



Child Protection Policy

2017 - 2018



Contents

Purpose and Aim.....	4
Introduction	4
Framework and Legislation	6
Roles and Responsibilities for all staff	7
Role of the Designated Safeguarding Leads and Deputies.....	9
Manage referrals	9
Work with others.....	10
Undertake Training.....	10
Raise Awareness	11
Child Protection File	12
Availability	12
Responsibilities of St Aidan’s Catholic Academy’s Governing Body	13
Information for Parents	14
Procedures.....	14
Safe Schools/Safe Staff.....	15
Whistle blowing/confidential reporting.....	16
Complaint involving a member of staff or Headteacher.....	16



Training and Support.....	16
Professional Confidentiality	16
Record Keeping.....	17
Attendance at Safeguarding Conferences	17
Supporting Children.....	17
Policy Review.....	22



Purpose and Aim

St Aidan's Catholic Academy Child Protection Policy aims to provide clear direction to staff and others about expected codes of behaviour in dealing with child welfare concerns. The policy also aims to make explicit the Academy's commitment to the development of good practice and sound procedures to keep children safe.

The purpose of the policy is, therefore, to ensure that our children's welfare is of paramount importance, early and additional help is offered to prevent escalation and where child protection concerns are identified referrals are handled sensitively, professionally and in ways that support the needs of the child's well-being.

Governors and staff are committed within St Aidan's Catholic Academy to safeguarding and promoting the welfare of children in our care through all our policies, procedures and practices. We expect all our pupils, parents and visitors to share this commitment and understanding.

Introduction

St Aidan's Catholic Academy fully recognises the contribution it can make to keeping children safe and supporting the pupils in its care. There are four main elements to St Aidan's Catholic Academy's child protection policy:

1. **Prevention** (positive atmosphere, careful and vigilant teaching, pastoral care, support to pupils, providing good adult role models and the identification of early and additional support/services to children and families and recognising and reducing risks to children including harassment, bullying, victimisation, exploitation, radicalisation and issues such as Honour Based Violence Female Genital Mutilation and Forced Marriage.)
2. **Protection** (following agreed procedures, ensuring all staff respond appropriately and sensitively to child protection concerns and that every member of staff has regular training and updates at least annually and are supported to refer their concerns to the Designated Safeguarding Lead Mrs G Hogg / Ms J Jackson or Deputy Designated Safeguarding Leads, Mrs J Small, Ms K Szczepanska or Mrs M Halliday, or to the MASH (Children's Safeguarding 0191 520 5560) directly IF NECESSARY. In certain specific cases such as Female Genital Mutilation (Mandatory reporting of FGM from October 2015), Radicalisation or Forced Marriage there are SPOCS/named teams and individuals within the police who can be contacted.



3. **Reconsideration** (following and challenging the progress of new referrals and existing cases to ensure that individual cases are reconsidered if there remains no improvement to a child's circumstances).
4. **Support** (to pupils and all staff and to children who may be vulnerable due to their individual circumstances).

All Staff have a responsibility to recognise child abuse, neglect and peer on peer abuse in its many forms. Additional guidance on how our Academy supports the following areas of need, additional need or harm are either hyperlinked to the areas identified below from Keeping Children Safe in education, 2016 or to a named school policy. These must be read in conjunction with our Child Protection Policy.

In addition to the four main categories of abuse: Physical, Emotional, Sexual and Neglect the following areas must be understood:

- [Bullying including cyberbullying](#)
- [Children missing education](#) Keeping Children Safe 2016 (Annex A)
- [Children missing Home or care](#)
- [Child sexual exploitation – \(CSE\)](#) & Keeping Children Safe 2016 (Annex A)
- [Domestic Violence](#)
- [Drugs](#)
- [Fabricated or induced Illness](#)
- [Faith Abuse](#)
- [Female genital mutilation \(FGM\)](#) Keeping Children Safe 2016 (Annex A)
- [Forced Marriage](#) – Keeping Children Safe 2016 (Annex A)
- [Gangs and youth violence](#)
- [Gender Based Violence/violence against Women and Girls \(VAWG\)](#)
- [Hate](#)
- [Mental Health](#)
- [Missing children and adult strategy](#)
- [Private fostering](#)
- [Preventing radicalisation](#) Keeping Children Safe 2016 (Annex A)
- [Relationship abuse](#)
- [Sexting new guidance from DfE](#)
- [Trafficking](#)
- [Peer on Peer Abuse](#)



In the event of any of these issues being recognised, information should be shared directly with the Designated Safeguarding Leads which may result in the situation being monitored and supported in school or the pupil/s being referred to specific services.

