



## **Safeguarding Policy**

Our policy applies to all staff, governors and volunteers working in the school, who shall thereafter be referred to as ‘adults’.

### **Principles of the Policy**

The BESG is committed to the safe keeping, protection and nurturing of children, with respect for their wishes and feelings. We will therefore:

1. Establish and maintain an environment where children feel safe and secure, are encouraged to talk, and are listened to
2. Ensure adults follow clear guidelines of conduct with children and other adults
3. Develop our safe recruitment practice in checking the suitability of adults and volunteers to work with children
4. Include opportunities in the PSHE/SRE curriculum for children to develop the skills they need to recognise and stay safe from abuse
5. Ensure children know that there are adults in the school whom they can approach if they are worried.
6. Clarify the procedures for identifying and reporting cases or suspected cases of abuse or neglect
7. Support pupils who have been abused/ neglected in accordance with an agreed child protection plan.

### **Introduction**

There are four main elements to our Policy:

- prevention through the teaching and pastoral support offered to pupils
- procedures for identifying and reporting cases, or suspected cases, of abuse. Because of our day to day contact with children school staff are well placed to observe the outward sign of abuse
- support to pupils who may have been abused
- dealing with allegations made against an adult

### **Prevention**

We recognise that high self esteem, confidence, supportive friends and good lines of communication with a trusted adult helps prevention.

The school will therefore:

- 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 school whom they can approach if they are worried or in difficulty

- include in the curriculum, activities and opportunities for PSHE which equip children with the skills they need to stay safe from abuse and to know to whom to turn for help
- include, in the curriculum, material which will help children develop realistic attitudes to the responsibilities of adult life

## **Procedures**

### The School

- has designated senior members of staff (Child Protection Officers-CPOs) who have undertaken training. The named persons are Dawn Akyurek, Katie Vincent, Karen Antoine.
- recognises the role of the designated members of staff and arranges support and training.
- ensures every member of staff knows
  - (i) the name of the designated persons and their role
  - (ii) that they have an individual responsibility for referring child protection concern
  - (iii) that there is a 'whistleblower' policy to protect staff if they report allegations of abuse by another member of the school community.
- ensures that members of staff are aware of the need to be alert to signs of abuse and know how to respond to a pupil who may tell of abuse. (refer to Child Protection Procedures document)
- ensures that parents have an understanding of the responsibility placed on the school and staff for safeguarding.
- notify the appropriate authority according to the child's particular circumstances and status in Turkey (refer to Child Protection Procedures document) if
  - if there is an unexplained absence of a pupil on the child protection register of more than two days duration from school (or one day following a weekend)
- keep written records of concerns about children (noting the date, event and action taken), even where there is no need to refer the matter immediately.
- ensures all records are kept secure.
- ensures the criminal background of applicants for vacant posts are checked in accordance with CRB procedures ( refer to safe recruitment and practice statement).
- appoints a member of the Governing body as the named Child Protection Governor. The nominated governor (Willem van Rossem) undertakes an annual review of our Safeguarding policies and procedures in discussion with the Child Protection Officers. The Child Protection Governor reports back his findings to the Full Board annually. *Safeguarding is a collective responsibility for the whole governing body. Therefore, the key role of the nominated governor will be to act for the school if allegations are made against the Headteacher.*
- Confidentiality will be maintained (beyond those specifically involved in the case).

## **Supporting the pupil at risk**

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth and to view the world as benevolent and meaningful. They may feel helplessness, humiliation and some sense of self blame.

This school may be the only stable, secure and predictable element in the lives of children at risk. Nevertheless, when at school their behaviour may be challenging and defiant or they may be withdrawn.

The school will endeavour to support the pupil through:

- the content of the curriculum to encourage self esteem and self motivation.
- the school ethos which (i) promotes a positive, supportive and secure environment (ii) gives pupils a sense of being valued.
- liaison with other agencies who can provide support for the student.
- keeping records and notifying the relevant authorities as soon as there is a recurrence of a concern.

When a pupil on the child protection register leaves, we will transfer information to the new school immediately.

**Procedure for dealing with an allegation against a member of staff.**

Teachers, because of their daily contact with children in a variety of situations including the wider caring role, are vulnerable to accusations of abuse. Their relationships with pupils may lead to allegations against them being made by pupils or parents or persons with parental responsibility. BESH will deal with allegations in a sensitive manner, bearing in mind the rights of both pupil and teacher. (refer to the Child Protection Procedures document)

Should any deficiencies or weaknesses in the School's safeguarding arrangements come to light, these will, of course, be remedied without delay.

Karen Antoine  
January 2010