

NMAT CHILD PROTECTION POLICY (Statutory)



Preamble

NMAT Academies fully recognises and embraces their responsibilities for Child Protection.

Context

NMAT's Child Protection Policy aims to provide a clear direction to all colleagues, trustees, governors, volunteers and visitors about our expected codes of behaviour in dealing with welfare concerns. The policy aims to make explicit the MAT's commitment to the development of good practice and sound procedures to keep children safe in our Academies. The purpose of the policy, is therefore, to ensure that our student's welfare is of paramount importance, early and additional help is offered to prevent escalation and where child protection concerns are identified referrals are handled sensitively, professionally and in ways that support the needs of the child's well being. There are four main elements to the NMAT's child protection policy:

1. Prevention – promoting a positive Academy atmosphere, careful and vigilant teaching and high level of pastoral care to support students. Ensuring that the early identification of additional needs and the involvement of additional support services to children and their families will reduce the risks to children of harassment, bullying, victimisation, exploitation, radicalisation and further issues such as Honour Based Violence, Female Genital Mutilation and Forced Marriage.
2. Protection – following agreed procedures ensuring all staff respond appropriately and sensitively to child protection concerns and that every member of staff has regular training and updates at least annually and are supported to refer their concerns to the Designated Safeguarding Lead (see appendix 1) or a member of the Safeguarding Team or the First Contact team directly (01642 771500) In specific cases such as Female Genital Mutilation, Radicalisation or Forced Marriage the police must be contacted directly by the member of staff (Cleveland Police/Prevent (01642 326326/101)
3. Reconsideration – following and challenging the progress of new referrals and existing cases to ensure that the individual cases are reconsidered if there remains no improvements to a child's circumstances (Professional Challenge).
4. Support – we have an established safe and supportive environment for all students to learn, thrive and develop particular students who may be vulnerable due to their individual circumstances.

Safeguarding and promoting the welfare of children is every staff member's responsibility. NMAT is committed to respond in accordance with Child Protection: Tees Local Safeguarding Board procedures www.teescpp.org.uk and partner agencies where there is a concern about significant harm. All staff have a responsibility to recognise child abuse, neglect and peer on peer abuse in many forms. Guidance set out in the *Department of Education Keeping Children Safe in Education 2016 plus Annex A* is followed by all staff and is read alongside *Working Together to Safeguard Children 2015* underpinning the legal framework on the Children Act 1989.

At all NMAT Academies we have appointed the designated safeguarding leads:

- Nunthorpe Academy Kate Kell (SLT -Vice Principal) and Benita Shaw (Head of Inclusion) who are part of the safeguarding team. The designated governor for Child Protection is Mr Malcolm Robinson.
- Rye Hills Academy Martin Carney (SLT -Vice Principal) and P Fleming who are part of the safeguarding team. The designated governor for Child Protection is Mrs Mary Ovens.

All the members of the safeguarding team have the appropriate authority and training to undertake such a role and is able to provide advice and support to other staff on child welfare and child protection matters. The team

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members are able to take part on strategy discussions and inter agency meetings and to contribute to the assessment of children. Whilst the activities of the designated safeguarding lead can be delegated to appropriately trained deputies the ultimate LEAD RESPONSIBILITY for child protection will not be delegated and remains with the designated safeguarding lead.

All staff are aware that if they have any concerns relating to any actions of individual colleagues within our workplace or if they have concerns about safeguarding practices within the Academy, that they report it to the Executive Principal and Head of School immediately, following the Staff Concerns Policy and Whistle Blowing Procedure. General guidance can be found in the Staff Concerns Policy, the Whistleblowing Policy or via the HR Department. If the concern is relating to the Executive Principal or Head of School then the information must be shared with the Chair of the Board of Trustees immediately.

The broad areas of responsibility for the Designated Safeguarding Leads are identified here:

Manage referrals

- Refer cases of suspected abuse to First Contact.
- Refer cases to the Disclosure and Barring Service (cases where a person is dismissed or left due to risk/harm to a child); and/or
- Refer to the Police (cases where a crime may have been committed including Sexual Exploitation (VEMT lead), Radicalisation (through the point of contact for the Channel Panel) Female Genital Mutilation and Forced Marriage).
- Support staff who make referrals to First Contact, Channel Panel or Police as appropriate.

Work with others

- Liaise with the Executive Principal or Head of School to inform them of issues especially ongoing enquires under Section 47 of the Children Act 1989 and police investigations.
- Liaise with the case managers of the Local Authority for child protection concerns.
- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and when deciding whether to make a referral by liaising with relevant agencies.