This policy applies to St Aidan's Catholic Academy's whole workforce.

Framework and Legislation

No Schools operate in isolation. Keeping children safe from significant harm 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 Local Safeguarding Children Board, which includes the partnership of several agencies who work with children and families across the City.

St Aidan's Catholic Academy is committed to respond in accordance with Child Protection: Sunderland Local Safeguarding Children Board procedures www.sunderlandscb.com and partner agencies in all cases where there is a concern about significant harm.

Significant Harm is defined in The Children's Act 1989 as the ill-treatment (including sexual abuse and physical abuse) or the impairment of health (physical or mental) or development (physical, intellectual, emotional, social or behavioural) as compared to a similar child.

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)

Local Authorities have a duty to investigate (under S47 of the Children Act 1989). Where a Local Authority is informed that there is a child who is living, or is found, in their area and they have reasonable cause to suspect that child is suffering or is likely to suffer significant harm they must make such enquiries as necessary to promote or safeguard the child's welfare. The MASH (Multi-Agency Safeguarding Hub), Children's Safeguarding undertakes this responsibility on behalf of the Local Authority once a referral has been made.

Keeping Children Safe in Education September 2016 contains information on what schools and colleges **should** do and sets out the legal duties with which schools and colleges **must** comply. It should be read alongside Working Together to Safeguard Children 2015



which applies to all the schools, including maintained nursery schools. The Children Act 1989 sets out the Legal Framework.

Roles and Responsibilities for all staff

Safeguarding and promoting the welfare of children is defined for the purposes of this policy as:

- protecting ALL children from maltreatment and abuse; including in addition to the four categories of harm (PHYSICAL, SEXUAL, EMOTIONAL, NEGLECT) issues such as child sexual exploitation (CSE), Honour Based Violence (HBV) inclusive of Female Genital Mutilation (FGM) and Forced Marriage, preventing radicalisation and extremism, harassment, bullying and victimisation;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- and taking action to enable all children to have the best outcomes.

This includes everyone under the age of 18.

Everyone who comes into contact with children and their families has a role to play in safeguarding children. Due to the regular contact with children all staff at St Aidan's Catholic Academy have, we hold a particularly important role in safeguarding as we are in a position to identify concerns early, provide help for children and to prevent concerns from escalating. Children can make disclosures or show signs of abuse at any time and to any individual and safeguarding incidents can occur within schools. Therefore it is important that ALL staff:

- Ensure that they listen to and reflect on the voice of the child at ALL times and take seriously any concerns raised to them by a child.
- Ensure that they report ANY concerns of harm to any child to the Designated Safeguarding Lead immediately. However, ALL staff can refer their concerns directly to the MASH, Children's Safeguarding if necessary and the police in the



stated incidents above. They should inform the Designated Safeguarding Lead as soon as possible if they have reported concerns directly.

- Ensure that they record any information shared directly with them by a child or observed/witnessed with the Designated Safeguarding Lead immediately. This could include sharing information on behalf of the Designated Safeguarding Lead with other agencies. All discussions, decisions and reasons for them should be recorded in writing adhering to the St Aidan's Catholic Academy's recording and information sharing policy/ procedure.
- Ensure that they maintain an attitude of '**it could happen here**' and report any concerns regarding the behaviour of a **child** in school directly to the Designated Safeguarding Lead.
- Ensure that they maintain an attitude of '**it could happen here**' and report any concerns regarding the behaviour of an **adult/staff member** in school directly to the Headteacher.
- Ensure that they feel able to raise concerns about poor or unsafe practices of staff and potential failures in the school's safeguarding regime through whistleblowing procedures and the staff behaviour/code of conduct policy.
- Ensure that they attend regular formal training/updates at least annually to support them in recognising the signs and symptoms of abuse, particularly in support of early identification of needs of children to prevent an escalation of need or risk to the child.
- Ensure that, under the Counter Terrorism and Security Act, April 2015, the school has 'due regard' to '**Prevent**' and to assess risk of children and young people being radicalised drawn into extremism (based upon potential risks in local area and that clear protocols are in place for all visitors so that views are appropriate and not an opportunity to influence others).
- Ensure from October 2015 that there is mandatory reporting to the police in all cases where teachers discover that an act of FGM appears to have been carried out on a girl aged under 18.
- Ensure that staff understand through online safety training the additional risks for pupils online and continue to promote the School's eSafety Policy in the protection of all pupils.



