Lingdale Primary School

SAFEGUARDING POLICY

Ratified by Governors/Principal:	Lingdale Primary
Current ratification date:	Jan 2019
Review frequency:	One year
Next review date:	Jan 2020
Responsibility of:	Sara McCallum/Sarah Thornton

1. RELEVANT DOCUMENTATION

When reading this document, please be aware of the following related documents:

1. Tees Local Safeguarding Children Procedures accessed at www.teescpp.org.uk
2. HM Government 1989 and 2004 The Children Act
3. HM Government 2002 The Education Act
4. HM Government (March 2015) Working together to safeguard children
5. HM Government (2015) What to do if you are worried a child is being abused
6. HM Government (2015) Information sharing
7. HM Government (2015) Disqualification under The Childcare Act 2006
8. HM Government (2015) Counter-Terrorism and Security Act
9. HM Government (July 2015) Revised Prevent duty guidance: for England and Wales
10. HM Government (September 2018) Keeping children safe in education
11. HM Government (April 2016) Multi-agency Statutory guidance on female genital mutilation.
12. HM Government (September 2016) Children Missing Education

13. Procedure for Managing Allegations against Staff, Carers and Volunteers- South Tees LSCB
14. Safeguarding Children in Education (DFES 2004)
15. The Sexual Offences Act 2002
16. Data Protection Act 1998
17. Anti-bullying policy
18. Race Equality Policy
19. Equality and Diversity Policy
20. Violence, Threatening Behaviour and Abuse Policy
21. Staff Disciplinary Policy
22. Staff Recruitment Policy
23. Whistle Blowing Policy
24. E Safety Policy
25. Health and Safety Policy
26. Drug and Alcohol Policy
27. Data Protection Policy
28. Sexting in Schools and Colleges UKCIS 2016

2. SCOPE

This document is Lingdale Primary's on safeguarding and is in line with the procedures set out by the Redcar and Cleveland Local Safeguarding Children's Board. This policy applies to all adults working on the Academy site.

3. INTRODUCTION

Lingdale Primary is committed to safeguarding children.

We recognise that we have a primary responsibility for the care, welfare and safety of the students in our charge, and we will carry out this duty through our teaching and learning, extra-curricular activities, pastoral care and extended School activities. In order to achieve this, all members of staff (including volunteers and governors) in this School, in whatever capacity, will at all times act proactively in child welfare matters especially where there is a possibility that a child may be at risk of significant harm.

Our teaching of personal, social and health education citizenship, as part of the National Curriculum, helps to develop appropriate attitudes in our children, and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations, and how to behave in response to them (e.g. 'stranger danger' and 'internet safety').

We recognise that abuse and neglect can result in underachievement. We strive to ensure that all our children make good educational progress.
Lingdale Primary seeks to adopt an open and accepting attitude towards children as part of its responsibility for pastoral care. The School hopes that parents and children will feel free to talk about any concerns and will see the School as a safe place if there are any difficulties at home.

Children's worries and fears will be taken seriously if they seek help from a member of staff.

In our School, if we have suspicions that a child's physical, sexual or emotional well-being is being, or is likely to be, harmed, or that they are being neglected, we will take appropriate action in accordance with the procedures issued by Redcar and Cleveland Local Safeguarding Children Board.

4. STAFF

4.1 Recruitment

We will ensure that our staff and volunteers are carefully selected, screened, trained and supervised. We accept that it is our responsibility to follow the guidance set out in Keeping Children Safe in Education September 2016 and always ensure that we follow our Safer Recruitment Policy.

In particular:

- Before appointing someone, follow up each reference with a telephone call or personal contact during which we will discuss the applicant's suitability to work with vulnerable children.
- Check that all adults with regular and/or substantial access to children at this School, including supply staff and governors, have an enhanced Disclosure and Barring Service check before starting work, or as soon as is practicable after appointment.

