



Safeguarding Young People Policy

Purpose and aim

Sunningdale School's whole-school safeguarding policy aims to provide clear direction to staff and others about expected codes of behaviour in dealing with Safeguarding issues. The policy also aims to make explicit the school's commitment to the development of good practice and sound procedures. The purpose of the policy is, therefore, to ensure that Safeguarding concerns and referrals are handled sensitively, professionally and in ways that support the needs of the child's well being.

Introduction

Sunningdale School fully recognises the contribution it can make to safeguard the children and support the pupils in its care. There are three main elements to Sunningdale school's safeguarding policy:

1. prevention (positive school atmosphere, careful and vigilant teaching, pastoral care, support to pupils, providing good adult role models)
2. protection (following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to Safeguarding concerns)
3. support (to pupils and school staff and to children who may have been abused)

[This policy applies to all employees of Sunningdale School](#)

Framework

Schools do not operate in isolation.

Safeguarding is the responsibility of all adults especially those working with children. The development of appropriate procedures and the monitoring of good practice are the responsibilities of Sunderland Safeguarding Children Board.

'We are committed to respond in accordance with Sunderland Safeguarding Children Board in all cases where there is a concern about significant harm'

Significant Harm

Local Authorities duty is to investigate (S47 of the Children Act 1989). Where a Local Authority is informed that a child who is living, or is found, in their area is either subject to an emergency protection order, Police protection or they have reasonable cause to suspect suffering or is likely to suffer significant harm they must make such enquiries as necessary to promote or safeguard the child's welfare. Children's Services Social care undertake this responsibility on behalf of the Authority once a referral has been made.

Harm means ill treatment or the impairment of health or development; development means physical, intellectual, emotional, social or behaviour development.

Health means physical or mental health.

Ill-treatment includes sexual abuse and forms of ill-treatment which are not physical.

Note: harm now includes the impairment of a child's health Or development as a result of witnessing the ill treatment of another person
(*Adoption and Children Act 2002*)

Parents/carers should be aware that the school will take any reasonable action to safeguard the welfare of its pupils In cases where the school has reason to be concerned that a child may be subject to significant harm, ill-treatment, neglect or other forms of abuse, staff have no alternative but to follow the Sunderland Safeguarding Children Board Procedures and inform the Children's Services Social Care or the Police Public Protection Unit of their concern.

Roles and Responsibilities

All adults working with or on behalf of children have a responsibility to protect children. Within Sunningdale School the following individuals have special responsibilities: -

- Mrs Celia Wright (Designated Person) Mrs Rachel Grimwood and Mr. James Waller (Nominated Deputies) Role: to co-ordinate all matters relating to safeguarding issues. These will include:
 - Dealing with reports of abuse against children
 - Dealing with complaints against staff (employees of Sunningdale School)
 - Making referrals, if appropriate, to Children's Services Social Care Initial Response Team (IRT) or for allegations to the Local Authority Designated Officer (LADO -Sarah Storey)
 - Keeping the head teacher fully informed of all Safeguarding issues that may arise
 - Ensuring that the Designated Person and the Nominated Deputy

- receive training in Safeguarding every 2 years
 - Ensuring all staff /governors (employees of Sunningdale School) receive training in Safeguarding every 3 years
 - Ensuring that all new staff (employees of Sunningdale School) are properly inducted in safeguarding issues
 - Liaise with the school governor with special responsibility for Safeguarding as appropriate
- Father Peter Garvie (school governor with special responsibility for Safeguarding) Role: to liaise with the Designated Person on matters relating to Safeguarding issues and participate in the annual review of policy.

Procedures

The designated person will be informed immediately by an employee of the school, pupil of the school, parent of the school, other persons, in the following circumstances

- Suspicion that a child is being harmed
- There is evidence that a child is being harmed

