



## Safeguarding Policy

DBE/2014/439

### Other relevant policies and documents:

- The Peterborough Diocese Staff Handbook
- Safeguarding Children and Safer Recruitment in Education - DCSF (2010)
- Working Together to Safeguard Children - Department of Health (DoH) (1999)
- Framework for the Assessment of Children in Need and their Families – DoH (2000)
- What to do if you are Worried a Child is being Abused - DfES (2003)

The use of the term 'safeguarding' in this policy also includes 'child protection'

### Key principles:

All children have the right to be protected from harm/abuse, to have their basic needs met and to have the opportunity to develop their full God-given potential.

*"All people working in education and schools contribute to the safeguarding and promoting of children's welfare... All schools and further education institutions should create and maintain a safe environment for children and young people, and should be able to manage situations where there are child welfare concerns"* (HM Government 2007, Statutory Guidance on Making Arrangements to Safeguard and Promote the Welfare of Children under Section 11 of the Children Act 2004).

### This policy has two main objectives:

#### Prevention

- To ensure that adults who work with children on behalf of the Education team, behave in a way that makes pupils feel safe, secure, confident, valued and respected;
- To raise the awareness of the Education Team staff, consultants and volunteer helpers of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse;
- To ensure safe recruitment practice is implemented through effective DBS checks of all adults working for and on behalf who have access to children... in accordance with the relevant Safeguarding legislations changes: Sept 2012.

#### Protection

- To establish structured procedures within the Education Team, its volunteers and consultants which will be followed to support schools safeguarding procedures;

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*Approved DBE – 23/01/2014, amended 22/04/2015*

- To develop effective working relationships with schools and all other agencies, involved in safeguarding children.

**Procedures:**

All staff, volunteers and consultants

- Receive appropriate school focused training once every two years and on taking up a paid or voluntary post in the Education Team;
- Follow correct procedures when a child makes a disclosure or a member of school staff acts inappropriately;
- Wear (carry) photo identity;
- Ensure that a school knows of their intention to visit;
- Will not take any photographs of a child without the consent of the school;
- Follow the safeguarding policy in any school they visit including signing-in and wearing a visitor's badge, ensure that they are aware of the name of designated person for safeguarding (SDP) in any school they are working in.

**Safer recruitment:**

Preventing unsuitable people from working with children and young people is essential to keeping children safe. Rigorous selection and recruitment of staff and volunteers is therefore a key responsibility for the Board of Education. Through the Diocesan Secretary, the Board will ensure that:

- Recruitment advertisements include a safeguarding statement;
- At interview, candidates are asked to account for any gaps in their employment history;
- Appropriate checks (DBS) are carried out on all potential employees and volunteers;
- Identity checks and qualification checks are also carried out in accordance with the DfE guidance Safeguarding Children and Safer Recruitment in Education (2007);
- References are taken up and verified.