In addition, we will ensure that the following checks are satisfactorily completed before a person takes up a position in the School:

- Identity checks to establish that applicants are who they claim to be.[1] Academic qualifications, to ensure that qualifications are genuine.
- Professional and character references prior to offering employment.
- Satisfy conditions as to health and physical capacity.
- Previous employment history will be examined and any gaps accounted for.
- An applicant's right to work will be verified.
- Check that an applicant who has applied for a management role is not prohibited from engaging in one.
- Check for any restrictions imposed by the European Economic area (NCTL).
- For teachers verify that the prohibition check is complete.
- The School Single Central Record is kept up to date.
- On occasion, the School uses supply teachers from agencies. These agencies are approved in the recruitment processes.
- Verify that supply staff ID is checked alongside the information provided by the agency.

4.2 Staff Responsibilities

The Executive Head/Head of School will ensure that:

- The Governing Body receives an annual review in respect of their roles and responsibilities with regard to safeguarding.
- The Governing Body adopts appropriate policies and procedures to safeguard children in the School.
- Policies and procedures are implemented by staff.
- Parents/carers will be made aware each autumn term of the safeguarding policies that are in place and who is the Nominated Person Child Protection for their child.
- Sufficient resources and time are allocated to carry out safeguarding children effectively.
- All members of staff who are identified as a Nominated Person Child Protection receive appropriate training for this important role.

[1] e.g. through birth certificate, passport, new style driving licence, etc. …

- All staff and adults working in the School understand their safeguarding children responsibilities and are able to voice their concern if they feel a child is vulnerable or at risk.
- SEND and vulnerable students are provided with a secure and nurturing environment where key staff are able to notice and investigate possible signs and symptoms of abuse and neglect and report these to the nominated persons.
- Any case of verbally disclosed Female Genital Mutilation will be acted upon in liaison with the nominated\deputy Child Protection person in accordance with multi-agency statutory guidance. The person to whom the disclosure was made will personally report to the police that Female Genital Mutilation has taken place. Staff will be aware of the 'whistle blowing' protocol and understand they must voice their concern of any individual working practices that are deemed unsafe and unprofessional.
- Lingdale Primary develops effective working partnerships with relevant agencies and cooperates as required in regard to safeguarding children matters, including attendance at child protection conferences and other related meetings.
- The School will provide appropriate reports for child protection meetings.
- All information and records are kept confidentially and securely.
- Recruitment and vetting procedures are followed in all appointments of staff including those working in the School in a voluntary/unpaid capacity.
- Any children suspected of being drawn into extremist radical behaviour or beliefs are acted upon with the nominated/deputy Child Protection who will assess and appropriately refer to Social Care/Channel Panel. See Appendix 1.
- Site security is in place with all visitors required to identify themselves, then sign in and sign out when leaving the School.

4.3 Induction and Training

All new members of staff will receive induction information training, which will give an overview of the organisation and ensure they know its purpose, values, services and structure, as well as identifying and reporting abuse, and confidentiality issues. This is further expanded in the Staff Induction Policy.

All new staff at the School (including volunteers) will receive a copy of the Safeguarding Policy within one week of starting their work at the School.

All staff will be expected to attend training at least annually on safeguarding children that will enable them to fulfil their responsibilities in respect of safeguarding effectively. The School will provide this training through the Executive Head with responsibility for safeguarding. Should a member of staff not attend safeguarding training an alternative will be sought.

Nominated staff will attend refresher training every two years to equip them to carry out their responsibilities for safeguarding children and will attend annual updates. Staff identified as a designated person will undertake training in inter-agency working that is provided by, or is at the standard agreed by, the LSCB every two years and attend annual updates.

We will ensure that all members of staff are familiar with the procedures for keeping a confidential written record of any incidents. Where any member of staff fails or delays to report their concerns, this may be dealt with as a disciplinary matter.

4.4 Confidentiality

The School, and all members of staff at the School, will ensure that all data about students is handled in accordance with the requirements of the law, and any national and local guidance.

Any member of staff who has access to any information about a child or the child's family must take all reasonable steps to ensure that such information is only disclosed to those people who need to know.

Regardless of the duty of confidentiality, if any member of staff has reason to believe that a child may be suffering harm, or be at risk of harm, their duty is to forward this information without delay to the designated member of staff for child protection for that child.