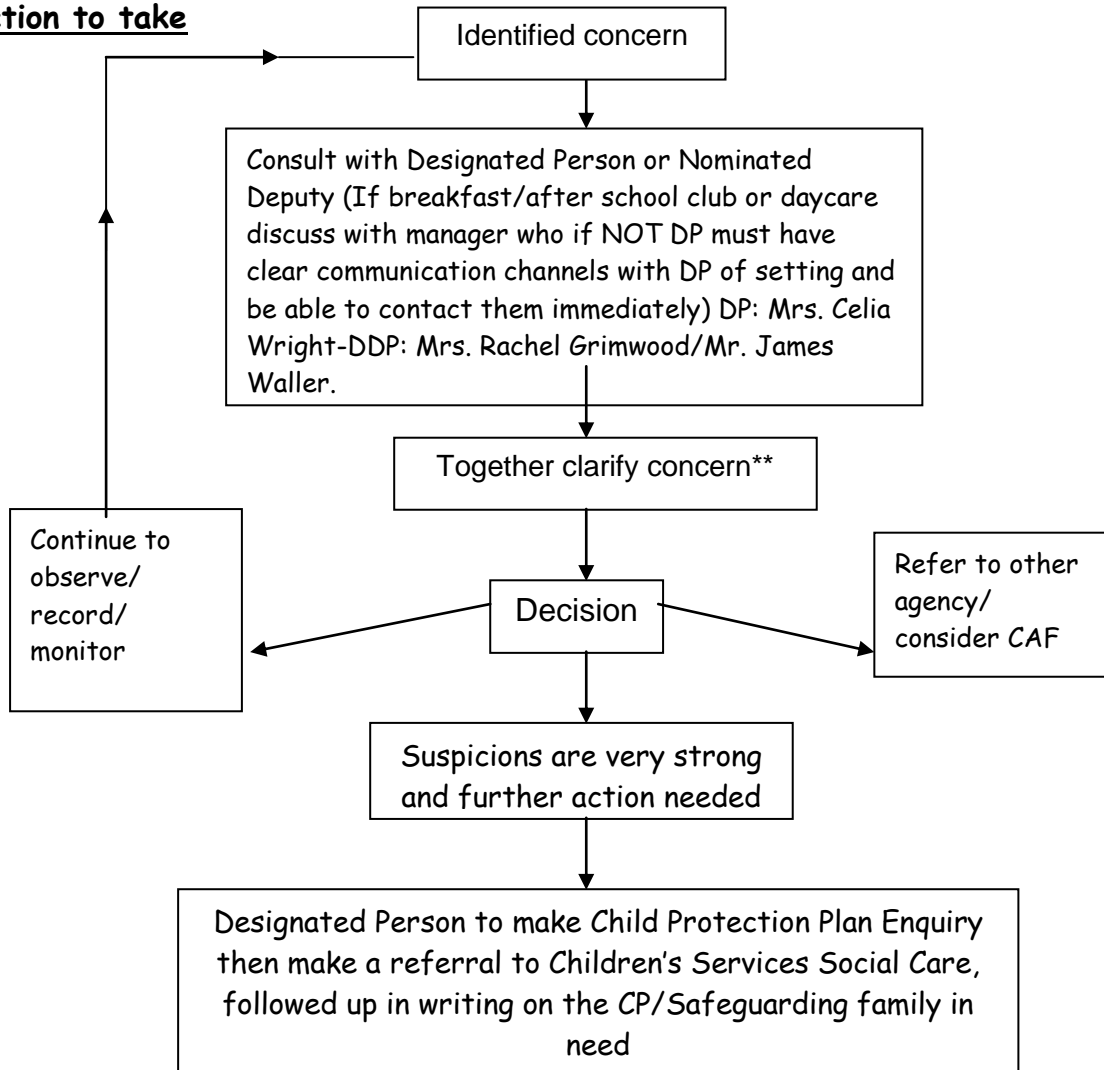
The Designated person will keep a full record of concerns raised and make referrals to Children's Services Social Care/Police if necessary. The head teacher will be kept informed at all times.

Referrals

Channels of communication should be quick and clear:

Suspected Child At Risk

Action to take



** Any member of staff who is unhappy with the joint decision made with the Designated Person can contact the Education Safeguarding Team

*** If unhappy about the outcome of the referral to Children's Services Social Care/ Police, consider the Professional Differences Procedure in Chapter 3 of the SSCB Safeguarding Children Procedures which can be found at www.sunderlandscb.com.

Safe Schools /Safe Staff

Governors have agreed and ratified the following policies which must be read in conjunction with this policy

Whistle Blowing:

Sunningdale school's Whistle Blowing Policy provides guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken.

Complaints against employees

A Safeguarding complaint involving a member of staff must be reported to the Head teacher immediately. If the complaint involves the head teacher then the next most senior member of staff must be informed and the Chair of Governors. Consultation without delay with the LADO Sarah Storer Tel 561 7146 will determine what action follows. A multi agency strategy meeting may be arranged to look at the complaint in its widest context, the Headteacher /a senior member of school staff must attend this meeting, which will be arranged by the LADO. All issues must be recorded on the allegation management form and the outcome reached must be noted to ensure closure.

Training and Support

Sunningdale School School ensure that the head teacher, Designated Person & Nominated Deputy and governor with special responsibility for Safeguarding receive training relevant to their role. The school also ensure that all its employees are kept informed about Safeguarding issues through a programme of staff Inset, and safeguarding awareness raising every 3 years.

Professional Confidentiality

Confidentiality is an issue which needs to be understood by all those working with children, particularly in the context of Safeguarding. Sunningdale School recognises that the only purpose of confidentiality in this respect is to benefit the child.

