

Newmarket Academy Safeguarding Policy

Newmarket Academy is a mainstream, comprehensive school which delivers the full range of National Curriculum subjects. Newmarket Academy supports every student to access all mainstream opportunities by providing support with appropriate, tailored work. Learning is adapted to meet individual needs.



NEWMARKET ACADEMY

Policy Title	Newmarket Academy Safeguarding Children Policy
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Summary:

This document defines the policy that the Governing Body has adopted for the safeguarding of its students.

The Key Points cover:

- Procedures
- Training
- Child Protection Conferences
- Safe Staff
- Our Ethos
- Records and Monitoring
- Roles and Responsibilities
- Related Policies

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1. WHOLE ACADEMY SAFEGUARDING POLICY

1.1 Purpose and Aims

The purpose of Newmarket Academy's Safeguarding Policy is to provide a secure framework for the Academy in safeguarding and promoting the welfare of the 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 practice
- staff, students, Governors, visitors, volunteers and parents are aware of expected behaviours and the Academy's legal responsibilities in relation to its students

1.2 Ethos

Safeguarding in Newmarket Academy is considered everyone's responsibility and as such our Academy aims to create the safest environment for every student. The academy recognises the contribution it can make in ensuring that all students feel that they will be listened to and have appropriate action taken in response to any concerns that they may raise. We will do this by endeavouring to work in partnership with other agencies and seek to establish effective working relationships with parents and carers to develop and provide activities and opportunities throughout our curriculum that will help to equip our students with the skills they need. This will include materials and learning experiences that will encourage our students to develop essential life skills and protective behaviours.

2. Responsibilities and Expectations

2.1 Newmarket Academy has a Governing Body whose legal responsibility it is to make sure that the Academy has an effective Safeguarding Policy and procedures in place and to monitor that the Academy complies with them. The Governing Body should also ensure that the policy is made available to parents and carers if requested. It is also the responsibility of the Governing Body to ensure that all staff and volunteers are properly vetted to make sure they are safe to work with the students who attend our Academy and that the Academy has procedures for handling allegations of abuse made against members of staff (including the Head of School and volunteer helpers). The Governing Body will ensure that there is a Named Governor and a Designated Safeguarding Lead (DSL) who has lead responsibility for dealing with all safeguarding issues in our Academy.

The **Designated Safeguarding Lead (DSL)** is Elaine Wilson (Deputy Principal of School). If she is not available then the **DSL Alternate(s)** are Neil Fisher, Sophie Gynn or Richard Hall, who can also be contacted with any safeguarding concern.

The **Named Safeguarding Governor** is Mr Darren Woodward.

The **Chair of Governors** is Paul Reed.

The **Local Authority Designated Officer (LADO)** for this locality can be contacted on 0300 1232044.

It is the responsibility of the DSL to ensure that all safeguarding issues raised in Academy are effectively responded to, recorded and referred to the appropriate agency. They are also responsible for arranging whole Academy safeguarding training for all staff and volunteers who work with children and young people in our Academy and that this training takes place at least every three years with an annual update.

The DSL can deliver safeguarding within schools provided they are linked in to the support and quality assurance process offered by the Local Authority. This includes mandatory attendance at an annual 'Training for Trainers' programme and receiving monitoring visits from the Professional Advisor or Local Authority delegated staff. The DSL is required to attend or ensure that a senior member of staff who has the relevant training and access to appropriate supervision, attends where appropriate, all conferences, core groups or meetings where it concerns a child at our Academy and to contribute to multi-agency discussions to safeguard and promote the child's welfare.

The DSL is also required to complete a Self-Review Assessment Report annually which demonstrates that the safeguarding arrangements in the Academy are being met. If the self-assessment highlights any areas for improvement, this will be detailed in the action plan which will be signed off and monitored by the Named Governor for Safeguarding to ensure these improvements are implemented. The self-review assessment is to be shared annually with the Local Authority, who will have an auditing role in ensuring the Academy is meeting its safeguarding requirements under sec 175/157 of the Education Act 2002 for both maintained and independent schools.

All Child Protection concerns need to be acted on **immediately**. If Academy staff are concerned that a child may be at risk or is actually suffering abuse, they should tell the Designated Safeguarding Lead immediately.

2.2 All adults, including the DSL, have a duty to refer all known or suspected cases of abuse to Children's social care or the police.

