



Child protection is the responsibility of all staff.

'Safeguarding is not just about protecting children from deliberate harm. It includes issues for schools such as: pupil health & safety; bullying; racist abuse; harassment and discrimination; use of physical intervention; meeting the needs of pupils with medical conditions; providing first aid, drug and substance misuse; educational visits; intimate care, internet safety; issues which may be specific to a local area or population, for example gang activity; school security.'

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John Whitgift Academy will therefore:

- Establish and maintain an environment where young people feel secure, are encouraged to talk and are listened to
- Ensure students know that there are adults within the academy whom they can approach if they are worried
- Include opportunities in the PSHE curriculum for students to develop the skills they need to recognise and stay safe from harm

John Whitgift Academy fully recognises its responsibilities for child protection. Our policy applies to all staff, Education Advisory Board members and volunteers. There are six main elements to our policy:

1. Ensuring we practice safer recruitment in checking the suitability of staff and volunteers to work with children.

2. Raising awareness of child protection issues and equipping students with the skills needed to keep safe.

3. Developing and implementing procedures for identifying and reporting cases, or suspected cases, of abuse.

4. Supporting young people who have been abused, in accordance with their agreed Child Protection Plan.

5. Establishing a safe environment in which young people can learn and develop.

6. Prevent - John Whitgift Academy works in close liaison with colleagues from the Prevent team at Humberside Police. We understand that Prevent is part of our safeguarding duty to all academy stakeholders and have undertaken awareness training as part of the staff continuous professional development. Staff have been briefed on all forms of extremism and John Whitgift Academy has an identified senior member of staff to lead this role.

- Designated Child Protection Officer – Miss C Glaves (Vice Principal)
- Deputy Designated Child Protection Officer Mrs J Rimmer (Inclusion & SEN Lead)
- For any safeguarding matter, including Prevent, the academy has a dedicated email address: safe@johnwhitgift.org.uk
- The Humberside Police liaison officer is DC Lee Ross and can be contacted:
 - Mobile: 07944466733
 - Telephone: 01472204579
 - Email: prevent@humberside.pnn.police.uk

Any information relating to Prevent will be shared with the Humberside Police Prevent team for their consideration.



Roles and Responsibilities

All adults working with, or on behalf of young people have a responsibility to protect them. There are however, key people within schools and the local authority who have specific responsibilities under child protection procedures. The designated Child Protection Officer for John Whitgift Academy is Miss C. Glaves with Mrs J Rimmer as Deputy.

It is the role of the Education Advisory Board and the academy Leadership Team to ensure that the designated Child Protection Officers are properly supported to carry out their tasks and that they are given time to fulfil the duties that the role demands.

The academy's Leadership Team will ensure that designated Child Protection Officers attend the required training and that they refresh their training every two years. All other staff and the nominated education advisory board member, Mr K Vincent must be offered an appropriate level of training every three years.

It is the role of the designated Child Protection Officers to ensure that child protection procedures are followed within the academy and to make appropriate, timely referrals to Children's Social Care in accordance with the locally agreed procedures. Additionally, it is the role of the designated Child Protection Officers to ensure all staff employed, including temporary staff and volunteers within the academy, are aware of internal procedures and that advice and support is available to those requiring it.

The role of the nominated Education Advisory Board member for child protection is to ensure that the academy has an effective policy, locally agreed procedures are in place and that the policy and structures supporting safeguarding children are reviewed annually. Education Advisory Board members must not be given details relating to individual child protection cases to ensure confidentiality is not breached.

A statement in the academy prospectus will inform parents and carers about the academy's duties and responsibilities under child protection procedures. Parents can also view the Child Protection policy on the academy's website or obtain a copy on request.

The Education Advisory Board and the leadership team are responsible for ensuring that the academy follows Safer Recruitment processes, including:

- Ensuring the Principal, other staff with responsibility for recruitment and one member of the Education Advisory Board completes Safer Recruitment training
- Ensuring the upkeep of a single central record of all staff and regular volunteers in accordance with government guidance

The Designated Child Protection Officer and the Principal provide an annual report for the Education Advisory Board detailing any changes to the policy and procedures, training undertaken by all staff and Education Advisory Board members and other relevant issues.

Ethos

John Whitgift Academy recognises the importance of creating an ethos that will help children feel safe and confident they will be listened to.

We recognise that children who are abused or witness violence are likely to have low self-esteem and may find it difficult to develop a sense of self-worth. They may experience feelings of helplessness, humiliation and some sense of blame. Our academy may be the only stable, secure and predictable element in their lives.

