



## St Hugh's School

### Parent Friendly Policy

#### Child Protection and Safeguarding Policy

In school we have certain staff that Lead on safeguarding and Child Protection these are the Headteacher, Assistant Head - Mrs Pawlyszyn and Mrs Millward - Teacher.

Our Child protection policy applies to all governors, staff, visitors and parents. This policy has been developed in accordance with the requirements identified in 'Keeping Children Safe in Education 2016' and covers all aspects of Safeguarding.

#### St Hugh's School will ensure that:

- ❖ Children feel secure in a safe environment in which they can learn and develop
- ❖ Children know that there are adults in the school whom they can approach if worried or in difficulty (a trusted adult).
- ❖ We equip children with the skills needed to stay safe (taught through PSHE)
- ❖ Children develop realistic attitudes to their responsibilities in adult life and are equipped with the skills needed to keep themselves safe; including understanding and recognition of healthy/unhealthy relationships and support available.
- ❖ Children are supported in recognising and managing risks in different situations, including on the internet, being able to judge what kind of physical contact is acceptable and unacceptable, recognising when pressure from others, including

people they know, threatens their personal safety and well-being and supporting them in developing effective ways of resisting pressure.

- ❖ All adults (parents / carers / staff) feel comfortable and supported to raise concerns about safeguarding to the Head Teacher and/or the Designated Safeguarding Lead.
- ❖ There is a proactive approach to substance misuse. (also part of the PSHE curriculum)
- ❖ There is support and planning for young people in custody and their resettlement back into the school community
- ❖ As a school we work in accordance with 'Working Together to Safeguard Children 2015' and support the North Lincolnshire MARS (Multi-Agency Resilience and Safeguarding) board.
- ❖ All students have a right to be protected, respected, valued and to be heard.

Staff will achieve this through:

- ❖ Identifying students at risk of suffering significant harm, exploitation or extremism through bespoke lessons, assemblies, themed days.
- ❖ Reducing the potential risks pupils face of being exposed to violence, extremism, exploitation, grooming or victimisation
- ❖ Raising awareness of all staff through effective communication and training annually
- ❖ The referral of all disclosures to the appropriate agencies
- ❖ Addressing concerns at the earliest possible stage using Early Help procedures
- ❖ Working in partnership with the Local Safeguarding Children Board (MARS)

We recognise that because of the day to day contact our staff with students, they are well placed to observe the outward signs of abuse, neglect, victimisation and exploitation. We will therefore:

- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to
- Ensure children know that there are adults in the school whom they can approach if they are worried
- Include opportunities in the PSHE curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- Ensure we have a nominated Senior Leadership Team member responsible for Safeguarding.
- Ensure every member of staff (including temporary, supply and volunteers) and members of the governing body; know the name and understand the role of the designated senior person responsible for Safeguarding.
- 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 senior person responsible for Safeguarding.
- Ensure that parents have an understanding of the responsibility placed on the School staff for Safeguarding by setting out their obligations by updating and publishing our policy on the school website annually.
- Notify the allocated social worker immediately if there is an unexpected absence of a pupil who is subject to a child protection plan.

- Develop good links with outside agencies and co-operate as required with their enquiries.
- Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Ensure all records are kept securely; separate from the main pupil file, and in locked locations.
- Follow procedures where an allegation is made against a member of School staff or volunteer.
- Ensure safe recruitment practices are always followed.
- Ensure that the EARLY HELP Process is available to support children who need additional support (the Early Help Strategy can be accessed at [northlincsmars.co.uk/early-help/#section2](http://northlincsmars.co.uk/early-help/#section2))

### Related Issues

Safeguarding and child protection also includes issues such as pupil health and safety, bullying and a range of other issues. For example, arrangements for meeting the medical needs of children, providing first aid, building security, drugs and substance misuse, positive behaviour, etc. There may also be other safeguarding issues that are specific to the local area or population such as e.g. gang membership, child sexual exploitation, drugs.

St Hugh's School has a duty to ensure that our safeguarding processes cover all activities and functions.

This policy therefore compliments and supports a range of other safeguarding issues:

- Bullying including cyber bullying

- Children missing education
- Child missing from home or care
- Child sexual exploitation (CSE)
- Domestic violence
- Drugs
- Fabricated or induced illness
- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender based violence/violence against women and girls (VAWG)
- Hate
- Mental health
- Missing children and adult strategy
- Private fostering
- Preventing radicalisation
- Relationship abuse
- Sexting
- Trafficking

The governors at St Hugh's will oversee and keep under review the Schools/School Child Protection and Safeguarding policy annually

and all governors / staff receive compulsory Child Protection & Safeguarding training annually.

### PREVENT Strategy

Through our ethos, values and behaviour policy, the School provides a platform to ensure children and young people are given the support to respect themselves and others, and understand their role as a local and global citizen, being aware of the potential issues they face.

We are aware there have been several occasions both locally and nationally in which extremist groups have attempted to radicalise vulnerable children and young people, to hold extreme views including views justifying political, religious, sexist or racist violence, or to steer them into a rigid and narrow ideology that is intolerant of diversity and leaves them vulnerable to future radicalisation.

The Prevent strategy aims to stop people becoming terrorists or supporting terrorism. Whilst it remains rare for children and young people to become involved in terrorist activity, we recognise young people from an early age can be exposed to terrorist & extremist influences or prejudiced views. As with other forms of safeguarding strategies, early intervention is always preferable.