Where a disclosure is made to a visiting staff member from a different agency, e.g. School Nurse, it is the responsibility of that agency's staff to formally report the referral to the Academy's Designated Safeguarding Lead in the first instance. Where the disclosure is made about a child attending a Student Referral Unit (PRU) or alternative provision, the referral should be recorded and referred to the on-site Designated Safeguarding Lead and a formal notification made to the Academy's DSL where the child is on role for information or to agree the appropriate action to be taken. Any records made should be kept securely on the child's main Academy/Child Protection file. A referral should not be delayed in order to discuss with the Academy's DSL if it is felt/identified that a child is at immediate risk.

2.3 Recognising concerns: signs and indicators of abuse.

Safeguarding is not just about protecting children from deliberate harm. For our Academy it includes such things as student safety, bullying, racist abuse and harassment, educational visits, intimate care, children missing education and internet safety etc. The witnessing of abuse can have a damaging effect on those who witness it, as well as the child subjected to the actual abuse, and in itself will have a significant impact on the health and emotional well-being of the child.

Abuse can take place in any family, institution or community setting, by telephone or on the internet. Abuse can often be difficult to recognise as children may behave differently or seem unhappy for many reasons, as they move through the stages of childhood or their family circumstances change. However, it is important to know the indicators of abuse and to be alert to the need to consult further.

3. The following indicators listed under the categories of abuse are not an exhaustive list.

3.1 Physical Abuse

This can involve hitting, shaking, throwing, poisoning, punching, kicking, scalding, burning, drowning and suffocating or otherwise causing physical harm to a child. It can also result when a parent or carer deliberately causes the ill health of a child in order to seek attention through fabricated or induced illness. This was previously known as Munchhausen's Syndrome by Proxy.

3.2 Emotional Abuse

Emotional abuse is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to children that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond the child's developmental capability, as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, though it may occur alone. Symptoms that indicate emotional abuse include:

- Excessively clingy or attention seeking
- Very low self-esteem or excessive self-criticism
- Withdrawn behaviour or fearfulness
- Lack of appropriate boundaries with strangers; too eager to please
- Eating disorders or self-harm

3.3 Sexual Abuse

Sexual abuse involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example, rape or oral sex) or non-penetrative acts such as, masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for abuse (including via the internet). Sexual abuse is not solely perpetrated by adult males. Women can also commit acts of sexual abuse, as can other children.

3.4 Neglect

Neglect is the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development.

Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to:

- provide adequate food, clothing and shelter (including exclusion from home or abandonment)
- protect a child from physical and emotional harm or danger
- ensure adequate supervision (including the use of inadequate care-givers); or ensure access to appropriate medical care or treatment
- It may also include neglect of, or unresponsiveness to, a child's basic emotional needs

(Source HMSO: Working Together to Safeguard Children 2015)

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/592101/Working_Together_to_Safeguard_Children_20170213.pdf

3.5 Peer on peer abuse:

Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. 'Peer-on-peer' abuse can relate to various forms of abuse (not just sexual abuse and exploitation), and crucially it does not capture the fact that the behaviour in question is harmful to the child perpetrator as well as the victim.

4. What to do if you are concerned.

If a child makes an allegation or disclosure of abuse against an adult or other child or young person, it is important that you:

- **Do** stay calm and listen carefully.
- **Do** reassure them that they have done the right thing in telling you.
- **Do not** investigate or ask leading questions.
- **Do** let them know that you will need to tell someone else.
- **Do not** promise to keep what they have told you a secret.
- **Do** inform your Designated Safeguarding Lead as soon as possible.
- **Do** make a written record of the allegation, disclosure or incident which you must sign, date and record your position.
- **Do not** include your opinion without stating it is your opinion.
- **Do** refer without delay.

If you are concerned that a member of staff or adult in a position of trust poses a danger to a child or young person or that they might be abusing a child or young person you should report your concerns to the Head teacher. Where those concerns relate to the Head teacher

however, this should be reported to the Chair of Governors using the Academy's Whistle-blowing Policy.

5. Managing Allegations against Staff and Volunteers

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 can be made by children and young people or other concerned adults and are made for a variety of reasons.

5.1 If an allegation is made against an adult in a position of trust whether they be members of staff or volunteers this should be brought to the immediate attention of the DSL who will advise the Head of School. In the case of the allegation being made against Head of School this will be brought to the immediate attention of the Chair of Governors and the Area Education Manager. The Head of School/Chair of Governors must discuss with the Local Authority Designated Officer (LADO) the nature of the allegations in order for the appropriate action to be taken. In Suffolk this role is undertaken by the Area Safeguarding Manager. This will constitute an initial evaluation meeting or strategy discussion involving the LADO. Dependent on the allegation being made, Head teachers will need to:

- Refer to the LADO immediately and follow up in writing within 48 hours. In Suffolk Schools should refer in the first instance to the Area Education Manager.
- 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 by the LADO.
- 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 deemed necessary.
- Act on any decision made in any strategy meeting or evaluation meeting.
- Advise the Independent Safeguarding Authority where a member of staff has been disciplined or dismissed as a result of the allegations being founded.