St Aidan's Catholic Academy will work with social care, the police, health services and other services to promote the welfare of children and protect them from harm.

Role of the Designated Safeguarding Leads and Deputies

St Aidan's Catholic Academy has appointed from our SLT Mrs G Hogg and Ms J Jackson to be our Designated Safeguarding Leads. These have the overall responsibility for safeguarding and Child Protection and have the appropriate authority and training to undertake such a role including being able to provide advice and support to other staff on child welfare and child protection matters. They are able to take part in strategy discussions and inter agency meetings and to support other trained staff to do so as well as contribute to the assessment of children.

St Aidan's Catholic Academy has appointed the following Deputy Designated Leads Mrs J Small, Ms K Szczepanska and Mrs M Halliday who are part of the safeguarding team. These individuals are trained to the same standard as the Designated Safeguarding Lead. Whilst the activities of the Designated Safeguarding Lead can be delegated to appropriately trained deputies the ultimate LEAD RESPONSIBILITY for child protection will not be delegated and remains with the Designated Safeguarding Lead.

The Designated Safeguarding Lead has a very detailed role, (see below).

However, if there is an IMMEDIATE safeguarding concern and the Designated Safeguarding Leads are unavailable please seek immediate support via the MASH, Children's Safeguarding (0191 520 5560).

The broad areas of responsibility for the Designated Safeguarding Leads are identified here:

Manage referrals

- Refer cases of suspected abuse to the MASH, Children's Safeguarding.
- Refer cases to the Disclosure and Barring Service (cases where a person is dismissed or left due to risk/harm to a child); and/or



- Refer to the Police (cases where a crime may have been committed including Sexual Exploitation (MSET lead), Radicalisation (through the Single Point of Contact for the Channel Panel) Female Genital Mutilation and Forced Marriage).
- Support staff who make referrals to the MASH, Children's Safeguarding, Channel Panel or Police as appropriate.

Work with others

- Liaise with the Headteacher to inform them of issues, especially ongoing enquiries under section 47 of the Children Act 1989 and police investigations.
- For all cases which concern a staff member, liaise with the Headteacher, or where the Headteacher is the subject of the allegations the Chair of Governors, and the DO at the Local Authority for child protection concerns.
- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.

Undertake Training

The Designated Safeguarding Lead and any deputies should receive appropriate training updated every two years. They should undertake 'Prevent' awareness training and in addition to the formal training their knowledge and skills should be refreshed at regular intervals but at least annually so they:

- Understand and keep up with any developments to their role
- Understand the assessment process for providing early help and intervention, for example through locally agreed common and shared assessment processes such as early help assessments.
- Have a working knowledge of how local authorities conduct a child protection case conference and a child protection review conference and be able to attend and contribute to these effectively when required to do so.
- Ensure each member of staff has access to and understands the Academy's Child Protection Policy and procedures, especially new and part time staff.



- Be alert to the specific needs of children in need, those with special educational needs and young carers.
- Be able to keep detailed, accurate, secure, written records of concerns and referrals.
- Understand and support the Academy with regards to the requirements of the Prevent duty and be able to provide advice and support to staff on protecting children from the risk of radicalisation.
- Obtain access to resources and attend any relevant or refresher training courses.
- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the Academy may put in place to protect them.

Raise Awareness

The designated safeguarding lead should ensure the Academy's policies are known understood and used appropriately:

- Ensure the Academy's Child Protection Policy is reviewed annually (as a minimum) and the procedures and implementation are updated and reviewed regularly, and work with governing body and the workforce in this regard to ensure its effectiveness. This includes ensuring that all staff receive the policy on their induction.
- Ensure the Child Protection Policy is available publicly and parents are aware of the fact that referrals about suspected abuse or neglect may be made and the role of the Academy in this.
- Link with the SSCB to make sure staff are aware of training opportunities and the latest local policies on safeguarding.



