

Safeguarding Policy

Knowle CE Primary Academy



This is a core policy that forms part of the induction for all staff and governors. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

Date written	November 2022
Date of last update	November 2020
Date agreed (delegated to the Principal for approval)	1 st November 2022
Date of next full review	November 2023

This policy will be reviewed at least annually and/or following any updates to national and local guidance and procedures.

Key contacts

	Name	Contact details
Principal	Jenny Godsall	s74jgodsall@knowle.solihull.sch.uk 01564 776209
Designated safeguarding lead (DSL)	Emma Clarke	s74eclarke@knowle.solihull.sch.uk 01564 776209
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Safeguarding governor or equivalent	Lynda Mackay	g74lmackay@knowle.solihull.sch.uk 01564 776209
Designated teacher for looked after and previously looked after children	Emma Clarke	s74eclarke@knowle.solihull.sch.uk 01564 776209

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Preparing Children for the Future

<p>Be Healthy</p> <p>We aim to empower each child to become physically, mentally and emotionally healthy in order that they can learn effectively and choose a healthy lifestyle.</p>	<p>Embrace Christian Values</p> <p>We aim to empower each child to develop socially, morally, ethically and spiritually by experiencing and sharing in our Christian beliefs and values</p>	<p>Stay Safe</p> <p>We aim to develop and sustain a happy and secure environment in which children become self-confident, articulate, emotionally aware, socially adept, literate and numerate in order to make the right life choices and, therefore, be inherently safer.</p>
<p>Make a Positive Contribution</p> <p>We aim to empower children to actively engage in the planning of their learning experiences, and have the confidence to express themselves in discussion and in writing in order that they will choose to engage positively in social and community roles, becoming global citizens.</p>	<p>Enjoy and Achieve</p> <p>We aim to empower each child to experience the joy of learning and to achieve success, developing their capacity to learn independently and interdependently in order that they choose to be engaged in lifelong learning.</p>	<p>Achieve Economic Well-being</p> <p>We aim to empower each child to develop a positive attitude, become self-motivated, and develop key academic and social skills, which enable them to think creatively and choose to impact on, influence and shape the world they live in.</p>

Learning for Life

Moral and Values Framework

The following values are shared, owned and understood by our whole school community, including parents, governors, pupils, and staff. We have adopted St. Paul's analogy of 'The Fruit of the Spirit' which are our core Christian values and underpin the ethos of the school.

LOVE

Care for one another unconditionally.

JOY

Find joy not just in earthly things and not from triumphing over someone else, but rather through counting our blessings, growing an appreciative heart, and knowing how precious each of us is to God.

PEACE

Know that we are safe in God's hands no matter what may happen.

PATIENCE

Act with grace, tolerance and forgiveness.

KINDNESS

Show people that they matter and that they have value by giving time, listening, showing empathy and concern.

GOODNESS

Help others and stand up for others who cannot stand up for themselves.

FAITHFULNESS

Be trustworthy and reliable and trust in God.

GENTLENESS

Be considerate and understand how powerful we are and the damage we can do if that power is not under control.

SELF-CONTROL

Learning to be responsible for ourselves - and the importance of holding ourselves in check even in difficult situations.



Child-focused approach to safeguarding

Introduction

The purpose of this policy statement is:

- to protect children and young people who attend Knowle CE Primary Academy from harm;
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to safeguarding.

This policy applies to everyone.

Policy context

This policy is derived from a variety of legislative provisions and statutory guidance. In particular, it is based upon the requirements and best practice outlined in:

- Keeping Children Safe in Education 2022 (KCSIE)
- Working Together to Safeguard Children 2018 (WTSC)
- Ofsted: Education Inspection Framework' 2022
- Framework for the Assessment of Children in Need and their Families 2000
- Solihull MBC Safeguarding Children Procedures
- Early Years and Foundation Stage Framework 2021 (EYFS)

Section 175 of the Education Act 2002 requires school governing bodies, local education authorities and further education institutions to make arrangements to safeguard and promote the welfare of all children who are pupils at a school, or who are students under 18 years of age. Such arrangements will have to have regard to any guidance issued by the Secretary of State.

The duties for all academies - including all free schools and independent schools - to safeguard and promote the welfare of pupils at the school/college is set down in Part 3 of the schedule to the [Education \(Independent School Standards\) Regulations 2014](#).

