

**Safeguarding**

Safeguarding and promoting the welfare of children refers to the process of protecting children from abuse or neglect, preventing the impairment of their health or development, ensuring that children grow up in circumstances consistent with the provision of safe and effective and nurturing care and undertaking that role so as to enable those children to have optimum life chances and to enter adulthood successfully. This policy recognises that abuse can be in the form of physical, emotional, sexual and neglect.

Pupils with SEND and disabilities are particularly vulnerable and in some cases additional barriers may exist for them in communicating their concerns. Staff should be particularly vigilant in this regard.

- People of Determination and children with SEND needs can be more vulnerable to exploitation and abuse and should have enhanced access to support systems.
- They may be more isolated from their peers and may find it difficult to express concern.
- No concern should be overlooked or passed off as a symptom of SEND or disability; including (not an exhaustive list):
  - Communication;
  - Toileting;
  - Understanding right and wrong;
  - Physical Build;
  - Unusual or over-physical attachments to staff members or peers;

**Purpose**

This policy reflects our active commitment to promote and safeguard the welfare of students at the College. We believe that children have a fundamental right to feel safe and protected from any form of abuse. Therefore, we aim to provide a secure, caring environment, highly skilled and aware staff, and a curriculum which promotes self-esteem, nurtures well-being and empowers children to protect themselves.

The policy aims to:

- Protect students and staff in the College
- provide staff and volunteers with the overarching principles that guide our approach to safeguarding
- ensure consistently good practice across the school
- To demonstrate the College's commitment with regard to safeguarding children

**This policy relates to the other following policies:**

Behaviour for Learning, Anti-Bullying, Safer Recruitment, Social Media, Support for Learning, Educational Visits.

**Key personnel:**

Louise Rodger- Vice Principal

The Designated Senior Lead (DSL) for child protection in this school is:

**The deputy designated person in this school is:**

Sam Pedder – Head of Year 9, Senior Teacher

**Governing Body responsibility:**

Angus Duthie

**Roles and responsibilities of Principal and other staff**

This policy applies to all paid staff, volunteers working in the College, students, visitors or anyone working on behalf of Jumeirah College and/or GEMS.

**This policy has been constructed using the following statutory framework:**

Children Act (1998), Children Act (2004), Education Act (2002), Working Together to Safeguard Children (2015), Keeping Children Safe in Education (2016)

## **Neglect**

Neglect remains the most common form of child abuse in westernised societies. It can be defined as:

The persistent failure to meet a child's basic physical/and or psychological needs, likely to result in the serious impairment of a child's health and development. This can include the use of inappropriate care-givers.

The **Principal** will:

- be ultimately responsible for all child protection matters
- ensure that the safeguarding and child protection policy and procedures are implemented and followed by all staff
- ensure that all staff feel able to raise concerns about poor or unsafe practice and that such concerns are handled sensitively
- ensure that child safety and welfare is addressed through the curriculum.
- ensure that appropriate checks are carried out on all applicants for positions in the College in line with the GEMS Schools Support Centre policy for recruitment. This will include checking identity, qualifications, professional and character references, health and physical capacity, previous employment history to ensure gaps are accounted for, and criminal records.
- in the case of allegations of abuse against members of staff, immediately take advice from corporate office
- establish and maintain an ethos where children feel secure and are encouraged to talk and are listened to
- ensure children know that there are adults in the College whom they can approach if they are worried or in difficulty
- include in the curriculum material which will help children develop realistic attitudes to the responsibilities of adult life.

The school has ensured that the DSL:

- is appropriately trained
- acts as a source of support and expertise to the school community
- keeps written records of all concerns when noted and reported by staff or when disclosed by a child, ensuring that such records are stored securely and reported onward in accordance with this policy guidance, but kept separately from the child's general file
- ensures that all staff sign to indicate that they have read and understood this policy and have completed the online safeguarding training
- ensures that the child protection policy is updated annually
- makes the policy available to parents.