Child Protection File

- Where children leave the Academy ensure their child protection file is transferred appropriately for any new school or college as soon as possible but transferred separately from the main pupil file. Ensuring secure transit and confirmation of receipt. This may be through an electronic system – CPOMS.

Availability

- During term time the designated safeguarding lead (or a deputy) should always be available (during school hours) for staff to discuss any safeguarding concerns. Mrs G Hogg and Ms J Jackson's mobile numbers are held in school and can be contacted at any time.

Whilst generally speaking the designated safeguarding lead (or deputy) would be expected to be available in person, it is a matter for individual schools and colleges, working with the designated safeguarding lead, to consider whether in exceptional circumstances availability via phone and or Skype or other such mediums is acceptable.

- The designated safeguarding lead and Academy should arrange adequate and appropriate cover arrangements for any out of hours/out of term activities. Mrs G Hogg's details are held by the SSCB. They are also given to the group leaders of any visits happening outside of school hours.
- Ensure each member of staff has access to and understands the Academy's suite of safeguarding policies particularly the Child Protection Policy and the Staff Behaviour Policy, especially new or part-time staff who may work with different establishments.
- Be aware of all school excursions and residentials and clarify with educational visit co-ordinator/group leader(s) their role and responsibility in connection with safeguarding/child protection.
- Ensure a whole school policy about managing behaviour and discipline including the use of reasonable force, is in place.
- Ensure an effective whole school policy against bullying/cyber-bullying inclusive of measures to prevent all forms of bullying among pupils, is in place.



- Inform LA of any pupil to be deleted from the Academy admission register and follow missing from Education protocols
- Inform the LA of any pupil who fails to attend school regularly, or has been absent without schools permission for a continuous period of 10 days or more.

Responsibilities of St Aidan's Catholic Academy's Governing Body

Best practice would advise that a Safeguarding Governor at senior board level is appointed to support the Designated Safeguarding Lead in their role from the perspective of ensuring the allocation of funding and resource is sufficient to meet the current safeguarding and child protection activity, challenge the safeguarding activity and ensure both the self-assessment tool and the Designated Safeguarding Lead report demonstrates fully and accurately the safeguarding arrangements and any action to progress areas of weakness or development.

At St Aidan's Catholic Academy the senior lead Governor for safeguarding is Mrs M Dunlop.

In addition to the above, the role of this individual is to:

- Ensure that governing bodies receive training to clarify their statutory role in keeping children safe to support their quality assurance of those statutory arrangements.

If the Safeguarding Governor is NOT the Chair of Governors it is important to indicate the role of the Chair in Safeguarding, which is to:

- Ensure that they liaise with the local authority Designated Officer (DO), diocese and partner agencies on issues of child protection in the event of allegations of abuse made against the Headteacher, or member of the governing body.
- Ensure that the Governor with responsibility for Safeguarding holds the Headteacher to account on all matters involving safeguarding through an effective Child Protection Policy that is embedded and followed by the entire workforce in all of the above raised areas.



Information for Parents

At St Aidan's Catholic Academy, Governors and staff are committed to safeguarding and promoting the welfare of the pupils in our care and will take any reasonable action to safeguard their welfare. In cases where the school has reason to be concerned that a child maybe suffering significant harm, ill treatment, neglect or other forms of harm, staff have no alternative but to follow Sunderland Safeguarding Children Board procedures and inform The MASH, Children's Safeguarding or police of their concern.

