



## Safeguarding and Child Protection Policy

### **A summary**

RKLT and Harrogate Grammar School are committed to safeguarding and promoting the welfare of all of their Pupils. Each pupil's welfare is of paramount importance. Safeguarding and promoting the welfare of children is **everyone's** responsibility. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

This document summarises the principles, methods and procedures that we all follow to safeguard children which are contained in the [Red Kite Safeguarding and Child Protection Policy](#)

### **What is Safeguarding?**

Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment;
- preventing impairment of children's mental and physical health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care;
- taking action to enable all children to have the best outcomes.

A child is anyone who has not yet reached his/her 18<sup>th</sup> birthday. All RKLT pupils, including over-18s, follow the remit of this policy.

### **How do we safeguard?**

- **A child-centred approach**

To safeguard all pupils staff should consider, at all times, what is in the best interests of the child. We do this by:

- ✓ valuing them, listening to and respecting them
- ✓ involving them in decisions which affect them
- ✓ building pupils' resilience to radicalisation through a broad and balanced curriculum that promotes fundamental values and enables pupils to challenge extremist views.
- ✓ Ensuring that **all** staff know what to do if a child tells them he/she is being abused or neglected.
- ✓ Staff know how to manage the requirement to maintain an appropriate level of confidentiality whilst at the same time liaising with relevant professionals such as the designated safeguarding lead and children's social care.
- ✓ Staff never promise a child that they will not tell anyone about an allegation, as this may ultimately not be in the best interests of the child.
- ✓ sharing information about concerns with agencies who need to know, and involving pupils and their parents/carers appropriately
- ✓ adopting a code of conduct for all staff and volunteers

- ✓ ensuring staff and volunteers understand about ‘whistle blowing’
- ✓ dealing appropriately with allegations/concerns about staff or volunteers, in accordance with Government guidance

- **Professional curiosity**

- ✓ All staff are encouraged to take an approach that seeks to explore and understand what is happening for a child or family, rather than make assumptions or accept things at face value.
- ✓ Critically evaluating a situation, and any information received, whilst maintaining an open mind, means that the focus is always on the safety of the child.
- ✓ Staff are encouraged to have an attitude that ‘*it **could** happen here.*’

- **Training**

- ✓ All staff must have read at least part one and Annex A of KCSIE 2020 and understand their duties under the RKLTS Safeguarding and Child Protection Policy and Working Together to Safeguard Children (2018)
- ✓ We providing effective management of safeguarding through staff induction, support and regular training

- **Designated Safeguarding Lead (DSL)**

At Harrogate Grammar School the following staff are DSL’s:

<b>Tim Milburn</b>	<b>Carly Jackson</b>	<b>Nik Mason</b>	<b>Kristin Smith</b>
Deputy Headteacher	Senior Student Support Manger: VI Form	Assistant Headteacher: KS4	Assistant Headteacher: KS3

The DSL’s will:

- ✓ 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
- ✓ Refer all cases of suspected abuse to the local authority children’s social care
- ✓ Liaise with the Headteacher to inform him in line with relevant legislation.

- **Curriculum**

We are committed to ensuring that pupils are aware of behaviour towards them that is not acceptable, how they can keep themselves safe, how to share a concern and complain. All pupils are informed that we have a DSL or Staff with responsibility for child protection. We inform pupils of whom they might talk to, both in and out of school, their right to be listened to and heard and what steps can be taken to protect them from harm.

There are opportunities in the school curriculum, for example through the Personal Development Programme and by providing an age-related, comprehensive curriculum for e-safety, for pupils to be taught about aspects of safeguarding in order to develop the knowledge and skills they need to recognise when they are at risk and how to get help when they need it and stay safe from abuse. Further information about our Personal Development curriculum can be found [here](#) and our Relationships and Sex Education Policy can be found [here](#).

- **Prevent Duty**

All staff receive relevant training and are able to identify children who may be vulnerable to radicalisation, and follow the procedures set out in this policy. E-safety across the RKLTP puts measures in place to ensure online-safety.

- **e-Safety**

Section D of the RKLTP Safeguarding and Child Protection policy contains information on how we manage e-Safety.

Each school will identify an 'E-Safety Coordinator' who:

- keeps abreast of current issues and guidance through organisations such as CEOP (Child Exploitation and Online Protection) and Childnet
- support staff in handling incidents
- support the education of students and staff in the safe use of ICT

Harrogate Grammar School's e-Safety co-ordinator is **Debi Smithson**.

Further details of this policy can be found here.

