



Child Protection & Safeguarding Policy – Executive Summary of Key Principles

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Key Principles

1. The policy is consistent with statutory guidance **Working Together to Safeguard Children (DfE 2026)** and **Keeping Children Safe in Education (DfE 2026)**; and multi-agency safeguarding procedures issued by the local multi-agency safeguarding partnership Warwickshire Safeguarding (WS) - <https://westmidlands.procedures.org.uk/>
2. All staff and volunteers must read Part One of **Keeping Children Safe in Education 2026**. All SLT members and staff who work directly with children (e.g. teachers, teaching assistants, lunchtime supervisors, pastoral support staff) must also read Part Five and Annex A.
3. All staff and volunteers must read the full child protection policy, staff behaviour policy (code of conduct) and behaviour policy before starting work with children. This document serves only as a brief reference point for staff, parents, governors and other stake holders.
4. The Designated Safeguarding Lead (DSL) is Genevieve Jordan (Principal). The deputy DSL(s) is/are David Fitzgerald (Assistant Headteacher) and Sandra Giacalone (Office Manager).
5. The DSL will ensure that all staff and volunteers receive a robust induction into the school's safeguarding arrangements, which will include a requirement that they read the key statutory guidance and safeguarding policies including responses to children who are absent from education before starting work with children.
6. All governors, school leaders, staff and volunteers have a responsibility to establish and maintain a culture of safeguarding in order to safeguard and promote the welfare of children effectively.
7. All staff and volunteers must have a full and active understanding of sections 29-33 of the full child protection policy - concerning child protection procedures; definitions; impact and indicators of abuse, exploitation and neglect; and referrals - in order to safeguard children at school effectively.
8. The school is committed to offering early support to those children who need it. Staff are trained and expected to be approachable; promote children's trust; vigilant; maintain a professional curiosity about children; and to record and report all concerns and issues that indicate a child may require early help or that there may be a safeguarding issue to the DSL without delay.
9. The DSL will consider all such concerns and issues and will make a judgement about whether to monitor the child's progress, discuss with parents/carers, provide pastoral care and support, offer early help or make appropriate referrals. The DSL will record actions, decisions taken, referrals that are made and the rationale for all decisions including decisions to make or not to make referrals. If early help is appropriate the DSL will keep the case under constant review.
10. Staff recognise that some children are particularly vulnerable and therefore more likely to require early support or safeguarding. Those children include children with special educational needs, disabilities and some medical conditions; those who are looked after by a Local Authority, were previously looked after or have a social worker; children living in families experiencing adult substance abuse, adult mental ill health and/or domestic abuse; children showing signs of engaging in anti-social or criminal behaviour; children experiencing mental health difficulties; and children exposed to serious violence. Some children are also vulnerable to discrimination and maltreatment on the grounds of race, gender, ethnicity, religion, disability or sexuality (N.B. children who regard themselves or are perceived by other children as lesbian, gay, bi, trans or non-binary and children questioning their gender can be targeted by other children).



11. The school recognises that children who run away, go missing and/or are absent from school are potentially vulnerable to abuse, exploitation, offending and placing themselves in situations where they may suffer physical harm.
12. The school will therefore work proactively in partnership with parents/carers and other agencies to understand and improve absence and poor school attendance and address issues of children being absent (at any time of the day), running away and going missing from home as quickly as possible.
13. The school has a duty to teach children about safeguarding and how to understand and recognise risk (online and offline) and the support available to them; as part of a 'broad and balanced curriculum.' Children are encouraged to report abuse or anything causing them any distress to a member of staff of their choosing.
14. The school's **whistleblowing** policy enables staff to raise concerns/allegations about the conduct of a colleague, visiting professional or any adult working in, with or on behalf of the school, initially in confidence, and for a sensitive enquiry to take place. Staff are expected to report all concerns about poor practice including any breach of the staff behaviour policy or possible child abuse by colleagues to the headteacher. Concerns or complaints about the headteacher should be reported to the chair of governors. Staff can also contact the **Local Authority Designated Officer (LADO)**, who is responsible for the co-ordination of responses to allegations against people who work with children. For staff who do not feel able to raise concerns internally, relevant contact details for the LADO and also the NSPCC whistleblowing helpline 0800 028 0285 are displayed in the staff room.
15. All staff including the headteacher, volunteers and governors will receive appropriate and regularly updated safeguarding and child protection training and at least annual updates to provide them with the requisite skills and knowledge to safeguard children. The DSL will attend bespoke training for newly appointed DSLs and refresher training every two years. The DSL will also update their knowledge and skills at least annually to keep up with any developments relevant to their role.
16. The school seeks to ensure that only 'safe' staff and 'safe' volunteers are recruited to work with children at the school by following the statutory guidance and WS and the school's *Safer Recruitment* policies by embedding safeguarding in recruitment and induction processes and the ongoing management of staff and volunteers.
17. Child protection issues warrant a high level of confidentiality. Staff will ensure confidentiality protocols are adhered to and information is shared appropriately. Although staff will discuss day-to-day concerns about pupils with colleagues, they should report all child protection and safeguarding concerns to the DSL or headteacher or – in the case of concerns about the headteacher – to the chair of governors. However, any member of staff can contact and/or make a referral to Children's Social Care or the LADO if they believe that is the only effective way to safeguard a child.
18. All staff and volunteers must be mindful of specific requirements in relation to the use of technology including online behaviour; the taking and storing of images of children; and filtering & monitoring. **Pupils are not allowed to have mobile phones in their possession during the school day.**
19. The DSL is responsible for ensuring that all staff and volunteers have a meaningful awareness of a range of specific safeguarding issues as defined in paragraphs 29-46 and Annex A of *Keeping Children Safe in Education 2026*. In particular, staff need to understand issues and risks in relation to radicalisation, extremism and the promotion of fundamental British values; child sexual and criminal exploitation; child-on-child abuse; children who display sexually harmful or inappropriate behaviour including the sharing of 'nudes' and semi-nude images and videos of children; **children questioning their gender; and honour and faith-based abuse** including female genital mutilation and forced marriage.

Additional support is available from the Children & Families Front Door Education Lead on 01926 418608 or at MASHeducationlead@warwickshire.gov.uk or triagehub@warwickshire.gov.uk.