Procedures

The designated safeguarding lead (or deputy DSL) will be informed immediately by an employee of the Academy, pupil of the Academy, parent or other persons, in the following circumstances:

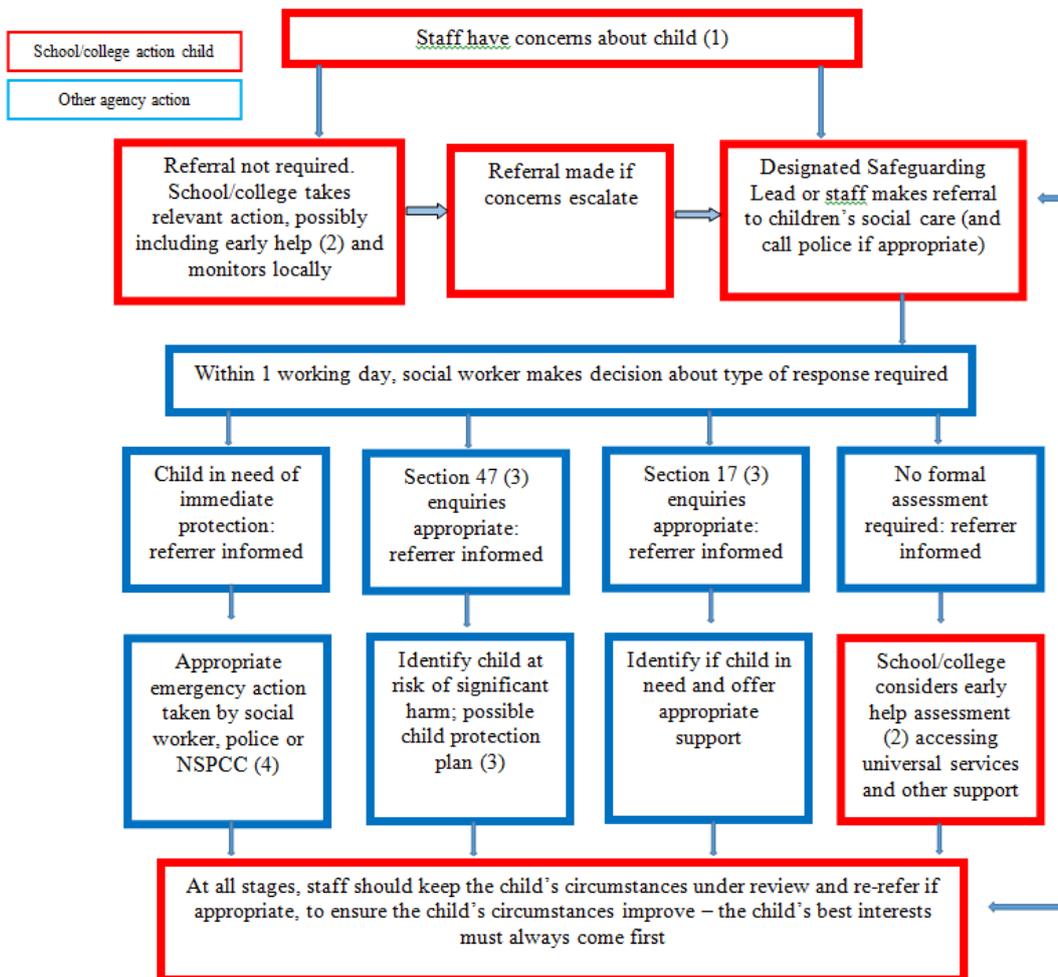
- Suspicion that a child is being harmed
- There is evidence that a child is being harmed

The Designated Safeguarding Lead will keep a full record of concerns raised and make referrals to The MASH, Children's Safeguarding if necessary on 0191 520 5560.



From KCSIE 2016 page 10

Actions where there are concerns about a child



1. In cases which also involve an allegation of abuse against a staff member, see Part Four of this guidance
2. 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 co-ordinated early help, and early help inter-agency assessment should be arranged. Chapter One of [Working Together to Safeguard Children](#) provides details guidance on the early help process
3. Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. This can include s17 assessments of children in need and S47 assessments of children at risk of significant harm. Full details are in Chapter One of [Working Together to Safeguarding Children](#)
4. This could include applying for an Emergency Protection Order (EPO)



Safe Schools/Safe Staff

Governors have agreed and ratified the following policies, procedures, processes or systems which must be read and considered in conjunction with this policy:

Whistle blowing/confidential reporting

St Aidan's Catholic Academy's whistle blowing/confidential reporting policies provides guidance to staff and volunteers on how they can raise concerns and receive appropriate feedback on action taken, when staff have concerns about any adult's behaviour.