4.5 Conduct

The School has a duty to ensure that professional behaviour applies to relationships between staff and children, and that all members of staff are clear about what constitutes appropriate behaviour and professional boundaries.

At all times, members of staff are required to work in a professional way with children. All staff should be aware of the dangers inherent in:

- Working alone with a child
- Physical interventions
- Cultural and gender stereotyping
- Dealing with sensitive information
- Giving to and receiving gifts from children and parents
- Contacting children through private telephones (including texting), e-mail, MSN, or social networking websites
- Disclosing personal details inappropriately

If any member of staff has reasonable suspicion that a child is suffering harm, and fails to act in accordance with this policy and procedures, we will view this as misconduct, and take appropriate action.

Minimising risks to children

ALL STAFF MUST READ THE KEEPING CHILDREN SAFE IN EDUCATION. For School and College (September 2016) Document. (All staff refers to teachers, nonteaching staff, students, staff from other agencies and volunteers)

Safe practice/codes of conduct in school

Staff/student relationships/communications that includes the use of social media.

Staff will not initiate affectionate physical contact except in circumstances where a child is showing immediate signs of being upset e.g. following an accident. Here the staff member where possible will seek to ensure any physical contact is witnessed by a third party and is not prolonged in nature.

Staff in school will not discuss with children in any depth details about their personal life or relationships they hold outside of school.

Staff will not seek social relationships with children outside of school, including relationships developed through means of social media.

No staff member will communicate via telephone, through email or social media directly with any child on role except through the schools official email accounts where all communication can be tracked.

4.6 Physical Contact and Restraint

Members of staff may have to make physical interventions with children. Members of staff should only do this where:

- It is necessary to protect the child, or another person, from immediate danger, or the member of staff has received de-escalation training.
- Any use of physical intervention must be recorded and the parent/person with parental responsibility must be informed at the earliest opportunity.

4.7 Allegations against Members of Staff

If anyone makes an allegation that any member of staff (including any volunteer or Governor) may have:

- Committed an offence against a child
- Placed a child at risk of significant harm
- Behaved in a way that calls into question their suitability to work with children

Staff must report all incidents to the Head of School. The Head of School, rather than the designated member of staff will handle such allegations, unless the allegation is against the Head of School, when the Executive Headteacher and Chair of Governors will handle the School's response.

The allegation will be dealt with in accordance with the School Disciplinary Policy by the Executive Headteacher/Chair of Governors and in accordance with the **'Procedure for Managing Allegations against Staff, Carers and Volunteers'** provided by South Tees Local Safeguarding Board.

- Immediate support and guidance should be sought from:

    - The Designated Officer - Lorraine Press (LADO) (01642 771500)
    - The Child Protection Officer for Education - Joanne Dickson (01642 837732)
    - Where an individual staff member in regulated activity is dismissed or removed due to safeguarding concerns, or would have been had they not resigned, the Principal must make a referral to the Disclosure and Barring Service (DBS). This is a legal duty and failure to do so is a criminal act.

4.8 Visitors/Contracted Services

Where the Governing Body contracts services to outside providers, we will ensure that these providers have appropriate safeguarding and child protection policies and procedures, and that there are arrangements in place to link with the School on such matters. Such considerations will be made explicit in any contract or service level agreement with the provider, for example in partnership activities and activities involving regular movement of students.

Supply staff will be expected to present photo ID which will be checked against the information sent by the supply agency prior to their arrival.

4.9 Safeguarding Strategic Group

The School has a Safeguarding Team made up of senior leaders with responsibility for aspects of safeguarding within the organisation. The group includes:

- Executive Headteacher
- Head Teacher
- EYFS Room leader
- Governor

The purpose of the group is to develop, monitor, evaluate and review all aspects in relation to safeguarding within the School.

