



JP ACADEMY

45-56 Bridge Street, High Wycombe, Bucks HP11 2EL

Tel: 01494 510597

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CHILD PROTECTION AND SAFEGUARDING POLICY

PURPOSE OF POLICY

The purpose of the safeguarding policy is to provide a secure framework for the workforce in safeguarding and promoting the welfare of those students who attend our academy. The policy aims to ensure that:

- All our students are safe and protected from harm.
- Other elements of provision and policies are in place to enable students to feel safe and adopt safe practices; staff, students, visitors, volunteers and parents are aware of the expected behaviours' and the academies legal responsibilities in relation to the safeguarding and promoting the welfare of all our students.

POLICY STATEMENT

This policy develops procedures and good practice within our academy, to ensure that each person can demonstrate that there is an understanding of the duty to safeguard and promote the welfare of children, young people including those who are vulnerable. It provides evidence of how this will be implemented within our academy.

ETHOS OF JP ACADEMY

Improving outcomes for all children and young people underpins all of the development and work within this academy. Safeguarding is considered everyone's responsibility and as such our academy aims to create the safest environment within which every student has the opportunity to achieve. Our academy recognises the contribution it can make in ensuring that all students registered or who use our academy feel that they will be listened to and appropriate action taken. We will do this by working in partnership with other agencies and seeking to establish effective working relationships with parents, carers and other colleagues to develop and provide activities and opportunities throughout our curriculum that will help to equip our children and young people with the skills they need. This will include materials and learning experiences that will encourage our children to develop essential life skills and protective behaviours.

If a child makes an allegation or disclosure of abuse against an adult or other child or young person, staff will:

- Stay calm and listen carefully; reassure the child that s/he has done the right thing in telling you.
- Not to investigate or ask leading questions let the child or young person know that s/he will need to share the information with the DSL.
- Not to promise to keep what they have told you a secret.
- Inform the DSL as soon as possible; and make a written record of the allegation, disclosure or incident which will be signed, and dated using the academies safeguarding record procedure.



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CONFIDENTIALITY

We recognise that all matters relating to child protection are confidential; the DSL will disclose personal information about a student to other members of staff on a need to know basis only. All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children. All staff must be aware that they cannot promise a child to keep secrets which might compromise the child's safety or well-being, or that of another. We will always undertake to share our intention to refer a child or young person with their parents/carers unless to do so could put the child at greater risk of harm, or impede a criminal investigation. If in doubt, we will consult with the relevant agency before doing so.

MANAGING ALLEGATIONS AGAINST STAFF

We are aware of the possibility of allegations being made against members of staff or volunteers that are working or may come into contact with children and young people whilst in our academy. Allegations will usually be that some kind of abuse has taken place. They can be made by children and young people or other concerned adults.

If an allegation is made, the member of staff receiving the allegation will immediately inform the DSL.

If the allegation made to the member of staff concerns the DSL, the person receiving the allegation will immediately inform the most Senior Teacher available.

The DSL will also need to:

- Consider safeguarding arrangements of the child or young person to ensure they are away from the alleged abuser.
- Contact the parents or carers of the child/young person if advised to do so.
- Consider the rights of the staff member for a fair and equal process of investigation.
- Ensure that the appropriate disciplinary procedures are followed including whether suspending a member of staff from work until the outcome of any investigation is dealt with.
- Advise the Safeguarding Authority Independent where a member of staff has been disciplined or dismissed as a result of the allegations founded.

WHISTLEBLOWING

We advise our staff of our Whistleblowing Policy and of how it can be implemented. Staff are aware of their duty to raise concerns about the attitude and actions of colleagues where these are inappropriate or unsuitable. If necessary the member of staff, should speak to the delegated 'Whistleblowing' officer - School Manager who is Lisa Bisgrove.