Complaint involving a member of staff or Headteacher

A Safeguarding complaint involving a member of staff must be reported to the Headteacher immediately. If the complaint involves the Headteacher then the issue must be referred to the Chair of Governors. The Headteacher or the Chair of Governors must then consult without delay with the LADO. All issues must be recorded on the allegation management form and the outcome reached must be noted to ensure closure.

LADO: Jane Groom – 0191 5613901.

Training and Support

All staff members should be aware of the systems within the Academy which support safeguarding and these should be explained to them as part of their induction to ensure they can discharge their responsibilities effectively. This includes: The Child Protection Policy; Staff Code of Conduct; Safer Working Practice Document and the names of the Designated Safeguarding Lead and their deputies).

All staff members should receive regular safeguarding and child protection updates as specified by the Governing Body but at least annually to provide them with relevant skills and knowledge to safeguard children effectively with opportunities to contribute to reviewing and shaping the safeguarding arrangements.

Professional Confidentiality

Confidentiality is an issue which needs to be understood by all those working with children, particularly in the context of safeguarding. St Aidan's Catholic Academy recognises that



the only purpose of confidentiality in this respect is to benefit the child and that sharing relevant proportionate information between professionals is an important factor in keeping children safe. (Child Protection Sunderland Local Safeguarding Children Board procedures www.sunderlandscb.com). Staff will be informed on a need to know basis.

Record Keeping

Well-kept records are essential to good safeguarding practice. St Aidan's Catholic Academy is clear about the need to record any concerns, discussions held, decisions made and reasons for those decisions about a child or children within its care. All staff will follow the Academy's information sharing and recording policies to ensure record keeping is compliant.

Safeguarding recording within St Aidan's Catholic Academy is held electronically through CPOMS and accessed only by the safeguarding team. Staff have received training in the recording expectations and retention. When a child leaves our Academy we follow the appropriate transfer procedures and retention guidelines.

Electronic spreadsheets were kept until the implementation of CPOMS on 1st November 2016.

Attendance at Safeguarding Conferences

In the event of St Aidan's Catholic Academy being invited to attend child protection conferences, the Designated Safeguarding Leads or designated deputies will represent the Academy and/or identify the most appropriate trained member of staff to provide information relevant to any child protection conference. This also applies to any Team Around the Family meetings.

Supporting Children

St Aidan's Catholic Academy 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. St Aidan's Catholic Academy may be the only stable, secure and predictable element in the lives of some of the children in its care. The Academy, therefore, recognises that such children might exhibit challenging and defiant behaviour and will take careful note of the context of such behaviour.



As an Operation Encompass partner we will work closely with Northumbria Police with regards to Domestic Violence incidents and offer wellbeing checks to our pupils if we are contacted following an incident which has occurred in one of our pupils homes.

St Aidan's Catholic Academy also recognises that children are capable of abusing their peers. Peer on peer abuse can take many forms and any concerns raised will be investigated and dealt with appropriately. No peer on peer abuse should be tolerated or minimised as part of growing up and all those involved will be provided with an appropriate level of support. It is understood that those pupils who have experienced abuse in their own lives may in turn abuse others. This requires a considered and sensitive approach in order that the child can receive appropriate help and support. See Peer on Peer abuse policy for detailed information.

Therefore St Aidan's Catholic Academy will endeavour to support all its pupils through:

- The curriculum to encourage self-esteem, self-motivation, self-protection.
- The Academy ethos, which promotes a positive, supportive and secure environment and which gives all pupils and adults a sense of being respected and valued.
- Approaches which allow children and young people to develop critical thinking, literacy skills and digital literacy skills.
- A curriculum which explores human rights, equality, democracy and tolerance and prepares children and young people fully for life in modern Britain.
- A coherent management of behaviour and discipline policy & procedures inclusive of the use of reasonable force.
- 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 all safeguarding situations.

St Aidan's Catholic Academy recognises that, statistically, children with behavioural difficulties and disabilities are the most vulnerable to abuse. All 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. All staff must give consideration to children who are subject to a statement of special needs, an education health and care plan or have a medical condition, as these can mask safeguarding issues and must not be dismissed.

St Aidan's Catholic Academy also recognises that in a home environment where there is domestic violence, drug or alcohol misuse or mental health issues children may also be vulnerable and in need of support and protection.