5. CHILD PROTECTION

Safeguarding Team	
The nominated Governor for Child Protection is:	John Whitehead
The Designated Safeguarding Lead is:	Mrs Sara McCallum/ Mrs Sarah Thornton
Deputy Safeguarding Lead	Miss Rachel Schumm
Executive Headteacher:	Mrs Sara McCallum

Lingdale Primary fully recognises its responsibilities for child protection.

The School's main aim is to provide a safe, secure and stable base for children and help to protect them from harm. The welfare of the child is of paramount importance to all the adults who work in our School. To achieve this aim Lingdale Primary will:

- Ensure safer recruitment and vetting practices are followed, therefore checking the suitability of staff and volunteers who wish to work with our children.
- Assign a Nominated Person for Child Protection and a Designated Teacher for looked after children.
- Raise awareness of child protection issues to staff, parents and children.
- Provide an environment where children feel safe, are encouraged to talk and are listened to.
- Help equip children with skills needed to keep themselves safe.

- Raise awareness that extra vigilance is required with students with special educational needs as additional barriers can exist when recognising abuse and neglect with SEND students. It may be assumed that indicators of possible abuse relate to the child's disability and there may be additional communication barriers.
- Develop, implement and review policies and procedures in relation to child protection.
- Train and raise awareness of all staff, defining their role and responsibilities in reporting possible cases of abuse. (Keeping Children Safe in Education)
- Ensure there is effective communication between staff on child protection matters.
- Identify children who are suffering or likely to suffer significant harm and identify those who are a cause for concern and may require the services of early help to support as soon as a problem emerges

- Ensure that peer on peer abuse is never tolerated or passed off as "banter" or "part of growing up. It will be investigated and victims and perpetrators supported by appropriate agencies and sanctions put in place as required.
- Report cases or suspected cases of abuse to Social Care.
- Working in partnership with parent/carer and other professionals to support and to help protect children who have a Protection Plan.
- Establish a safe environment in which children can learn and develop.
- Provide a curriculum and ethos which aims to prevent children from being drawn into radicalised, extreme behaviour or acts of terrorism. Schools to work in partnership with the Channel panel set up by the Local Authority.
  Report any verbally disclosed cases of Female Genital Mutilation (FGM) to the police. The adult who received the disclosure will personally make the report.
- Report cases or suspected cases of abuse to First Contact Team Social Care.
- Work in partnership with parent/carer and other professionals to provide coordinated support and help to protect children who are subject to protection plans, work in partnership with Social Care when undertaking section 17 or section 47 assessments.
- Inform the local authority of any child under 16 (under 18, if disabled) who has entered in a private fostering arrangement with someone other than a parent or close relative for a period of 28 days or more. A close relative is a grandparent, brother, sister, uncle or aunt and includes half siblings and step parents. It does not include great-aunts or uncles, great grandparents or cousins. Parents and private foster carers both have a legal duty to inform the local authority at least six weeks before the arrangement is due to start, not to do so is a criminal offence. Staff should notify the DSL when they become aware of private fostering arrangements, the DSL will check that the family are aware of their duty to inform the LA and will also inform the LA of the private fostering arrangements.
- Investigate any unexplained absences and follow the guidance of Children Missing Education September 2016.

5.1 Recognised Categories of Abuse

- Child abuse can take a variety of forms and is not only perpetrated by adults but also includes peer on peer abuse. This is most likely to include, but not limited to: bullying (including cyber bullying), gender based violence/sexual assaults and sexting.

- **Physical abuse** involves hitting, slapping, kicking, misuse of medication, undue restraint, shaking or other treatment of a child that can cause actual bodily harm.

- **Sexual abuse** involving forcing or enticing a child into sexual activities whether or not the child is aware of what is happening. This includes non-contact situations such as viewing child abuse images. Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

- **Emotional abuse** involves persistent emotional ill treatment of children, such as frightening them, or putting them in situations of danger. It is also an abuse to convey to children the feeling they are worthless or unloved.

- **Neglect** and acts of omission is also a form of abuse. This could involve failure to provide an adequate level of care (e.g. food, warmth and failure to access medical care or services).

