

Introduction

This safeguarding policy is a key document.

Please view the 'Safeguarding Audits' for each of the Academies within the Opia Trust and external reviews of 'Child Protection student folders as part of this policy'.

This document is to be used in close conjunction with the Child Protection Policy and procedures.

The guidance below has been used in writing this policy:

<https://www.gov.uk/government/publications/ofsted-safeguarding-policy>

<https://www.gov.uk/government/publications/working-together-to-safeguard-children--2>

The Designated Safeguarding Leads (DSLs) within the WCGS Academy Trust are:

Wallington County Grammar School:

Deputy Headteacher Mrs Owen

Senior Teacher for Well-being Mrs King

The WCGS Academy Trust takes all aspects of safeguarding and child protection seriously. We have robust recruitment and child protection policies in place and staff are trained appropriately in child protection, safeguarding, PREVENT and safer recruitment.

The welfare and safety of our students and our staff is of paramount importance. We have taken part in many external audits such as 'Record keeping of Child Protection' or 'Vulnerable Student's files' and 'Safeguarding'. The views of students, parents and staff are frequently sought to ensure that academies within the WCGS Academy Trust are safe and happy places. The Pastoral Teams within each academy have well-being at the forefront of all that they do to ensure that students get educated on issues such as Parenting / First Aid / Female Genital Mutilation (FGM) / Radicalisation and British Values. Our Social, Moral, Spiritual, Cultural (SMSC) audits ensure that all issues that are outlined in the national curriculum are taught through the curriculum, assemblies, SMSC days, workshops, outside speakers etc. Students can

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view information on safeguarding on a daily basis through displays around our academies such as in the form room and in the contact book. There is also advice and guidance available on our academy websites.

In our recruitment and selection of staff and volunteers we will at all times adhere to the appropriate guidance which followed the Bichard Enquiry Report (*Keeping Children Safe in Education, 2014*). In particular we ensure that our interview panels are trained appropriately, that we always follow up gaps in previous employment, that we always require specific references from employers for the last five years and that for all posts, paid and voluntary, have the appropriate Disclosure and Barring Service (DBS) checks. We keep a Single Central Record (SCR) in each academy of all staff with the date and outcome of their DBS status.

Academies within the WCGS Academy Trust are safe and we believe in taking a preventative approach rather than reacting when things occur. We have set up 'Anti-Bullying Ambassadors', 'E-safety Ambassadors' and 'Mentoring Schemes' so that the students themselves can lead on these important issues that face young people today.

Students who are subject to a child protection plan or who are a child in need have extensive support to ensure that they reach their potential, in addition the Pastoral Team who monitor very closely and intervene with any student who needs support.

The education of staff is vital to ensure that they are aware of the signs to look out for when a student needs support. Staff have had PREVENT training, child protection training and self-harm training as well as other pastoral training on behaviour for learning, how to lead a child protection meeting and writing MASH referrals. This training can be as subtle as drip feeding safeguarding information on a weekly basis, through staff briefings.

The education of parents occurs via parent workshops, which ensures that parents have access to information on areas such as mental and emotional well-being and self-harm, etc. The pastoral team also works very closely with parents. Our academy websites all give support and guidance to parents and carers.

Referrals, incidents and concerns are logged through Trackers, SIMS and meeting minutes which help build a picture of any patterns and the support that may be necessary. This information is then fed back to the Local Governing Body (LGB) through their Resources Committees which focus on 'Personal development, Behaviour and Welfare'. Academies have access to an internally trained counsellor that supports the students and at other times the Trust buys in the services of external counsellors or agencies to assist in our interventions.

As part of our commitment to Safeguarding we have the following policies and procedures in place that assist with Safeguarding:

All of the following Policies and Procedures are reviewed regularly and approved by either the Local Governing Body (LGB) for a specific Academy or are looked at by the WCGS Academy Trust Board.

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Child Protection Policy and Procedure

Procedure for managing allegations and concerns about people who work or volunteer with children

Recruitment and Selection Procedure – that takes into account the requirements of Safer Recruitment

Whistleblowing Procedures

Harassment & Bullying at Work

Eyesight Screening Procedure

Alcohol and Drug Misuse Policy

Violence to and Abuse of Staff on School Premises

Smoking Policy

Educational Visits Policy

Drugs Policy

Fire Evacuation Procedures

Minibus Policy

Health and Safety Policies – School and Department

ICT Network Policy

Anti-Bullying Policy

Race Equality Policy

Sex Education Policy

PSHEE Policy

Equality Opportunities Policy

Race Equality Policy

Self-Harm Policy

Radicalisation Policy

SEN and Inclusion Policy

Positive and preventative handling Policy and Procedures (use of reasonable force or restraint)

E-safety Policy

Attendance Policy

Information about safeguarding children and young people for visitors to the School

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