See Document: 'Keeping Children Safe in Education September 2016'

6. Training

6.1 All members of staff and volunteers will have access to whole Academy 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 Designated Safeguarding Lead and Alternate will undertake further safeguarding training in addition to the whole Academy training. This will be undertaken at least every two years which updates their awareness and understanding of the impact of the wide

agenda of safeguarding issues. This will support both the DSL/Alternate to be able to better undertake their role and support the Academy in ensuring our safeguarding arrangements are robust and achieve better outcomes for the students in our school. This includes taking part in multi-agency training in addition to safeguarding training.

- 6.2** Our Governing Body will have access to safeguarding training and our Named Governor for Safeguarding will also undertake additional training at least every two years to support their employer's role in handling allegations against adults who work with children and young people, including our staff and volunteers.
- 6.3** Our safeguarding arrangements are reported on a termly basis to our Governing Body and our Safeguarding Policy is reviewed annually, in order to keep it updated in line with local and national guidance/legislation.
- 6.4** We will include a summary of our Safeguarding Policy to parents in our Academy Prospectus. We will make the policy available to parents and staff through the appropriate pages of our website. We are also able to arrange for our policy to be made available to parents whose first language is not English on request.

Useful Contacts:

Suffolk Local Safeguarding Children Board www.suffolkscb.org.uk

Customer First: 0845 023023

Police: 999

Child Exploitation and Online Protection Agency www.ceop.org.uk

<http://www.thinkuknow.co.uk/>

7. Current Safeguarding Issues

(The following safeguarding concerns, whether actual or suspected, should be referred immediately to Children's Social Care. The concerns featured below are linked to guidance and local procedures which where available can be found on the Suffolk Safeguarding Children Board website at: www.suffolkscb.org.uk.

7.1 Some members of our communities hold beliefs that may be common within particular cultures but which are against the law of England. Newmarket Academy does not condone practices that are illegal and which are harmful to children. Examples of particular practices are:

7.2 Forced Marriage Newmarket Academy does not support the idea of forcing someone to marry without their consent and will follow SCB procedures to refer any child or young person immediately to Children's Social Care.

7.3 'Honour' Based Violence

'Honour' Based Violence" is a crime or incident, which has or may have been committed to protect or defend the 'honour' of the family and/or community. It is important to be alert to signs of distress and indications such as self-harm, absence from school and truancy, infections resulting from female genital mutilation, isolation from peers, being monitored by family, not participating in school activities, unreasonable restrictions at home or forced marriage. Where it is suspected that a child/young person is at risk from 'honour based violence we will report those concerns to the appropriate agency.

7.4 Trafficked Children

Child trafficking involves moving children across or within national or international borders for the purposes of exploitation. Exploitation includes children being used for sex work, domestic work, restaurant/ sweatshop, drug dealing, shoplifting and benefit fraud. Whenever we are made aware that a child is suspected of or actually is being trafficked and exploited, we will report our concerns to the appropriate agency.

7.5 Female Genital Mutilation

This is against the law yet for some communities it is considered a religious act and cultural requirement. It is illegal for someone to arrange for a child to go abroad with the intention of having her circumcised. If any of the above areas of concern is brought to the attention of Newmarket Academy we will report those concerns to the appropriate agency. If the School is aware of a case of FGM this must be reported to the police.

7.6 Abuse linked to Faith and Beliefs

Some faiths believe that spirits and demons can possess people (including children). What should never be considered is the use of any physical or psychological violence to get rid of the 'possessing spirit'. This is abusive and will result in a criminal conviction of those using this form of abuse even if the intention is to help the child.

7.7 Children Missing Education

"Basic to safeguarding children is to ensure their attendance at school." (*OFSTED 2002*). Children are best protected by regularly attending school where they will be safe from harm and where there are professionals to monitor their well-being. At Newmarket Academy we will encourage the full attendance of all of our children at school. Where we have concerns that a child is missing education and/or because of suspected abuse, we will report to Children's Social Care and the Education Attendance Service to effectively manage the risks and to prevent abuse from taking place.

7.8 Sexually Active under Eighteen years old

It is acknowledged by those working with young people that some young people under the age of 18 will have an interest in sex and sexual relationships. The Protocol for Sexually Active Young People under 18 years old has been designed to assist those working with children and young people to identify where these relationships may be abusive, and the children and young people may need the provision or protection of additional services. At Newmarket Academy we will ensure our policy for managing this issue links to the available protocol.