5.2 Specific Safeguarding Issues

- **Child Sexual Exploitation (CSE)** involves exploitative situations, contexts and relationships where young people receive something (e.g. food, accommodation, drugs, alcohol, gifts, money or affection) as a result of engaging in sexual activities. CSE can take many forms ranging from a seemingly 'consensual' relationship where sex is exchanged for affection or gifts, to serious organised crime by gangs and groups. What marks out exploitation is an imbalance of power in the relationship. The perpetrator always holds some kind of power over the victim that increases as the exploitative relationship develops. CSE always involves varying degrees of coercion, intimidation or enticement, including unwanted pressure from peers to have sex, sexual bullying including cyberbullying and grooming. Key indicators of CSE include:

- going missing or regularly coming home late
- regularly missing school or education
- unexplained gifts or possessions
- associating with other young people involved in exploitation
- having older boyfriends or girlfriends
- suffering from sexually transmitted infections
- mood swings, changes in emotional well-being
- drug and alcohol misuse
- displaying inappropriate sexualised behaviour

- **Female Genital Mutilation** refers to procedures that intentionally alter or cause damage to female genital organs for non-medical reasons. FGM takes place between birth and around 15 years old. FGM may be likely if there is a visiting female elder, there is talk of a special procedure or celebration to become a woman, or parents take their daughter out of school to visit and 'at risk' country (especially before the summer holidays) or parents who wish to withdraw their children from learning about FGM.

- **Honour-based violence (HBV)** encompasses crimes that have been committed to protect or defend the honour of the family and/ or community, including FGM, forced marriage, and practices such as breast ironing.

- **Prevent** refers to preventing students being drawn into extremism and radicalisation (see Appendix 1)

- **Cyber bullying** involves the use of texting, social networking sites, email to communicate offensive messages and/or content to cause distress and humiliation.

- **Sexting** is the sharing of youth produced sexual imagery by young people and includes both photos and videos. The increase in the speed and ease of sharing imagery has brought concerns about young people producing and sharing sexual imagery of themselves. This can expose them to risks, particularly if the imagery is shared further, including embarrassment, bullying and increased vulnerability to sexual exploitation. Producing and sharing sexual images of under-18s is also illegal.

5.3 Responsibilities

5.3.1 The Nominated Person Child Protection (Designated safeguarding lead) has responsibility for co-ordinating action within the Academy and liaising with Social Care and other agencies in respect of suspected child abuse.

The main responsibilities for the Nominated Person Child Protection are:

To adhere to and follow procedures outlined in the South Tees Local Safeguarding Children Board Procedures.

- To help identify signs and symptoms of abuse.
- To ensure that the key staff working with SEND and vulnerable students notice and are aware of changes and investigate possible signs and symptoms of abuse and neglect and report these to the nominated persons.
- Refer suspected cases of abuse to Social Care/Police.
- Ensure all staff receive child protection awareness raising training to help them recognise and identify signs of abuse.
- To raise awareness of child safety issues within the School.
- Ensure that the School has an up-to-date Safeguarding Policy which is consistent with the LSCB procedures. The policy should be reviewed annually.
- To attend and represent the School at child protection meetings.
- Be responsible for securely managing child protection files, compiling reports, recording and sharing information appropriately.
- Ensure that all information and records are kept confidentially and securely.
- To develop good working relationships/links with Social Care, the Child Protection Officer for Education and other relevant professionals.
- To raise awareness of their role with staff, parents and children.
- Be available for staff for consultation purposes.
- Provide advice and support to the nominated and deputy nominated persons on child welfare and child protection matters, support them to take part in strategy discussions and inter agency meetings and to contribute to the assessment of children.
- To liaise with the Virtual School Head (Lynn Strachan 01642 837705) for looked after children to support their needs and progress in the School.

5.3.2 School Staff (teaching and non-teaching) have a responsibility to report any concerns they have about a child's safety to the Nominated Person Child Protection.

