



KING'S LEADERSHIP ACADEMY

Child Protection Policy

Academy Principal:	Mr Shane Ierston
---------------------------	------------------

Named personnel with designated responsibility for Child Protection & Safeguarding

Academic Year	Designated Senior Person	Deputy Designated Senior Person	Nominated Governor	Chair of Governors
2016-17	Mrs Alderson-Robb (Assistant Principal)	Mrs Lawrence (Senior House Leader)	Mrs Nicola Drake	Sir Iain Hall

Policy review dates

Date of last review:	September 2016	Key changes made:	
Date of next review:	August 2017	By whom:	Mrs Kirsty Alderson-Robb
Review period:	1 year		
Safeguarding meetings:	Weekly	In attendance:	K. Alderson-Robb and Safeguarding team

CONTENTS

- a) Aims and Principles
- b) Introduction
- c) 'Children in Need' and 'Children in Need of Protection'
- d) Staff concerns procedure
- e) Curriculum
- f) Mentoring
- g) Technology
- h) Curricular and extra-curricular visits
- i) King's staff members
- j) King's reporting structure
- k) APPENDIX A – King's Reporting Structure
- l) APPENDIX B – Safeguarding Concern form

Aims and Principles

To achieve academic excellence, develop students with exemplary character, prepare students to effectively live, work and trade in the global economy and ensure that every student succeeds.

At King's, we recognise that the personal development of our pupils spiritually, morally, socially and culturally, plays a significant part in their ability to learn and achieve. We aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness and high standards of personal behaviour. We will encourage a caring attitude towards other people; an understanding of diverse cultural traditions and an appreciation of other cultures.

Introduction

King's Leadership Academy recognises its legal duty under section 175/157 Education Act 2002 to work with other agencies in safeguarding children and protecting them from 'significant harm'. These duties are defined by:

- Children and families Act 2014
- Working together to safeguard children (2015)
[https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working Together to Safeguard Children.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419595/Working_Together_to_Safeguard_Children.pdf)
- Safeguarding Children and Safer Recruitment in Education (DfES)
- The inter-agency procedures of the Warrington Safeguarding Board
- The Governors are required to:
 - Keep children safe while at school
 - Make sure that staff follow inter-agency procedures to keep children safe from harm and abuse that may happen outside the Academy. These procedures apply up to the age of 18.

'Children in Need' and 'Children in Need of Protection'

Parents will normally be consulted and their consent obtained before any referral is made to an agency outside the school under local 'Children in Need' procedures.

However, staff cannot guarantee to consult parents first or keep children's concerns confidential if a referral must be made to the appropriate agencies in order to safeguard the child/young person's safety.

If Academy staff members have significant concerns about any child which may indicate any of the below, they must report this immediately to the Designated Safeguarding Lead or directly to Children's Services.

- **Physical abuse** - This could take the form of repeated bruising, sensitivity, unusual aggression towards peers etc.
- **Emotional abuse** - This could take the form of persistent name calling, deprivation of care and love etc.
- **Sexual abuse** - This is more difficult to identify but in younger children may be exhibited through inappropriate sexualised behaviours, knowledge of a sexual nature not suited to the age range etc.
- **Neglect** - This could take the form of malnutrition, poor hygiene etc.
- **Radicalisation** - This might be evidenced through changes in behaviour, social circles and entry into crime related groups please see link below for further information.
- **Female Genital Mutilation** - This can be identified through a change in behaviour, withdrawal, discussions around visits to countries where FGM is prevalent at early adolescence stage or difficulty standing, walking or sitting. Please see links below for more information on key areas:

Radicalisation: <https://www.livingsafetogether.gov.au/informationadvice/Pages/what-isradicalisation/understanding-the-radicalisation-process.aspx>

FGM:

<http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/female-genitalmutilation-fgm/signs-symptoms-and-effects/>

General: For further information about what to look for with different types of abuse please see:

<http://www.ncl.ac.uk/studentambassadors/assets/documents/NSPCCDefinitionsandsignsofchildabuse.pdf>

Staff who observe injuries, which appear to be non-accidental, or who are told anything significant by a child, must report their concerns to the Designated Safeguarding Lead. However, school staff must not carry out investigations, nor decide whether children have been abused. That is a matter for the specialist agencies.

Staff concerns procedure

All staff will be familiar with the Academy's internal procedures for keeping a confidential written record of any significant concerns and ensuring that the Designated person is informed. Staff will also comply with the inter-agency requirements of the Warrington Safeguarding Children Board.