(See Chapter 1 of the Sunderland Safeguarding Children Board (SSCB) Safeguarding Children Procedures (www.sunderlandscb.com)).

Records and Monitoring

Well-kept records are essential to good Safeguarding practice. Sunningdale School is clear about the need to record any concerns held about a child or children within its care, following EST guidelines and proformas.

Attendance at Safeguarding Conferences

In the event of Sunningdale School being invited to attend Child Protection conferences, the Designated Person will represent the school and provide information relevant to Child Protection conference (Initial/Review). Using the

proforma in Sunderland Safeguarding Children Board Procedures which can be found at www.sunderlandscb.com.

Supporting Children

Sunningdale School recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth and to view the world in a positive way. Sunningdale School may be the only stable, secure and predictable element in the lives of some of the children under its care. The school, therefore, recognises that such children might exhibit challenging and defiant behaviour and will take careful note of the context of such behaviour.

Sunningdale School also recognises that some children who have experienced abuse may in turn abuse others. This requires a considered and sensitive approach in order that the child can receive appropriate help and support.

Sunningdale School will endeavour to support all its pupils through:

- The curriculum, to encourage self-esteem and self-motivation
- The school ethos, which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued
- A coherent management of behaviour
- A consistent approach which recognises and separates the cause of behaviour from that which the child displays. This is vital to ensure that all pupils are supported within the school setting
- Liaison with other professionals and agencies who support children and parents
- A commitment to develop productive, supportive relationships with parents whenever it is in the child's interest to do so
- The development and support of a responsive and knowledgeable staff group whose role it is to respond appropriately in Safeguarding situations.

Sunningdale School recognises that, statistically, children with behavioural difficulties and disabilities are the most vulnerable to abuse. School staff who work, in any capacity, with children with profound and multiple disabilities, sensory impairment and/or emotional and behavioural problems will need to be particularly sensitive to signs of abuse.

Sunningdale School also recognises that in a home environment where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support and protection.

This policy should be read in conjunction with other related policies in school.

These include (for example)

- Safer Recruitment and Selection policy
The school will operate safe recruitment practice throughout the whole process adhering to 'Safeguarding Children and Safer Recruitment in Education Nov 2007', with trained staff on all interview panels

- Sunderland's Guidance for Safer working practices for adults who work with young people.
- The school will ensure that all staff and volunteers are aware of the need for maintaining appropriate and professional boundaries in their relationships with young people and agree to work within all policies and procedures to safeguard both children and adults.
- The school will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings taken against them under the Sexual Offences Act 2003 (Abuse of position of trust)
- Behaviour Management Policy - inclusive of the Use of Reasonable Force
- Anti-Bullying Policy
- Inclusion and Special Education Needs Policy.
- The Schools Educational Visits / Off Site policy (reviewed annually) reflects the consideration we give to the Safeguarding of our children both within the school environment and when away from the school when undertaking school trips and visits.
- Photographic & digital imagery policy with parental consent forms annually signed
- Administration of medicines policy and procedures with trained staff who manage this.
- Attendance Management
- Looked after Children Policy
- Single Equality Scheme

This template has been informed by the following legislation and national & local guidance

- Education Act 2002 Section 175
- Framework for the Assessment of Children and Families Children Act 1989/2004
- Working together to safeguard children DOH (2013)
- SunderlandSafeguardingChildrenBoardProcedures (www.sunderlandscb.com) - Sunderland City Council procedures for dealing with allegations/complaints against staff/strategy meetings.
- Data Protection Act 1998
- Sexual Offences Act 2003
- Safeguarding Vulnerable Groups Act 2006
- Freedom of Information Act 2000

This Policy will be reviewed annually or in light of any changes in legislation and/or guidance.

This policy must be ratified by the governing body signed/dated by both the HT and Chair of Governors.

Whole-School Policy on Safeguarding

Children and Young People

School: Sunningdale.....

Academic Year	Designated Person	Deputy Designated Person	Nominated Governor (if available)
09-10	Celia Wright	Joan Marley	Peter Dawson
10-11	Celia Wright	Joan Marley	Peter Dawson
11-12	Celia Wright	Joan Marley	Catherine Stewart
12-13	Celia Wright	Rachel Grimwood	Catherine Stewart
13-14	Celia Wright	Rachel Grimwood James Waller	Father Peter Garvie

A. Named staff/personnel with designated responsibility for Safeguarding

Review Date	Changes made	By whom
2010	November 2010	CW
2011	December 2011	CW
2012	September 2012	CW
2013	November 2013	CW

Policy agreed by:

Headteacher: _____

Senior Teachers: _____

Governing Body: _____

Review date: November 2014

Cwright policy review November13