If a staff member has a safeguarding concern or suspects a child may be a victim of abuse and may be in immediate danger or at risk of significant harm they are advised to do the following:

- If a child discloses information that suggests possible abuse has taken place we advise the following:

  - Listen to the child
  - Never coach or lead the child
  - Do not investigate or over question the child
  - Reassure the child they were right to talk
  - Inform the appropriate Nominated Person for Child Protection promptly
  - Record events (e.g. what the child has said word for word) on the safeguarding/child protection issues form promptly. (These forms can be found in the general office, staff room and from the DSL)
  - Date, time and sign report

- If a staff member receives information (e.g. third party) or sees something (e.g. suspicious bruise or mark) which gives them a cause for concern, they must inform the appropriate Nominated Person for Child Protection as soon as possible

- Staff should always consult with the appropriate Nominated Person Child Protection when they first begin to have concerns about a child. This process will help clarify what action, if any, needs to be taken to meet the needs of the child.

- If a staff member receives information regarding peer on peer abuse, including physical, sexual, emotional and cyber abuse which may include sexual touching or assaults, initiation and hazing violence and sexting these incidents will be reported and fully investigated. Victims will be supported by appropriate adults and agencies to enable them to come to terms with the issues and perpetrators will receive appropriate sanctions and support on how to change behaviours.

- Staff will report all sexting incidents to the DSL and these will be investigated and the young people interviewed. Members of staff will not view the images/videos. Young people will not be criminalised but in certain circumstances we will report to social care and the police if the child is vulnerable or known to social services. Parents will be informed unless this will put the student at risk. If adults are involved, if the child is being coerced, blackmailed or groomed of if the child is under 13 then the police will be informed. Images must be deleted from devices and online services if other agencies are in agreement.

- Where staff feel a child is expressing or demonstrating extreme, radical view or behaviours they should make the Head Teacher/nominated person for Child Protection aware of their concerns. (See Appendix 1)

- In exceptional circumstances such as an emergency or a genuine concern that appropriate action has not been taken, staff members can speak directly to Children's Social Care or the NSPCC whistleblowing helpline on 0800 028 0285.

- If staff has concerns regarding the conduct of another staff member they should inform the Head Teacher directly. If the concern is regarding the Head Teacher conduct the staff member must contact the Executive Head teacher. If the concern is regarding the Executive Headteacher then the Chair of Governors must be contacted.

- Where staff has concerns regarding safeguarding practices within school, the Head Teacher should be aware of these concerns. If after raising concerns the staff member is not satisfied with the response/resultant action staff members should refer to the whistleblowing policy or contact the NSPCC whistleblowing helpline on 0800 028 0285.

5.4 Staff Training

All staff and governors at Lingdale Primary receive child protection training at least annually which raises their awareness of processes and procedures agreed by the Local Safeguarding Children Board (LSCB). Training also covers areas such as 'signs and symptoms' and 'internet safety'.

Newly appointed staff receive training through Lingdale Primary's induction programme and attended specific courses run by the Child Protection Officer for Education (e.g. NQTs).

Staff at Lingdale Primary will also undertake training in relation to e-learning promoted by the LSCB.

The Nominated Person for Child Protection will receive training on a two yearly basis with annual updates including LSCB facilitated courses.

The Executive Headteacher has completed the on-line Safer Recruitment Training and additional training accredited by NCSL. This training will be undertaken by appropriate Governors.

5.5 Confidentiality

Confidentiality and trust should be maintained as far as possible, but Lingdale Primary will act on the basis that the welfare of the child is paramount. The degree of confidentiality will be governed by the need to protect the child and personal information will be shared where this is necessary to protect the child (1998 Data Protection Act.

5.6 Monitoring and Review

The Governing Body will ensure that Lingdale Primary undertakes the following:

- Annually reviews its Safeguarding Policy.
- Has a senior member of staff as Nominated Person for Child Protection.
- Reviews annually the workload of the Nominated Person Child Protection by requesting a report detailing related child protection work undertaken.
- Monitors and evaluates child protection training that staff receive.
- Rigorously monitors and reviews all aspects of safeguarding children/working practices and develop as required.

6. PHOTOGRAPHY AND IMAGES

The School recognises its responsibilities to ensure that safeguards are in place to protect our students from those who may seek to abuse children through taking or using photographs or images.

