



SAFEGUARDING AND CHILD PROTECTION POLICY AND PRACTICE

Over recent years, there has been increasing recognition that the abuse of children can and does happen in organisations, and a growing acceptance of the potential risks to children from adult unintentional acts and deliberate actions. Unintentional acts can happen due to a lack of 'due diligence' and organisational negligence. It can lead to acts of harm such as child injury or abduction due to inadequate care and supervision or lack of policies and procedures to inform staff planning and practice. It can also emerge from a lack of staff compliance with legal requirements. Deliberate actions are taken by people with intent to abuse children. Research and practice tell us that predatory offenders with the intent to abuse children sometimes deliberately place themselves in an organisation and/or job that give them access to children.

Child protection is not just about Health and Safety. Even though we have a Health and Safety Policy, and carry out regular risk assessments, this does not cover all the situations and circumstances we need to address in relation to the protection of children. Therefore it is important that Child Protection is considered in all aspects of our practice and steers us as an organisation to do all that we can to keep children safe and operate ethically. For this reason elements of Child Protection are contained and ingrained in our policies (listed below) and practice including;

- Keeping Children Safe in Education (updated annually)
- Policy for Child Protection (updated annually)
- Safeguarding and Child Protection Meeting
- Code of Conduct for All Adults
- Recruitment Selection Policy and Procedure
- Continual maintenance of Single Central Record
- Anti Bullying Policy (Students)
- Staff Induction
- Whistleblowing Policy
- Physical Intervention Policy
- PREVENT Risk Assessment

Everyone shares responsibility for safeguarding and promoting the welfare of children irrespective of individual roles. Our policy is for all staff to be responsible for Child Protection and for implementing the reporting procedure if they receive or become aware of any of the following situations in relation to:

- Any allegation of, or concern about actual or suspected situations of abuse involving a child or children at any schools within the Multi Academy Trust (MAT).
- Any allegation of, or concern about actual or suspected staff misconduct and/or criminal activity involving the abuse of a child whether or not they are known to the MAT.

The policies contained in this documentation are reviewed regularly by the Trustees of the MAT.