At King's, concerns should be conveyed to the Designated Safeguarding Lead either verbally or by e-mail should a member of staff be concerned about a student. All staff have been trained and

understand that confidentiality cannot be promised to any student. All new staff joining the school throughout the academic year receive the same training to this end. Staff will not promise to keep information to themselves if it endangers the child or anyone else. All staff have refresher training on key safeguarding issues every term.

All staff receive full refresher training at the commencement of each new school year. All Child Protection designated staff have annual refresher training sessions with a Designated Safeguarding and Child Protection Officer within the Warrington Borough.

Curriculum

Child protection issues will be addressed through the curriculum as appropriate, especially in Sexual Relationships Education (SRE) but also through our ASPIRE and British Values Curriculum, which is further supported through the assembly and tutorial programmes. Furthermore, issues related to radicalisation and extremism will be looked at through our PREVENT programme as well as more generally through the ASPIRE and British Values curriculum mapping.

Throughout the academic year, the personal safety of our pupils is a key focus at regular intervals including in the delivery of road safety and e-Safety workshops and assemblies, as well as the running of awareness sessions on radicalisation, extremism and drugs, where age appropriate. It is, again, a focus through the vehicle of the SRE, ASPIRE and PREVENT programmes.

Mentoring

At King's, we have an anti-bullying policy that is clearly embedded within the structure and the ethos of the school and complements our ASPIRE code. We have a strong pastoral and academic mentoring programme to support and develop our pupils holistically. At King's, we believe that achievement mentoring is a key enabler in supporting the development of successful, well-rounded young learners who will grow to become successful citizens in an increasingly competitive world. At its core, mentoring ensures that our young learners know that there is someone who cares about their personal and academic development and assures them they are not alone in dealing with day-to-day challenges. Research confirms that high quality mentoring relationships have powerful positive effects on students in a variety of personal and academic situations.

Technology

All students who join King's receive a copy of our Acceptable Usage policy, which is duly signed by parents and the student to ensure that the iPad given to them by the school as well as any other form of technology in school is used appropriately at all times. Further information about this can be found in the school's E-Safety policy.

At King's, all computers have the appropriate filter system to prevent access to unsuitable material as well as systems in place to highlight the use of any form of racist, extremist, homophobic, transphobic language etc. Students are also aware that the misuse of the school computer system could result in withdrawal of access to the network systems or exclusion.

Curricular and extra-curricular visits

Risk assessments are carried out prior to all visits by the lead member of staff and placed on the EVOLVE system. This is overseen by the school's Operations Manager. Only reputable travel companies and venues are used for visits. Staffing ratio per number of students is adhered to and a senior member of staff is present on the visit. At King's, we ensure compliance with up to date safeguarding regulations and stipulations.

King's staff members

Parents/Carers can feel confident that careful procedures are in place to ensure that all staff appointed are suitable to work with children and have a valid DBS check (Disclosed Barring Service). Visiting speakers have a member of school staff present at all times and are required to wear a red lanyard visiting badge.

All personnel who come into regular contact with the students at King's Leadership Academy have a valid DBS check. This includes teaching, support, catering, cleaning, governors and volunteers. The person responsible for arranging and holding this information will be the Operations Manager who meets every week with the Designated Safeguarding Lead.

Any use of physical force or restraint against a pupil will be documented and carried out in accordance with the relevant guidance and policy. If it is necessary to use physical action to protect a child from injury, to prevent a child from harming others, or if any child is injured accidentally, parents / guardians will be informed immediately. Children will **not** be sanctioned within school by any form of hitting, slapping, shaking or other degrading treatment.

There is a clear whistleblowing policy that all staff must be compliant with in the event that a member of staff becomes suspicious or concerned for the welfare of any child.

Any complaints about staff behaviour may be made to the Designated Safeguarding Lead, the Principal, or to the Chair of the School's Governors. All those involved will be entitled to a fair hearing, whether a student or a member of staff. Complaints that raise child protection issues will be reported under local inter-agency procedures for investigation outside the school as per Warrington safeguarding procedures.