- **Peer abuse**

The Trust recognises that children are capable of abusing their peers, that this can manifest itself in many ways and may reflect gender issues.

The Trust will make every effort to minimise the risk of peer abuse by teaching pupils, in an age appropriate way about: how to recognise, understand and build healthy relationships; self-respect and respect for others; commitment; tolerance; boundaries; consent; how to manage conflict; and how to recognise unhealthy relationships. The Trust will also decide for minimising risk and raising awareness amongst staff through its training procedures.

Where there are concerns or allegations of peer abuse all such reports will be managed by the Designated Safeguarding Lead.

On the 1st of April, the NSPCC, working with the DfE, launched the Report Abuse in Education helpline to provide support and advice to victims of abuse and harassment. Young people and adults can contact the helpline on 0800 136 663 or email [help@nspcc.org.uk](mailto:help@nspcc.org.uk)

- **Self-Harm**

School staff can play an important role in preventing self-harm, building resilience and supporting students, peers and parents of students currently engaging in self-harm. Separate information on this can be found in Section F of the RKLTP Safeguarding and Child Protection Policy.

- **Safer Recruitment and School Single Central Record**

We recruit staff and volunteers safely, ensuring all necessary checks are made. All staff and volunteers are aware of, and committed to, the Safeguarding policy as well as statutory guidance. We hold and keep up to date our School Single Central Record of Recruitment and Vetting Checks.

- **Access Control**

There are appropriate arrangements to ensure the security of school premises.

- **Monitoring and review**

There is a half termly safeguarding meeting in school where the DSL's, Site Manager, HR Officer, Network Manager and link Governor review the implementation of policy and practise.

The link governor is **Dr Tricia Stowell**.

An audit of safeguarding practise is conducted every two years and submitted to the Local Safeguarding Children's Board.

The Trust's Safeguarding Lead, **Tim Milburn**, meets with the local RKLТ schools' DSLs on a termly basis to review the suitability of the policy and share concerns and cases that are relevant to the effective delivery of their duties.

The nominated Red Kite Learning Trustee for Safeguarding is **Dr Tricia Stowell**.

### **Working with the Local Safeguarding Children Board (LSCB)**

Section 13 of the Children Act 2004 requires each local authority to establish a Local Safeguarding Children Board (LSCB). For this area it is North Yorkshire Safeguarding Children Partnership (NYSCP).. As a named relevant agency, we are under a statutory duty to co-operate with the published arrangements.

### **THE SCHOOL WILL ALWAYS ACT IN LINE WITH THE NYSCP POLICIES AND PROCEDURES AND PRACTICE GUIDANCE**

Further details of what this means is detailed in Section B of the RKLТ Safeguarding and Child Protection Policy.

- **Making a referral**

Anyone can make a referral to the North Yorkshire Multi-Agency Screening Team (MAST) if you are worried about any child and think they may be a victim of neglect or abuse, whether as a member of the public or as a professional. A referral will be made to the local authority children's social care via North Yorkshire Multi-Agency Screening Team (MAST). Details about how to do this can be found [here](#).

A referral will be made from school if:

- A child has suffered significant harm and/or;
- Is likely to suffer significant harm and/or;
- Has development and welfare needs which are likely to be met only through provision of family support services (with agreement of the child's parent), or is likely to suffer significant harm.

Where there are **significant immediate concerns about the safety of a child**, we will contact the police on **999**.

**If the situation is urgent** but does not require the police, we will call MAST on **01609 780780** to make a telephone contact.

A written referral will be made using a universal referral form.

It is good practice that agencies work in partnership with parents and carers, that they are informed of any concerns and that consent is obtained for referrals. Consent is not required if we believe informing the parents or carers would place a child at significant risk of harm.

- **Allegations regarding person(s) who work with children working in or on behalf of the RKLTT (including volunteers)**

Where an allegation is made against any person working in or on behalf of the school (including where that person is no longer working in or on behalf of the school and/or the allegation is historical), allegations management in the school will be undertaken by the Headteacher (where the Headteacher is the subject of an allegation this will be the CEO or Chair of LGB), with the support of the HR Team. School will immediately contact the Duty Local Authority Designated Officer (LADO) on 01609 533080 and then, where appropriate, submit a LADO referral form within one working day using secure email to [lado@northyorks.gov.uk](mailto:lado@northyorks.gov.uk).

### **What to do if you are worried about a child?**

If you are worried that a child:

- has suffered significant harm and/or;
- is likely to suffer significant harm and/or;
- has development and welfare needs which are likely to be met only through provision of family support services (with agreement of the child's parent), or is likely to suffer significant harm;

contact the school's DSL.