Undertake Training

The Designated Safeguarding Lead and any deputies should receive appropriate training updated every two years. They should undertake prevent awareness raising and in addition to the formal training and knowledge and skills should be refreshed at regular intervals but at least annually so they:

- Understand and keep up with any developments to the role.
- Understand the assessment process for providing early help and intervention.
- Understand the Local Assessment Protocol which sits alongside the Continuum of Needs and Services.
- Have knowledge of how local authorities conduct a child protection case conference and a review conference and be able to attend and contribute.
- Ensure each member of staff has access to and understands NMAT's Child Protection Policy and procedures.
- Be alert to specific needs of child in need, those with special educational needs and young carers.
- Keep detailed, accurate, secure, written records of concerns and referrals.
- Understand and support the Academy with regard to the requirements of the Prevent duty and be able to provide advice and support staff on protecting children from the risk of radicalisation.
- Obtain access to resources and attend any relevant or refresher training courses.

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- Encourage a culture of listening to children and taking account of their wishes and feelings, among all staff, in any measures the Academy may put in place to protect them.

Raise Awareness

The Designated safeguarding lead should ensure the Academy's policies are known understood and used appropriately:

- Ensure NMAT's Child Protection Policy is reviewed annually (as a minimum) and the procedures and implementations are updated and reviewed regularly, and work with governing bodies and the staff to ensure its effectiveness. This includes ensuring that all staff receive the policy on their induction.
- Ensure the Child Protection Policy is available publicly and parents are aware that referrals about suspected abuse or neglect may be made and the role of the Academy in this.
- Link with the LSCB to make sure staff are aware of training opportunities and the latest policies on safeguarding.
- Ensure each member of staff has access to and understands the Academy's policies in particular the Safeguarding Policy, Child Protection Policy and the Staff Code of Conduct Policy including part time and new staff.
- Be aware of all Academy trips, excursions and residentials and clarify with educational visits co-ordinator/group leader(s) their role and responsibility in connection with safeguarding/child protection.

Child Protection Files

- Information on Child Protection cases or concerns is held in a secure locked cabinet.
- Well kept records are essential, any concerns, discussions held, decisions made and reasons for those decisions about a child or children are kept secure. All staff follow NMAT's information sharing and recording policies to ensure recording keeping is compliant.
- Where children leave the Academy their file is transferred appropriately for any Academy or college as soon as possible but transferred separately from the pupil's main file, ensuring receipt of secure transit.

Availability

- During term time the designated safeguarding lead (or member of the safeguarding team) should always be available (during Academy hours) for staff in the Academy to discuss any safeguarding concerns.
- Staff leading out of Academy hour activities including residential would follow the visits procedures and contact the SLT assigned link in the first instance who would then contact a member of the safeguarding team.

Further roles

- Ensure that effective whole Academy policies on positive behaviour, preventing all forms of bullying, internet safety are in place.
- In liaison with the Vice Principal, the Academy attendance officer would inform the LA of any student to be deleted from Academy admission register and follow The Missing from Education protocols and inform the LA of any students who fails to attend Academy regularly, or has been absent without the Academy's permission for a continuous period of 10 days or more.
- Examine and monitor the Academy's internet usage via appropriate filter notifications.

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Responsibilities of NMAT Board of Trustees and each Academy Local Governing Body.

The Board of Trustees will ensure that each Local Governing Body is adequately trained and supported in regard to all aspects of Child Protection.

At Nunthorpe Academy the lead Governor for safeguarding is Malcolm Robinson. At Rye Hills Academy the lead Governor for safeguarding is Mary Ovens. Their roles are to:

- Ensure that Local Governing Body receive training to clarify their statutory role in keeping children safe.
- The role of the Executive Principal and Chair of the Board of Trustees is to ensure that they report and liaise with the Local Authority Designated Officer (LADO – Lorraine Press 01642 771531) in the event of allegations of abuse being made against the Executive Principal/Head of School. Ensure that the appointed member of the Local Governing Body for Safeguarding holds the Executive Principal/Head of School to account on all matter involving safeguarding through an effective Child Protection Policy that is embedded and followed by the entire staff.

Information for parents.

At all NMAT Academies, governors and staff are committed to safeguarding and promoting the welfare of the children in our care and will take any reasonable action to safeguard their welfare. In cases where the Academy has reason to be concerned that a child may be suffering significant harm, ill treatment, neglect or other forms of harm, staff have no alternative but to follow Redcar and Cleveland/Middlesbrough Safeguarding Children Board procedures and inform the relevant support services and/or Police of their concern.

Procedures

The designated safeguarding lead (or member of the safeguarding team) will be informed immediately by a member of staff of the Academy, student of the Academy, parent or other persons, in the following circumstance:

- Suspicion that a child is being harmed.
- There is evidence that a child is being harmed.
- A full record of concerns raised and referrals to first contact will be kept.
- The Executive Principal/Head of School will be kept informed at all times.

