



CALLINGTON COMMUNITY COLLEGE
ACADEMY TRUST

SAFEGUARDING CHILDREN POLICY STATEMENT

The college is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. Safeguarding is the responsibility of all adults at the college and they are expected to understand and act upon their responsibilities. Staff and volunteers are required to demonstrate proper personal behaviour and conduct.

We are committed to building good safeguarding practice into our procedures, most particularly our recruitment, induction and training arrangements.

The statement is included in:

- Publicity materials
- Recruitment advertisements and recruitment websites advertisements
- Candidate information packs, job descriptions and person specifications
- Competency frameworks
- Induction training.

The college is an equal opportunity employer and equality of opportunity at all levels is taken very seriously. We welcome applications for all posts from appropriately qualified people regardless of sex, race, religion or belief, sexual orientation disability or age. All job applicants are treated in the same way.

The college will promote equality of opportunity both for adults and children/young people throughout its organisation and we seek to develop an understanding of and promotion of human equality and equal opportunities. We will promote good relations between members of different racial, cultural and religious groups and we will enable children/young people to take responsibility for their behaviour and relationships with others.

The college appreciates that all members of the community have the right to be treated with dignity and respect and we will not condone bullying or harassment on grounds of sex, race, colour, national or ethnic origin, marital status, sexual orientation, religion or belief, disability, age or any other personal characteristic.

THE AIMS OF THIS POLICY (AND LINKED POLICIES) ARE:

- To support the child's development in ways that will foster security, confidence and independence.
- To provide an environment in which children and young people feel safe, secure, valued and respected, and feel confident, and know how to, approach adults if they are in difficulties, believing they will be effectively listened to.

- To raise the awareness of all teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- To provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure we, the school, contribute to assessments of need and support packages for those children.
- To emphasise the need for good levels of communication between all members of staff.
- To develop a structured procedure within the school which 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 Care.

WE WILL ENSURE THAT:

- All members of the governing body understand and fulfill their responsibilities.
- A Safeguarding team made up of the roles of Site manager, Child Protection Officers, Recruitment Officer, Vice Principal in charge of curriculum and Senior Assistant Headteacher in charge or training meet on a monthly basis to ensure the College meets its statutory requirements and considers the safety of all on the site.
- All designated members of staff are trained according to their role. All staff are trained and meet the safeguarding requirements which is kept updated every three years in line with the college's training policy.
- All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures through publication of the schools' Safeguarding Policy and associated documentation.
- Our lettings policy will seek to ensure the suitability of adults working with children on school sites at any time.
- Community users organising activities for children are aware of the school's safeguarding guidelines and procedures.
- All staff working within our school who have substantial access to children have been checked as to their suitability, including verification of their identity, qualifications, and a satisfactory ISA Check or Enhanced CRB check (according to guidance)², and a single central record is kept for audit.

OUR SCHOOL WILL SUPPORT ALL STUDENTS BY:

- Encouraging self-esteem and self-assertiveness, through the curriculum as well as our relationships, whilst not condoning aggression or bullying.
- Promoting a caring, safe and positive environment within the college.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- Notifying Social Care as soon as there is a significant concern.
- Providing continuing support to a student about whom there have been concerns who

leaves the college by ensuring that appropriate information is copied under confidential cover to the student's new school or FE College and ensuring the school medical records are forwarded as a matter of priority.

CONFIDENTIALITY:

- We recognise that all matters relating to safeguarding are confidential.
- The Headteacher or SDO will disclose any information about a student to other members of staff on a need to know basis only.
- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children.
- All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or wellbeing.
- We will always undertake to share our intention to refer a child to Social Care with their parents/carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation.
- If in doubt, we will consult with SRU on this point.

PREVENTION:

- We recognise that the school plays a significant part in the prevention of harm to our students by providing students with good lines of communication with trusted adults, supportive friends and an ethos of protection.

The school community will therefore:

- Work to establish and maintain an ethos where children feel secure and are encouraged to talk and are always listened to.
- Ensure that all children know there is an adult in the school whom they can approach if they are worried or in difficulty.
- Include across the curriculum, including PSHCE, opportunities which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.

SAFEGUARDING AND PROMOTING THE WELFARE OF YOUNG PEOPLE IS COVERED BY ALL LINKED POLICIES LISTED BELOW AND SHOULD BE READ IN CONJUNCTION WITH SUCH:

- Health and safety policy
- Diversity and inclusion policy
- Child protection policy
- Anti-bullying policy
- Behaviour policy

- Digital Technology use & E-Safety Policy
- Safer Recruitment Policy

***ALL POLICIES AND PROCEDURES WILL BE REGULARLY REVIEWED AND UP-DATED.**