All **staff** have a responsibility to protect children from abuse:

### **Good practice guidelines**

To meet and maintain our responsibilities towards children, the school community agrees to the following standards of good practice:

- treating all children with respect
- setting a good example by conducting ourselves appropriately
- involving children in decision-making which affects them
- encouraging positive and safe behaviour among children
- being a good listener
- being alert to changes in child's behaviour

- reading and understanding all of the school's safeguarding and guidance documents on wider safeguarding issues, for example bullying, physical contact, e-safety and information-sharing
- asking the child's permission before doing anything for them which is of a physical nature, such as physical support during PE or administering first aid
- maintaining appropriate standards of conversation and interaction with and between children
- being aware that the personal and family circumstances and lifestyles of some children lead to an increased risk of neglect and or abuse.

**If a child discloses sensitive information, members of staff will:**

- Staff should report all disclosures to the Principal or Vice Principal via the College referral form
- treat him/her with utmost sensitivity, doing nothing to damage the child further through thoughtlessness or carelessness in their reaction to the child's distress
- listen and record as accurately as possible what the child says with dates and times
- not probe or asking leading questions.
- not promise to keep secrets.

The information should be passed directly to the DSP or in his absence, to a member of the SLT.

**Confidentiality and sharing information**

All staff will understand that child protection issues warrant a high level of confidentiality, not only out of respect for the child and staff involved but also to ensure that information being released into the public domain does not compromise evidence.

Staff should only discuss concerns with the designated person. That person will then decide who else needs to have the information and they will disseminate it on a 'need-to-know' basis.

**Parents** need to be aware that should any member of staff suspect that a child might have been deliberately harmed or neglected by their parent, the College has a duty to inform the GEMS School Support Centre for advice. If thought appropriate due to seriousness of the allegation, GEMS School Support Centre may advise that authorities are informed. In these extreme cases, the authorities have the right to speak with the child without parental consent when it is in the best interests of the child. They may do so on College premises. However, they cannot take a child off the College premises without the permission of the Principal.

**Arrangements for monitoring and evaluation**

The Principal will report matters as they arise to the Corporate Team.

**If you have concerns about a colleague (whistleblowing):**

Staff who are concerned about the conduct of a colleague towards a child are undoubtedly placed in a very difficult situation. They may worry that they have misunderstood the situation and they will wonder whether a report could jeopardise their colleague's career. All staff must remember that the welfare of the child is paramount. All concerns of poor practice or concerns about a child's welfare brought about by the behaviour of colleagues should be reported to the DSL in the first instance or a member of the SLT.

**Photography and images**

To protect children, we will:

- seek parental consent
- ensure that children are appropriately dressed
- encourage children to tell us if they are worried about any photographs that are taken of them.

**Staff training**

It is important that all staff have training to enable them to recognise the possible signs of abuse and neglect and to know what to do if they have a concern. New staff will receive training during their induction. All current staff will receive annual refresher training at the beginning of the academic year.

### **Safer recruitment**

Our school endeavours to ensure that we do our utmost to employ 'safe' staff by following the guidance in Safeguarding Children and Safer Recruitment in Education. All members of the Senior Leadership Team are 'Safer Recruitment' trained.

#### **Safer recruitment means that all applicants will:**

- complete an application form
- provide two referees, including at least one who can comment on the applicant's suitability to work with children
- provide evidence of identity and qualifications
- be checked through the Criminal Records Bureau as appropriate to their role
- be interviewed.

All new members of staff will undergo an induction that includes familiarisation with the school's safeguarding and child protection policy and identification of their own safeguarding and child protection training needs. All staff sign to confirm they have received a copy of the child protection policy and had Safeguarding training. Staff also complete the online Educare Safeguarding module online prior to arriving at the College.

### **Arrangements for monitoring and evaluation**

The Principal and the Senior Leadership Team will have responsibility for monitoring and reviewing this policy every year. This will be done in line with GEMS Schools Support Centre policies.

Date reviewed: **May 2019**

Date of next review: **May 2020**