



**Kestrel House School**

104 Crouch Hill

Crouch End

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[www.kestrelhouseschool.co.uk](http://www.kestrelhouseschool.co.uk)

‘An irresistible invitation to learn’

## Safeguarding and Child Protection Policy

### SCHOOL STATEMENT ON PUPIL SAFETY AND WELFARE

Kestrel House School fully recognises its responsibilities for Safeguarding Children (SC). This policy applies to all staff, board, transport escorts and volunteers working in the school. The six main elements are:

1. The Eagle House Group Human Resources Department and the school use safe recruitment practices in checking the suitability of staff and volunteers who work with our children.
2. Raising awareness of SC and helping our pupils to learn the skills to keep themselves safe.
3. Developing and implementing procedures for identifying and reporting cases, or suspected cases of abuse.
4. Supporting pupils who have been abused in accordance with their agreed child protection plan.
5. Establishing a safe environment where all can learn and develop.
6. Sharing any relevant information to the Independent Safeguarding Authority (ISA) ‘...where there is concern relating to harm or the risk of harm to children or vulnerable adults.’ (ISA ‘An Employer’s Duty to Refer Information’ 2009) adhering to their vetting and barring scheme Tel: 0300 123 1111.

Staff in Kestrel House School know our pupils very well, and can gauge when things are difficult for the child, or when something might be going wrong for them. Staff can then talk to their direct line manager or to the Headteacher, who is the designated person for SC, or the Senior Teacher, who is the deputy designated person.

All staff, through all aspects of the curriculum and all pastoral aspects of the school day, help to make children aware of how they can keep themselves safe, what is private and what is public, who is safe to trust and where it is safe to go.



**The school follows the following procedures in safeguarding children:**

- The Headteacher is the designated senior person for SC and receives training in this.
- The Senior Teacher is the designated deputy for SC and has also received training.
- If Headteacher and senior teacher are both off site, staff should refer any issue to other members of the SLT who will get in touch with the head, senior teacher or Eagle House Group.
- All staff, including supply staff, volunteers and board know who the designated people are and what their role is.
- All of the above understand their responsibility to be aware of SC issues, and if they have any concerns to relay them either to their line manager, who will talk to the responsible person, or direct to the responsible person.
- The school's responsibilities in relation to SC are set out in the school prospectus so that parents and carers understand the school's obligations.
- All staff receive awareness level training upon induction and thereafter annually.
- The board link SC person is Operations Director Linda Miller and she can be reached on 020 8258 9947. Any member of the board can also be contacted in the absence of Linda Miller. They are:

Paul Conrathe 020 8256 9941, Julia Pithouse 020 8256 9946, Helen Wiseman -1953 888 656 and Sarah Hazelwood on 020 8256 9942.

- The school has the telephone numbers of Social Services for SC issues, no matter which borough the child is from; these are displayed both in the main school office and in the Headteacher's office.
- The school would alert the relevant social care services team if there was an unexplained absence of more than two days of a child who is on the SC Plan or who is Looked After.
- Relevant school staff attend social services case conferences and reviews in all boroughs who have pupils at the school.
- The Headteacher keeps all SC records in a locked cabinet in her room.
- The Headteacher or Senior Teacher follow agreed SC procedures when a member of staff has voiced a concern about a child and the designated person feels that they should make a SC or Child in Need referral.
- The Headteacher follows agreed procedures of investigation if an allegation is made against an adult in the school, and if this allegation should be against the Headteacher then the Senior Teacher would report to the who will advise on the appropriate procedure to be followed. These procedures are described in "Safeguarding Children and Safer Recruitment in Education": DCSF-04217-2006BKT-EN
- The Headteacher, supported by the rest of the senior leadership team, the school admin team and the Human Resources Division of the group ensures that safe recruitment practices are always followed, including CRB checks on all staff, as described in "Safeguarding Children and Safer Recruitment in Education": DCSF-04217-2006BKN-EN. NB: This DCSF document is stored in the head's office in a file marked "Child Protection Information and Policy".



Definitions of child abuse are:

- a. Neglect: persistent or severe neglect of a child or the failure to protect a child from any kind of exposure, including cold or starvation.
- b. Physical injury: actual or likely physical injury to a child, or failure to prevent injury, or injury or suffering to a child.
- c. Sexual abuse: actual or likely abuse of a child or adolescent.
- d. Emotional abuse: persistent and severe emotional ill treatment or rejection.

The school is aware that any child who is being abused in any way may have feelings such as guilt, anger or lack of self-worth. Everything we do in Kestrel House School aims to help all children to have self-confidence and self-esteem, and to feel safe and happy, and as free from anxiety as we can possibly manage. We do this through:

- The positive ethos of the school
- Classroom strategies (see Teaching and Learning Policy)
- The curriculum, including the 5 outcomes of Every Child Matters
- Consistency of approach from well-trained staff
- Encouragement of acceptable behaviours (see Behaviour Policy)
- Close liaison with other agencies such as social services.
- Close communication systems with parents and carers
- Ensuring that all SC register records follow a child when that child moves to another school.

### **Monitoring of this policy**

It is the responsibility of the Headteacher and the Senior Teacher supported by the other members of SLT to monitor this policy. The Headteacher reports on SC issues to the link board for SC and the full board meeting on at least an annual basis. The schools 'Policy guidelines for addressing sensory issues, massage and Positive Touch' informs staff of the appropriate positive touch strategies that we use with our children.

Ratified by the board:

Reviewed with all staff: May 2009

**Please sign to say that you have read and agree this policy and return to Kerry Harris (Headteacher):**

NAME: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: June 2009