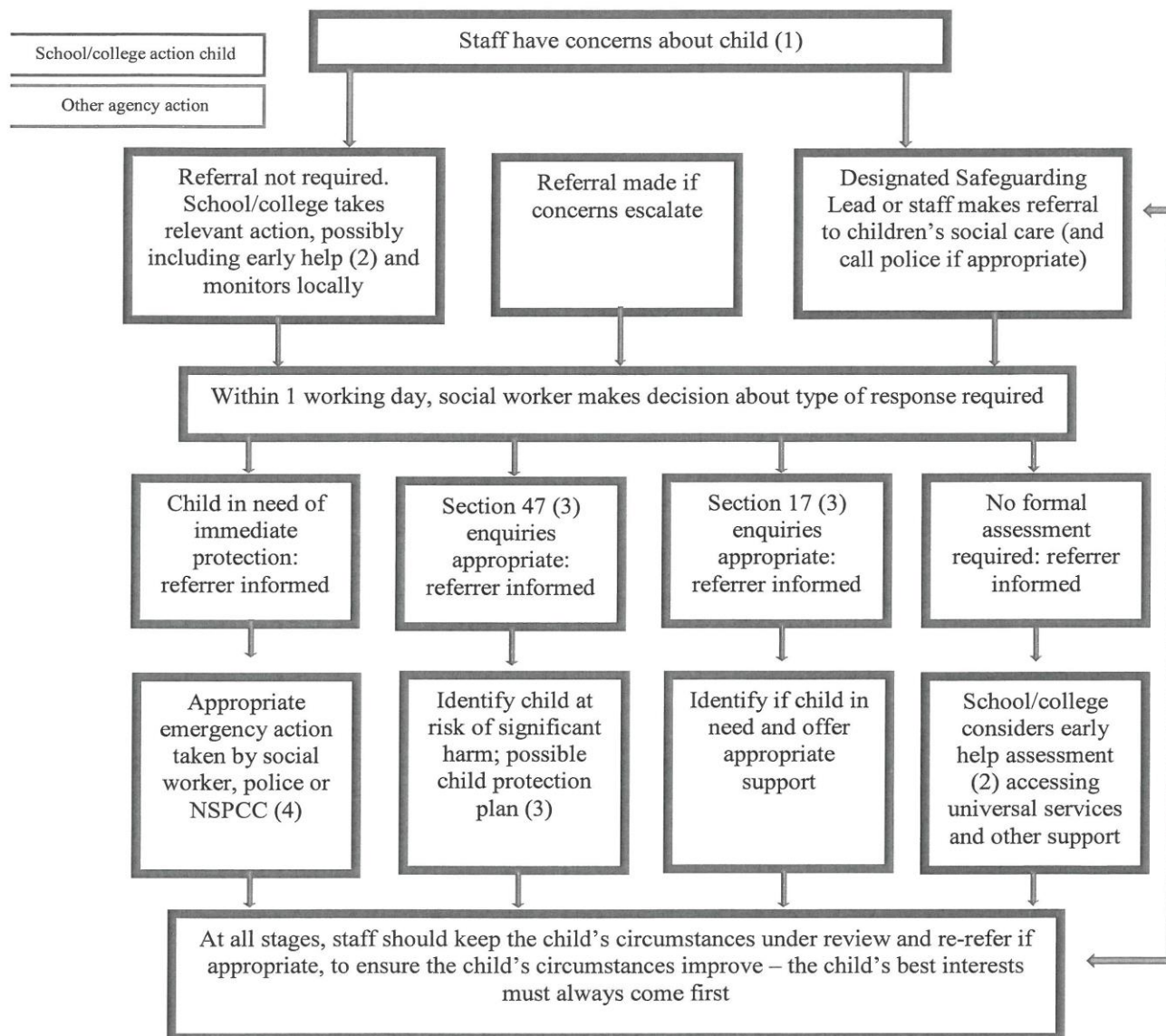
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Actions where there are concerns about a child



1. In cases which also involve an allegation of abuse against a staff member, see Part Four of this guidance
2. Early help means providing support as soon as a problem emerges at any point in a child's life. Where a child would benefit from co-ordinated early help, and early help inter-agency assessment should be arranged. Chapter One of Working Together to Safeguard Children provides details guidance on the early help process
3. Under the Children Act 1989, local authorities are required to provide services for children in need for the purposes of safeguarding and promoting their welfare. This can include s17 assessments of children in need and S47 assessments of children at risk of significant harm. Full details are in Chapter One of Working Together to Safeguarding Children
4. This could include applying for an Emergency Protection Order (EPO)

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All staff must have an understanding of the difference between a significant concern and a child in immediate danger of significant risk of harm. If, at any point, there is a risk of immediate serious harm to a student a referral should be made to children's social care immediately. Concerns should always lead to help for a child at some point. It is important for the student to receive the right help at the right time to address risk and prevent issues escalating. Support can be given on four different levels,