We also recognise that there are legitimate reasons for taking photographs and images, as part of everyday school or family life.

6.1 Parents and Carers

The School understands that parents and carers like to take photographs or video record their children at School events as a means of celebrating their child's successes. This is a normal part of family life, and we will not discourage this.

Where there are legitimate health and safety issues, e.g. the use of a flash when taking photographs which could distract or dazzle a child, we will advise parents.

6.2 Staff

There will be occasions when it is desirable to record photographic or video images of students for use in lessons or broadcast media, for example, the School Newsletter or local press.

- Permission will be sought from parents and carers to take, store, and use photographs of their children within materials to publicise the School, including on the School website.

- Once permission is granted, only those students whose parents have given permission for them to appear in images will be present when the images are recorded. (This does not apply to photographs of students taken for identification purposes).

- If the School uses photographs in a broadcast publication (including on the website) individuals will not be identified by name unless direct permission has been sought.

- The School may record images of students for educational purposes. Nothing recorded for such purposes will be published/transmitted outside the School unless permission has been received.

- Filing and the taking of photographs by staff will only be undertaken using equipment specifically provided by the School for this purpose (i.e. not on personal staff mobiles or cameras.

- Photographs and videos of students must be stored in a shared staff area wherever possible, and if not possible be clearly marked as to what purpose they are being used (this is in line with the School Acceptable Usage Policy which all members of staff are required to sign).

In specific situations the Trustees may withdraw the right, through the Headteacher to photograph or take images of students.

7. BEFORE AND AFTER SCHOOL ACTIVITIES

Where the Governing Body transfers control of use of School premises to bodies (such as sports clubs) to provide out of School hours activities, we will ensure that these bodies have appropriate safeguarding and child protection policies and procedures, and that there are arrangements in place to link with the School on such matters. Such considerations will be made explicit in any contract or service level agreement with the bodies.

APPENDIX 1

PREVENT STRATEGY

The aim of **Prevent** is to stop people becoming extremists or supporting terrorism or extremism. The School is committed to help to protect young people from extremist and violent views in the same ways that it helps to safeguard children from drugs, violence or alcohol. The purpose of this strategy is to protect children from harm and to ensure that they are taught in a way that is consistent with the law and our values.

The School has an important role to play in **Prevent** by:

- Informing staff what **Prevent** is and how it links into Safeguarding.
- Ensuring balanced debates take place protecting freedom of speech as well as identifying hate crime.
- Understanding a clear responsibility to exercise duty of care and to protect the welfare of the students by identifying change in behaviour through students' interaction with or

involvement in particular extreme right wing groups or faith based religious groups and use of unethical or illegal websites.
- Offering support to students who may be drawn into extremism.
- Conducting work through partnership with local authority and police who can advise on referral and support mechanisms which are agreed by the Redcar and Cleveland's Independent Advisory Group and the Community Safety Partnership.