SUPPORTING STAFF

- We understand that staff should have access to advice on the boundaries of appropriate behaviour. The document: 'Guidance for Safer Working Practices for Adults Working with Children'
- Children and young people provide advice on these and the circumstances which should be avoided in order to limit complaints against staff of abuse of trust, and/or allegations of physical or sexual abuse.
- These matters form part of our staff induction and are referred to in the staff handbook. We recognise that staff working in the academy that have become involved in the case of a child or young person who has suffered harm, or appears likely to suffer harm, may find the situation stressful and upsetting.



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- We support such staff by providing an opportunity to talk through their anxieties with the School Manager or Director.

PHYSICAL RESTRAINT

We have a procedure in place for recording each significant incident in which a member of staff uses force on a student, and for the reporting of these incidents to the student's parents as soon as practicable after the incident.

- A member of staff who has used appropriate physical restraint will have a reasonable defence to any legal action against them. If the purpose of the physical intervention was to avert an immediate danger of injury to any person.
- Or an immediate danger to the property of any person ("person" includes the student);
- Or to prevent the committing of a criminal offence.
- Or where a young person's conduct leads to behaviour that prejudices good order and discipline.
- No more force was used than was reasonably necessary in the circumstances.

Wherever possible such events are recorded and signed by a witness. Staff that are likely to need to use physical intervention are appropriately trained. We understand that physical intervention of a nature that causes injury or distress to a child or young person may be considered under child protection or disciplinary procedures.

PREVENTION

We recognise that the academy plays a significant part in the prevention of harm to our students by providing them with effective lines of communication with trusted adults, supportive friends and an ethos of protection. Our academy will support all students by:

- Establishing and maintaining an ethos, understood by all staff, which enables children and young adults to feel secure and encourages them to talk, knowing that they will be listened to.
- Promoting a caring, safe and positive environment within the academy and ensuring that all children know that there is an adult in the academy whom they can approach if they are worried or in difficulty.
- Providing across the curriculum, opportunities which equip children with the skills they need to stay safe from harm and to know to whom they should turn for help.
- Encouraging the development of self-esteem and resilience in every aspect of academy life including through the curriculum.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- Ensuring that a named teacher is designated for Children in Care, (CIC) and that a list of CIC is regularly reviewed and updated. The Education Welfare Officer for the academy is made aware of all CIC in the academy.
- Providing continuing support to a student who leaves the academy and about whom there have been child protection concerns, by ensuring that such concerns and academy medical records are forwarded under confidential cover to the School Manager at the student's new school or college as a matter of urgency.



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- Recognising that children come from a variety of different cultural backgrounds and as a result have developed policies to ensure that we embrace diversity in religion and faith, race, ethnicity, gender and sexual orientation. We undertake the Disability Equality Duty.

We will include our safeguarding policy on our website and display copies of the policy throughout the academy.

TRAINING

All members of staff and volunteers will have access to our safeguarding training at least every three years. We will also, as part of our induction, issue information in relation to our safeguarding policy and any policy related to safeguarding and promoting our children/young people's welfare to all newly appointed staff and volunteers.

Our School Manager and Course Leader will undertake further safeguarding training in addition to the whole academy training. This will be undertaken at least every two years and will update their awareness and understanding of the impact of the wide agenda of safeguarding issues. It will support both the School Manager and Course Leader to be able to better undertake their role and support the academy in ensuring our safeguarding arrangements are robust and achieving better outcomes for the students in our academy. This includes taking part in multi-agency training.

Our School Manager will have access to safeguarding training. Sara Lawson will also undertake additional training at least every two years to support the School Manager's role in managing allegations against staff and volunteers who work with children and young people and to support the annual review of this policy, in order to keep it updated in line with local and national guidance/legislation.

Policy Review Date: 24/06/17

Next Review Date: 24/06/18

The School Manager of our Academy is responsible for ensuring the annual review of this policy and for additional policies that are relevant to safeguarding and child protection.

Reviewed by the School Manager