- 1) Level One – children whose needs are met by the family, universal services (health, education and informal networks).
- 2) Level Two – children with additional needs that can be met from one other agency which if ignored could develop and lead to adverse outcomes. Often, one service working with a family for a limited period at a particular point in time is all that may be required to address that level of need.
- 3) Level Three – Early Help Assessment (EHA) may identify that a child has a range of additional needs that require a coordinated multi-agency response. A lead professional must be identified (teacher, family support worker, health visitor, GP) to coordinate an Early Help Assessment and any intervention via a Team around the Family (TAF).
- 4) Level Four – children with complex, significant needs that require a specialist or statutory intervention where there are urgent and or complex problems that have a significant impact on their health and development. These cases sit within the Child Protection Arena as Child in Need (CIN) or on Child Protection plans (CP).

Attendance at safeguarding conferences.

In the event of NMAT staff being invited to attend child protection conferences, the Designated Safeguarding Lead or members of the safeguarding team will represent the Academy and/or identify the most appropriate trained member of staff to provide information relevant to the child protection conference (initial/review).

Supporting Children

Professional Confidentiality- Nunthorpe Multi Academy Trust recognises that the only purpose of confidentiality is to benefit the child (Child Protection Tees Local Safeguarding Childrens Board procedures www.teescpp.org.uk).

NMAT recognises that children who are abused or who witness violence may find it difficult to develop a sense of self worth and to view the world in a positive way. NMAT aims to provide the students with a stable, secure and predictable environment in the lives of the children in its care. NMAT, therefore, recognises that such children might exhibit challenging and defiant behaviour and will take careful note of the context of such behaviour.

NMAT works in partnership with the police and its Operation Encompass initiative. Carl Everitt (OE Lead) informs the Safeguarding Lead with regards to any domestic violence (DV) incidents and we carry out well being checks with our students if we are contacted following an incident which has occurred in one of our students homes. We recognise that in a home environment where there is domestic violence, drug or alcohol, misuse or mental health issues children may also be vulnerable and in need of support and protection.

NMAT also recognises that children are capable of abusing their peers. Peer on peer abuse can take many forms and any concerns raised will be investigated and dealt with appropriately. No peer on peer abuse should be tolerated or minimised as part of growing up and all those involved will be provided with an appropriate level of support. Support and education for all students regarding Sexting and the Law is given taking particular focus into youth produced sexual imagery. All cases would be referred to the Academy Inclusion Officers for full investigation in liaison with the safeguarding team.

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NMAT recognises that, statistically, children with behavioural difficulties and disabilities are most vulnerable to abuse. Staff who work, in any capacity, with children with SEND including those with an educational health and care plan, emotional, behavioural and medical needs will need to be particularly sensitive to signs of abuse. Students who are within the Looked After System are very vulnerable and any concerns will be raised to the relevant LA Virtual Head as well as NMAT's Executive Principal and the relevant Head of School.

All NMAT Academies will endeavour to support all of their students through:

- The curriculum to encourage self esteem, self motivation, self protection.
- The Academy's ethos, which promotes a positive, supportive and secure environment and which gives all students and adults a sense of being respected and valued.
- A curriculum which explores human rights, equality, democracy and tolerance and prepares children and young people fully for life in modern Britain.
- A coherent management and positive behaviour policy.
- Liaison with other professionals and agencies who support children and parents.
- A commitment to develop productive supportive relationships with parents whenever it is in the child's interest to do so.
- The development and support of a responsive and knowledgeable staff group whose role it is to respond appropriately in all safeguarding situations.

Essential Academy policies to be considered alongside this Child Protection Policy are:

- Anti Bullying Policy.
- Allegations of abuse against colleague's policy.
- Official Policy for staff concerns (Grievance, bullying harassment and Whistle Blowing)
- Health and Safety Policy
- Risk Assessment Policy
- Internet and Network Usage Policy (E Safety)
- Safeguarding Policy
- Staff Recruitment and Selection Policy.
- Academy Visitor Behaviour.
- Academy Journeys/Visits and Insurance Policy.
- Control and Restraint Policy.
- Behaviour Policy
- Equality Policy
- Equality Duty Policy.

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Appendix 1

RYE HILLS ACADEMY

Designated Safeguarding Lead:	Mr M Carney
Deputy Designated Safeguarding Leads:	Mrs P Fleming
	Mrs K Collinson
	Miss S Dudley
	Mrs L Brooks
Designated Safeguarding Governor:	Mrs M Ovens

NUNTHORPE ACADEMY

Designated Safeguarding Lead:	Mrs K Kell
Deputy Designated Safeguarding Leads:	Mrs B Shaw
	Mr A Armstrong
	Mrs E Potter
	Mrs T Davison
	Mrs S Edwards
Designated Safeguarding Governor:	Mr M Robinson

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