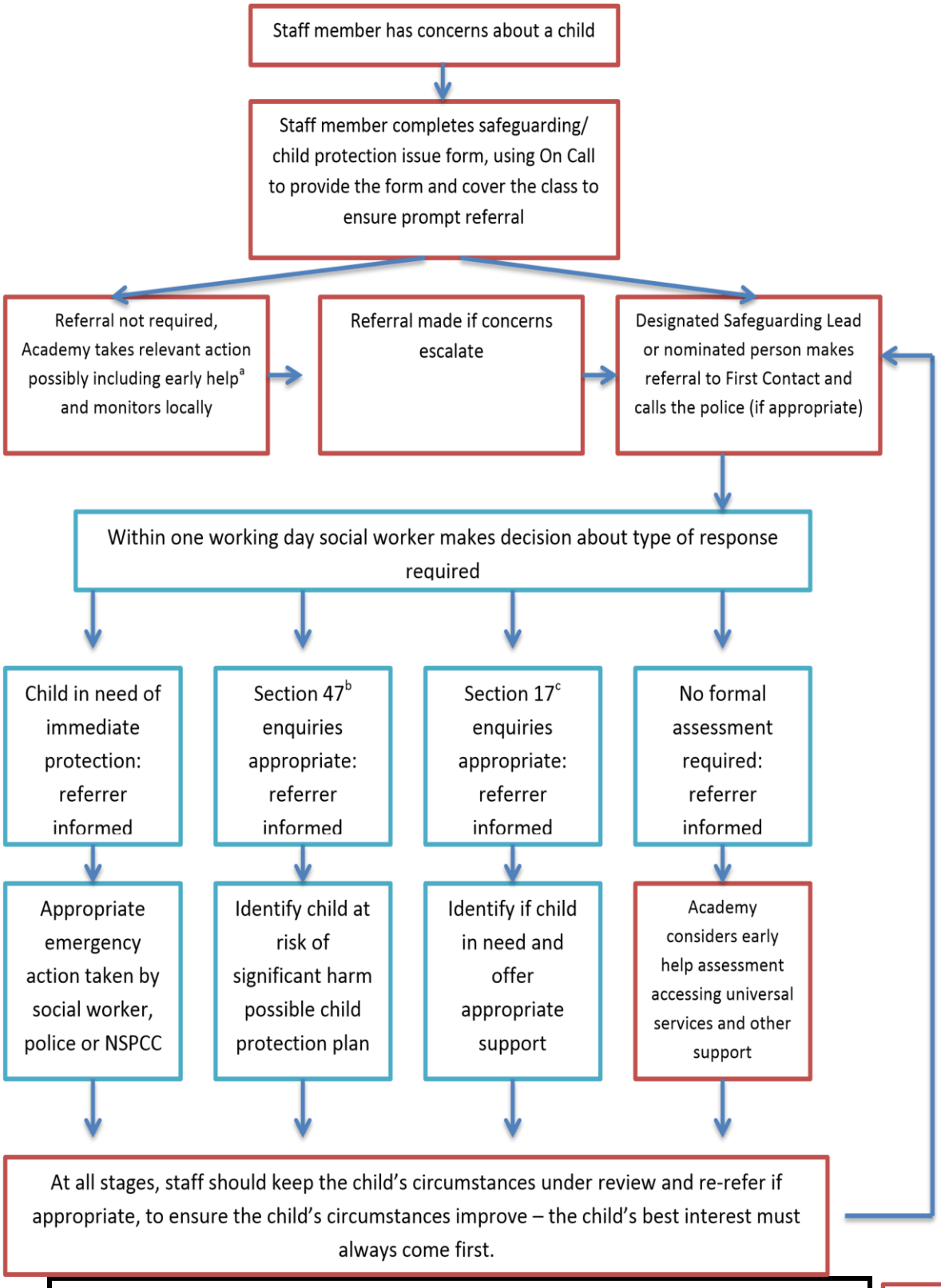
The School implements this strategy within the safeguarding framework that outlines the guiding principles of identifying and addressing welfare needs and keeping young people safe:

RISK:	Young people often present some form of risk
RESPONSIBILITY:	Teachers and managers have a responsibility to minimise risk
REFERRAL:	Existing referral mechanisms should be used
RELATIONSHIPS:	Use partnership relationships for effective, timely response to minimise risk

Through the delivery of curriculum and enrichment programme, the School endeavours to enhance students' spiritual, moral, social and cultural development to maximise their understanding of citizenship thereby reducing the risk of extremism:

- Reflect on beliefs and values.
- Develop and apply an understanding of right and wrong in School and life outside Academy.
- Develop awareness of and respect for diversity in relation to, gender, race, religion and belief, culture, sexual orientation and disability.
- Gain a well-informed understanding of the options and challenges facing them.
- Develop the skills and attitudes to enable them to participate fully in democratic Britain
- Understand and appreciate the range of different cultures within School and further afield as an essential element of their preparation for life and work.

Safeguarding Flow chart



[a] Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from coordinated early help, an early help inter-agency assessment should be arranged.

[b] Section 47 – child at risk of significant harm assessment

[c] Section 17 – child in need assessment

School action

Other agency action