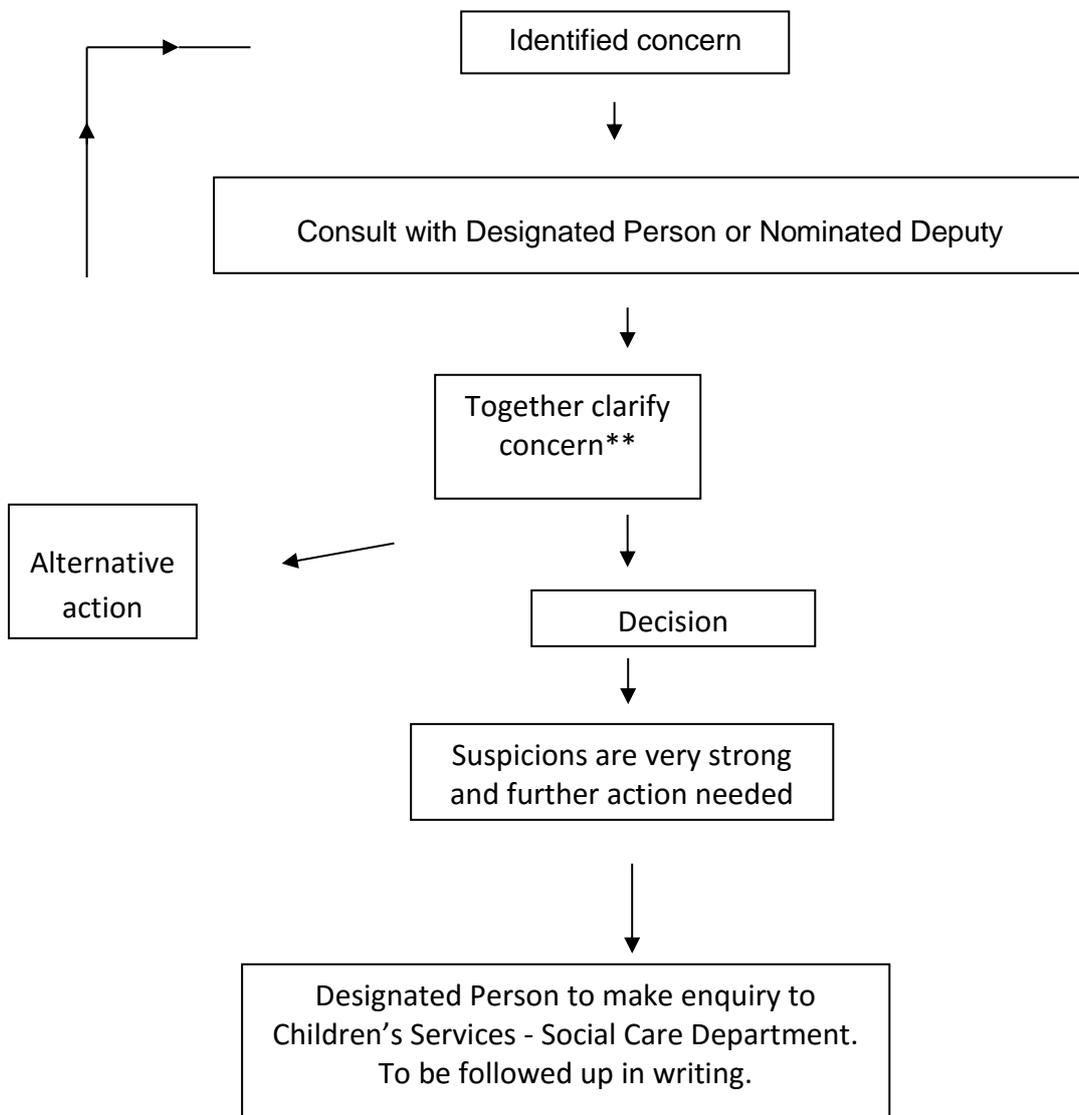
The reporting structure for King's can be found on the next page in the Appendices section.

APPENDIX A

King's reporting structure

KING'S LEADERSHIP ACADEMY

Channels of communication should be quick and clear:



APPENDIX B



Safeguarding Concern

Confidential

Date of Incident:		Date reported if different:	
Names involved:		Witness, if any?	
Staff:		Logged by:	

Please describe what happened in as much detail as possible. Give reference to times and names if applicable.

Signed by Staff:

Signed by Pupil:

TAC REPONSE AND ACTION:

Date received:		Action taken:	
To be resolved by:	HT HL HH	Name (Staff)	
Recorded:		SLT involvement?	

Solution/Next-steps:

|