7.9 Radicalisation

"*Radicalisation*" refers to the process by which a person comes to support terrorism and forms of extremism leading to terrorism.

(DfE, 2014. The Prevent duty: Departmental advice for schools and childcare providers.)

There has been an increase in incidents nationally of extreme sections of the community grooming our young people. Staff have been made aware that social media and internet gaming have been highlighted as conduits for radicalising young people. Students and staff have been made aware of the dangers of social media and with reference to radicalisation, in particular the gaming chat rooms. The DSL and alternate have received that latest radicalisation training and this has been shared with all colleagues. If this is brought to the attention of Newmarket Academy we will report those concerns to the appropriate agency.

8. Safeguarding Children with Special Needs and Disabilities

Children with Special Needs and Disabilities have exactly the same human rights to be safe from abuse and neglect, to be protected from harm.

8.1 Children with Special Needs and Disabilities do however require additional action. This is because they experience greater risks as a result of negative attitudes and '*created vulnerability*'. This may lead to children with special needs and disabilities having unequal access to services and resources, and because they may have additional needs relating to physical, sensory, cognitive and/ or communication impairment

8.2 At Newmarket Academy we will ensure that our children with special needs and disabilities are listened to and responded to appropriately where they have concerns regarding abuse. In order to do this we will ensure that our staff and volunteers receive the relevant training to raise awareness and have access to specialist staff in the event they have concerns regarding the abuse of a child with special needs and disabilities.

9. Safer Recruitment and Selection

It is a requirement for all agencies to ensure that all staff recruited to work with children and young people are properly selected and checked.

At Newmarket Academy we will ensure that we have a member on every recruitment panel who has received the appropriate recruitment and selection training. We will ensure that all of our staff are appropriately qualified, and have the relevant employment history checks to ensure they are safe to work with children in compliance with the Key Safeguarding Employment Standards.

10. Domestic Abuse

The Government defines domestic abuse as "*Any incident of threatening behaviour, violence or abuse (psychological, physical, sexual, financial or emotional) between adults who are or have been intimate partners or family members regardless of gender or sexuality*".

Children may suffer both directly and indirectly if they live in households where there is domestic violence. Domestic abuse is likely to have a damaging effect on the health, development and welfare of children, and it will often be appropriate for such children to be regarded as Children in Need under the Children Act 1989.

Where there is evidence of domestic violence we will report our concerns to the appropriate agency including children's social care and the police in order to prevent the likelihood of any further abuse taking place.

11 Private Fostering

Private fostering is an arrangement made between the parent and the private foster-carer, who then becomes responsible for caring for the child in such a way as to safeguard and promote his or her welfare.

A privately fostered child means a child under the age of 16 (18 if a disabled child) who is cared for and provided with accommodation by someone other than:

- A parent
- A person who is not a parent but has parental responsibility
- A close relative
- A Local Authority

for more than 28 days and where the care is intended to continue. It is a statutory duty for us to inform the Local Authority where we are made aware of a child or young person who may be subject to private fostering arrangements.

12 Child Exploitation

Children and young people can be exploited by their associations and through gang activity. They may suffer exploitation through their use of modern technology such as the internet, mobile phones and social networking sites. In order to minimize the risks to our children and young people, Newmarket Academy will ensure that we have in place appropriate measures such as security filtering, and an acceptable use policy linked to our e-Safety policy. We will ensure that staff are aware of how not to compromise their position of trust in or outside of the Academy and are aware of the dangers associated with the internet and other mobile technology.

13 On-line Safety

Our On-line Safety policy will clearly state that mobile phone or electronic communications with a student at our Academy is not acceptable other than for approved Academy business e.g. coursework, mentoring. Where it is suspected that a child is at risk from internet abuse or cyber bullying we will report our concerns to the appropriate agency.

14 Safeguarding Children and Young People linked to Gang activity

At Newmarket Academy we will endeavour to protect our children and young people from exposure to gang activity and exploitation by having robust attendance and behaviour policies and to act on relevant information or allegations. We will take all reports seriously and will share this information appropriately with other agencies to safeguard our students from harm.

The above list is not exhaustive and as new policy guidance and legislation develops within the remit of Safeguarding we will review and update our policy as appropriate and in line with the Local Safeguarding Children Board and Local Authority to ensure that our Academy is a safe place to learn and work.

Other acts reference:

Sexual Offences Act 2003

Serious Crime Act 2015

See separate Code of Conduct and Whistle Blowing Policies