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##### BRYMORE ACADEMY

**SAFEGUARDING AND CHILD PROTECTION POLICY**

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| **Created by:** Nicola Anstice |
| **Date:** July 2014 |
| **Approved by Local Advisory Board:** |
| **Review date:** July 2015 |
| **Signature of Chair of Governors** | **Signature of Headteacher** |

**INTRODUCTION**

The aim of this policy is to safeguard and promote our students’ welfare, safety, health and guidance by fostering an honest, open caring and supportive climate. The students’ welfare is of paramount importance. Safeguarding and promoting the welfare of children is defined for the purposes of this guidance as: protecting children from maltreatment; preventing impairment of children’s 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. ‘Children’ includes everyone under the age of 18.

Brymore Academy fully recognises the responsibility it has under the Keeping Children Safe in Education (April 2014) statutory guidance and the contribution it can make to protect children and support students in school. The most important thing for our children is their safety. All people involved with children have a responsibility to be mindful of issues related to children’s safety and welfare and a duty to report and refer any concerns. Any member of staff is in a position of responsibility and may at some time have oversight of children. The welfare of the child is paramount and overrides any concern for parents/carers or any other member of staff.

This policy sets out how the Academy’s governing body discharges its statutory duties in promoting the welfare of children who are students at the academy. The Teacher Standards 2012 state that teachers, including headteachers, should safeguard children’s wellbeing and maintain public trust in the teaching profession as part of their professional duties.

There are three main elements to our Safeguarding Policy:

1. **Prevention** through the teaching and pastoral support offered to the students within the school day and boarding environment.
2. **Protection** by following agreed procedures, ensuring staff are appropriately recruited, trained and supported to respond appropriately and sensitively to Child Protection concerns.
3. **Support** to students who may have been abused.

It is important for children to receive the right help at the right time to address risks and prevent issues escalating. Research and Serious Case Reviews have repeatedly shown the dangers of failing to take effective action. Poor practice includes: failing to act on and refer the early signs of abuse and neglect, poor record keeping, failing to listen to the views of the child, failing to re-assess concerns when situations do not improve, sharing information too slowly and a lack of challenge to those who appear not to be taking action

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**ACADEMY COMMITMENT**

We recognise that high self-esteem, confidence, supportive friends and clear lines of communication with a trusted adult helps all children, and especially those at risk of, or suffering from, abuse.

Brymore Academy will therefore:

Establish and maintain an ethos where children feel safe and secure and are encouraged to talk, and are listened to.

Ensure that students know that there are adults in the academy who they can approach if they are worried or are in difficulty. Concerned parents/carers may also contact the academy or one of the governors.

Include in the curriculum, activities and opportunities for PSHRE, which equip students with the skills they need to stay safe from abuse, including e-safety.

Ensure that wherever possible every effort will be made to establish effective working relationships with parents/carers and colleagues from other agencies.

**FRAMEWORK**

Academies do not operate in isolation. The welfare of children is a corporate responsibility of the entire local authority, working in partnership with other public agencies, the voluntary sector and service users and carers. All local authorities have a particular responsibility towards children and families most at risk of social exclusion, (Keeping Children Safe in Education April 2014). Any member of staff may be required to support Social Services in making decisions about children. Safeguarding is the responsibility of all adults, especially those working in an organisation attended by children. The development of appropriate procedures and the monitoring of good practice are the responsibilities of the Local Safeguarding Children’s Board.

**ROLES AND RESPONSIBILITIES**

Any person working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. There are, however, key people within academies and the LA who have specific responsibilities under Safeguarding Procedures.

**THE ROLE OF THE GOVERNING BODY**

The Governing Body fully recognises its responsibilities with regard to safeguarding and promoting the welfare and safety of children and will ensure