

# Wessex Gardens Primary & Nursery School





## Safeguarding Policy

At Wessex Gardens we believe that every child has the right to feel safe and to be protected from any situation or practice that could result in them being harmed. Each child's welfare is of paramount importance and we are committed to safeguarding and promoting the welfare of all children in our care, and we expect all staff, governors, placements and volunteers to share this firm commitment.

### Growing Together

Wessex Gardens Primary and Nursery School is a place where we grow kind, confident, resilient and independent lifelong learners in a trusting and honest environment. Here everyone is welcome and valued. We are motivated and supported to reach our full potential as we continue to aspire to excellence.

This policy was ratified by the governing body on 24<sup>th</sup> March 2020.

<b>Approved by:</b>	<b>Alexander Banks</b>	<b>Jill Summers</b>
<b>Designation:</b>	<b>Headteacher</b>	<b>Chairman of the Governing Body</b>
<b>Signed:</b>		
<b>Date:</b>	<b>24<sup>th</sup> March 2020</b>	<b>24<sup>th</sup> March 2020</b>

Safeguarding and promoting the welfare of children is defined in 'Keeping children safe in education', DFE 2019 as:

- protecting children from maltreatment
- preventing impairment of children's health or development
- ensuring that children are growing up in circumstances consistent with the provision of safe and effective care
- taking action to ensure that all children have the best outcomes

Safeguarding children and promoting their well-being is therefore more than just child protection. In order to safeguard children and ensure their personal development, we have safeguarding at the heart of our purpose.

Individual safeguarding issues are addressed in different school policies which should be read alongside this document.

We safeguard children through:

#### **A positive and preventative curriculum**

Our curriculum teaches children how to make good choices about healthy, safe lifestyles and how to ask for help if their health or safety is threatened

See: PHSE policy, Sex Education policy, Drugs policy, Behaviour policy, Anti-Bullying policy

#### **Partnership with parents and carers**

We are committed to an honest and open relationship with parents and carers at all stages of their child's education and care.

See: Guidelines for Parental Engagement, Settling In policy, SEN and EAL policies

#### **A safe learning environment**

We aim to provide an environment that is safe for the whole school community:

- Free of physical dangers
- Where children know it is safe to talk and that they will be listened to
- Where medical needs are met
- Where no-one will be subject to any form of discrimination or bullying

See: Health and Safety policy, Behaviour and Anti-Bullying policies, Accessibility Scheme, Medical Needs policy.

#### **Inclusive practice**

All learners are helped to fulfil their potential regardless of race, language, culture, gender or ability in an ethos which welcomes diversity and makes children feel valued and included. We promote equal opportunities for all and actively teach against discrimination.

See: EAL, SEN and Equal Opportunities policies, Learning Mentor policies and the Accessibility Scheme

#### **Safeguarding procedures and guidance**

These are easily accessed documents that are understood and used by all staff in accordance with local authority guidance and are reviewed annually.

The designated teacher for Safeguarding is Helen Ruthven (Assistant Head). Other members of staff with responsibility for safeguarding are Alexander Banks (Headteacher), Gorana Henry (Deputy Head), and Ruth Charteris (Business Leader).

The Governor with responsibility for Safeguarding is Hadassah Ryde.

See: Child Protection, E-Safety and Whistle-blowing policies

#### **Safe recruitment, selection and management practices**

These are in place to identify, deter and reject people who might abuse children or are otherwise unsuitable to work with them. The Leadership Team and key Governors are trained in safer recruitment procedures and selection panels always include at least one of these people.

See: Child Protection and Staffing policies and Staff Handbook

#### **Integrated practice**

We are committed to the early identification of children with additional needs and we work closely with other professionals to provide high quality intervention to support the child and the family.

See: SEN and EAL policies and Accessibility Scheme

**Well trained staff and management**

It is the responsibility of everyone who comes into contact with children and their families to safeguard children. We follow procedures laid down in 'Working together to safeguard children' (DFE 2018).

Staff are given appropriate training so they are clear and confident about what is expected of them in their day to day work, in order to safeguard children.

See Staff Handbook, Child Protection policy, INSET policy and Whistle-blowing policy

**Management of the policy**

We will deliver an annual report to Governors which lists:

- child protection training undertaken by staff
- how staff have been recruited safely
- safer recruitment training undertaken

The Governing Body is responsible for ensuring the annual review of this policy.