

**Reviewed: November 2018**

## **Safeguarding Policy**

Our policy applies to all staff and volunteers working in Northumberland PRU including community education staff and management team.

### **RATIONALE**

Every child and young person has the right to be safe and feel safe and to work in an environment of mutual trust and respect. All staff share the responsibility to safeguard and promote the welfare of all our pupils. We share an objective to help keep children and young people safe by providing an environment where they feel valued and respected, comfortable, relaxed and secure. We recognise our responsibility to safeguard and promote the welfare of our pupils by protecting them from physical, sexual or emotional abuse, neglect and bullying. We are vigilant in identifying children and young people who are suffering or likely to suffer significant harm, and take appropriate action with the aim of making sure they are kept safe both at home and in the education setting.

### **PURPOSES**

We aim to:

- ensure children and young people are safe and feel safe
- ensure that children and young people are growing up in circumstances consistent with the provision of safe and effective care
- prevent the impairment of children and young people's health or development
- ensure all children and young people have a right to be free from all forms of abuse and exploitation
- ensure that all children and young people have equal rights to protection from harm
- protect children and young people from maltreatment
- enable those children and young people to have optimum life chances and to enter adulthood successfully
- ensure that everybody recognizes their responsibility to support the care and protection of children and young people in Northumberland PRU

Safeguarding is not just about protecting children from deliberate harm, it includes issues for schools such as: Health and safety, anti-bullying, e-safety, educational visits, physical intervention. For the full list of related policies in the Safeguarding Portfolio please see *Appendix 2*

### **PREVENTION**

We are committed to create and maintain a safe learning environment for all pupils and staff and, where there are child welfare concerns, taking action to address them, in partnership with other organizations and agencies, where this is appropriate.

(Education Act 2002/ Children's Act 1989/Keeping Children Safe in Education September 2018)

We recognize that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult helps prevention, and will endeavour to:

- establish and maintain an ethos where children feel secure and are encouraged to talk, and

are listened to

- provide suitable support and guidance so that pupils have a range of appropriate adults to whom they can turn if they are worried or in difficulties
- include in the curriculum, activities and opportunities for PSHE which equip children with the skills they need to stay safe from abuse and to know whom to turn to for help
- include, in the curriculum, material which will help children develop realistic attitudes to the responsibilities of adult life
- provide positive adult role models
- promote good peer relationships

## **ORGANISATION**

The HT will ensure that:

- policies and procedures are fully implemented and followed by all staff
- resources and time are allocated to the DSMS and other staff to enable them to carry out their responsibilities
- all staff feel able to raise concerns about poor or unsafe practice in regard to pupils, and such concerns are addressed sensitively and effectively, in accordance with agreed whistle blowing policy

The Designated Senior Member of Staff for Safeguarding and Child Protection is Mrs Karen Ayre (Support Services Manager, Northumberland PRU). Deputy Safeguarding Leads are Mr Tom Dexter (Headteacher) and Rachel Gomersall (Teacher).

## **TRAINING**

We will provide and support safeguarding training regularly to staff every three years and in particular to designated teachers every two years to ensure their skills and expertise are up to date.

## **MONITORING AND REVIEW**

The HT will ensure that the policy is updated and reviewed annually, in accordance with current legislation, and work with the leadership team regarding this.

\_\_\_\_\_ Chair

\_\_\_\_\_ Date