscx.gov.uk

Staff Recruitment and training

In order to ensure that children are protected whilst at Trinity Academy, all staff and volunteers will be carefully selected, screened, trained and supervised, in line with the Academy's Recruitment, Selection and Appointment Policy and Procedures and the Volunteer Policy. All new members of staff and volunteers will undertake an induction programme that will include child protection training. Refresher training will be delivered to all staff on a regular basis.

Allegations against members of staff

Any allegations that a member of staff, including a volunteer or Trustee, may have:

- Committed an offence against a child.
- Placed a child at risk of significant harm.
- Behaved in a way that calls into question their suitability to work with children

should be reported immediately to the Headteacher or, if the allegation is against the Headteacher, to the Chair of Trustees and will be dealt with in accordance with national guidance and agreements.

Curriculum

Child protection and wider child safety issues will be addressed through the curriculum, especially in Personal, Social and Health Education (PSHE), Information and Communication Technology (ICT) and sex and relationships education.

Confidentiality and Information Sharing

Any member of staff who has access to sensitive information about a pupil or a pupil's family must take all reasonable steps to ensure that

	<p>such information is only disclosed to those people who need to know.</p> <p>Information will be stored in a secure place with restricted access to designated people and maintained in line with the school's Data Protection Policy.</p>
7. Monitoring and Evaluation	<p>This policy will be monitored and evaluated as part of the Academy's Monitoring and Evaluation Framework and regular reports provided by the Headteacher to the Board of Trustees.</p>
8. Frequency of Review	<p>To be reviewed annually with care taken to ensure that it reflects the most recent DfE guidelines.</p>
9. Approval	<p>Approved by the Board of Trustees.</p>