Knowle CE Primary Academy's policy reflects these duties and complies with our funding agreement and articles of association.

Safeguarding statement

Knowle CE Primary Academy recognises its statutory responsibility to safeguard and promote the welfare of all children. Safeguarding is everybody's responsibility and all those directly connected (staff, volunteers, governors, leaders, parents, families, and learners) are an important part of the wider safeguarding system for children and have an essential role to play in making this community safe and secure.

We believe that the best interests of children always come first. All children (defined as those up to the age of 18) have a right to be heard and to have their wishes and feelings taken into account and all children regardless of age, gender, ability, culture, race, language, religion or sexual identity, have equal rights to protection

We recognise the importance of providing an ethos and environment within school that will help children to be safe and to feel safe. In our school children are respected and are encouraged to talk openly. We will ensure children's wishes and feelings are taken into account when determining what safeguarding action to take and what services to provide.

Our core safeguarding principles are:

Prevention: positive, supportive, safe culture, curriculum and pastoral opportunities for children, safer recruitment procedures.

Protection: following the agreed procedures, ensuring all staff are trained and supported to recognise and respond appropriately and sensitively to safeguarding concerns.

Support: for all learners, parents and staff, and where appropriate specific interventions are required for those who may be at risk of harm.

Working with parents and other agencies: to ensure timely, appropriate communications and actions are undertaken when safeguarding concerns arise.

Safeguarding policies and procedures

We have a number of policies and procedures in place that contribute to our safeguarding commitment, including our Child Protection Policy which can be viewed in the policies section on our website.

Policies, procedures and requirements	Where you will find the policy/procedure
Child protection (including online safety, low level concerns policy and child-on-child abuse as required by KCSiE '22)*	On the website - available to all/on the academy's network (for internal purposes only)
Looked after and previously looked after children - designated teacher*	Child Protection Policy
Pupil premium statement*	On the website
Mental health and wellbeing	On the website - available to all/on the academy's network (for internal purposes only)
Equality information and objectives* Special educational needs and disabilities* Accessibility plan*	On the website - available to all/on the academy's network (for internal purposes only)
Premises management documents* Healthy and safety* Risk assessments* First aid* Lettings	On the academy's network/GovernorHub
Attendance	On the website - available to all/on the academy's network (for internal purposes only)

Behaviour in schools (which should include measures to prevent bullying, including cyberbullying, prejudice-based and discriminatory bullying)*	On the website - available to all/on the academy's network (for internal purposes only)
Exclusions*	On the academy's network
Online safety	On the website - available to all/on the academy's network (for internal purposes only)
Acceptable use of social media	E-Safety Policy - on the website - available to all/on the academy's network (for internal purposes only)
Mobile and smart technology	Mobile Devices Policy - on the website - available to all/on the academy's network (for internal purposes only)
Data protection and information sharing*	On the website - available to all/on the academy's network (for internal purposes only)
Supporting children with medical conditions in school/Medicines in school*	On the website - available to all/on the academy's network (for internal purposes only)
Personal and intimate care	On the website - available to all/on the academy's network (for internal purposes only)
Staff discipline, conduct and grievance (procedures for addressing)*	On the academy's network
Staff behaviour/code of conduct (including reference to low level concerns, managing allegations against staff and whistleblowing, acceptable use of technologies (including the use of mobile devices), staff/pupil relationships and communications including	All on the academy's network

the use of social media policies as required by KCSiE '22)	Grievance Policy - on the academy's network
Statement of procedures for dealing with allegations of abuse against staff*	On the academy's network
Safer recruitment	On the academy's network & hard copy retained in Main Office
Single central record of recruitment and vetting checks*	On the academy's network & hard copy retained in Main Office
Visitors' protocol	In the Educational Visits Policy - On the website - available to all/on the academy's network (for internal purposes only)
Governor code of conduct	GovernorHub
Governor training record	GovernorHub
Early years foundation stage*	On the website
Relationships and sex education*	On the website - available to all/on the academy's network (for internal purposes only)
Drug and alcohol education/managing substance related incidents	On the website - available to all/on the academy's network (for internal purposes only)
Educational visits	On the website - available to all/on the academy's network (for internal purposes only)
School complaints*	On the website - available to all/on the academy's network (for internal purposes only)
Whistleblowing*	On the academy's network
Confidentiality	On the academy's network

*Statutory policies