This policy **MUST** be read in conjunction with other related policies.

These include:

- **Recruitment Policy** - inclusive of safer recruitment guidance and regulation for example a **single central record** which demonstrates the pre-employment vetting checks for all staff (e.g. identity, professional qualifications, right to work in the UK, further checks on people who have lived or worked outside the UK including recording checks for those EEA teacher sanctions and restrictions), for the workforce who are in regulatory activity (enhanced DBS, children's/adult barred list, prohibition from teaching check, section 128 check) and supervision of those who don't meet this requirement.
- Clear recruitment procedures which embed safeguarding across every aspect from vacancy to conditional appointments, induction and an on-going culture of vigilance.
- Trained panel members who ensure that the policy works in practice in all recruitment and selection within the Academy. Each panel must include at least one member trained in safer recruitment.
- Relevant HR Policies and Procedures.
- Staff Code of Conduct. Safer Recruitment Consortium Guidance for Safer Working Practices for those working with Young People in Education Settings, October 2015. The Academy 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 Academy will ensure that staff and volunteers are aware that sexual relationships with pupils aged under 18 are unlawful and could result in legal proceedings being taken against them under the Sexual Offences Act 2003 (Abuse of Position of Trust).
- **Achievement, Behaviour and Attendance Policy** – inclusive of the Use of Reasonable Force/positive handling.
- **Anti-Bullying Policy including Cyber Bullying.**
- **eSafety Policy** inclusive of appropriate usage documentation (covering the use of mobile phones, cameras and all other technology within the Academy)
- **Inclusion & Special Education Needs Policy.**
- **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 undertaking trips, visits or pupils being creatively educated offsite.
- **Peer on Peer Abuse Policy.**
- **Photographic & Digital Imagery Consent from Parents/Carers.**
- **Administration of Medicines Policy** and procedures with trained staff who manage this.
- **Pupils with Medical Needs Policy** and implications for your workforce, pupils and partnership with parents.
- **Children missing education** – DfE Statutory guidance is followed.
- **Complaints Policy**
- **Confidentiality and Whistle Blowing Policy**
- **Information Sharing Policy** (internal and external exchange of information)
- **Looked After Children Policy**



- **Spiritual, Moral, Social and Cultural Curriculum** inclusive of Female Genital Mutilation, Domestic abuse, Child Sexual Exploitation, Mental Health and Well-being and Fundamental British Values.
- **CCTV in Toilets statement.**

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

Education Act 2002 Section 175
www.legislation.gov.uk/ukpga/2002/32/section/175

Education (Independent School Standards) Regulations 2014
<http://www.legislation.gov.uk/uksi/2014/3283/schedule/made>

Non-Maintained Special Schools (England) Regulations 2015
<http://www.legislation.gov.uk/uksi/2015/728/made>

Keeping Children Safe in Education 2016
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/526153/Keeping_children_safe_in_education_guidance_from_5_September_2016.pdf

Statutory Framework for the Early Years Foundation Stage, September 2014
<https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>

Children Act 1989/2004
<http://www.legislation.gov.uk/ukpga/2004/31/contents>

Working together to safeguard children DOH (2015)
www.doh.gov.uk

Sunderland Safeguarding Children Board Procedures
www.sunderlandscb.com

Strengthening Families Referral Form
<http://www.sunderlandpartnership.org.uk/FamilyFocus.html>

CP Referral Form
http://www.sunderlandscb.com/reporting_concerns.html

What to do if you are worried a child is being abused 2015



https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf

Data Protection Act 1998

<http://www.legislation.gov.uk/ukpga/1998/29/contents>

Sexual Offences Act 2003

<http://www.legislation.gov.uk/ukpga/2003/42/contents>

Safeguarding Vulnerable Groups Act 2006

<http://www.legislation.gov.uk/ukpga/2006/47/contents>

Freedom of Information Act 2000

http://www.legislation.gov.uk/ukpga/2000/36/pdfs/ukpga_20000036_en.pdf

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

Policy Review

This policy document will be reviewed in September 2018.

Signed by:

Dr C Emmerson, Chair of Governors.

Signed by:

Mr K Shepherd, Headteacher.