



# CHILD PROTECTION POLICY FOR ST BENEDICT'S CATHOLIC COLLEGE



## **PRINCIPAL**

NAME: Mrs Jo Santinelli  
CONTACT NUMBER: 01206 549222 ext 842

## **DESIGNATED SAFEGUARDING TEAM**

### **Designated Safeguarding Lead**

### **Child Sexual Exploitation /Domestic Abuse Champion**

NAME: Mr John Deasy  
CONTACT NUMBER: 01206 549222 ext 821 (Speed dial 0069)

### **Deputy Designated Safeguarding Lead**

NAME: Mr Peter Johnson  
CONTACT NUMBER: 01206 549222 ext 859

## **NOMINATED GOVERNOR FOR SAFEGUARDING**

NAME: Mrs Mary Moriarty 01206 549222



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## CHILD PROTECTION POLICY FOR ST BENEDICT'S CATHOLIC COLLEGE

'THE WELFARE OF THE CHILD IS PARAMOUNT'

### 1. INTRODUCTION

1.1 Schools and their staff form part of the wider safeguarding system for children. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the best interests of the child.

*(Keeping Children Safe in Education – DfE, 2016)*

1.2 Safeguarding and promoting the welfare of children is defined in Keeping Children Safe in Education as:

- Protecting children from maltreatment
- Preventing impairment of children's health or development
- Ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best outcomes

1.3 College staff are particularly important as they are in a position to identify concerns early and provide help for children. As a College we are committed to working with Social Care, the police, health services and other services to promote the welfare of children and protect them from harm.

1.4 This Child Protection Policy is for all staff, parents, carers, governors, volunteers and the wider college community. It forms part of the safeguarding arrangements for our college.

1.5 The document '**Keeping Children Safe in Education – DfE, September 2016** **MUST** be read in conjunction with this policy. Other College documents, including, the College's Safeguarding, Safer Recruitment, Educational Visit, E-safety, Physical Intervention, Anti-Bullying and Behaviour policies and Staff, Governor and Volunteer Codes of Conduct. Policy should be read in conjunction to this policy.

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## 2. COLLEGE ETHOS

We recognise that for our students' high self-esteem, confidence, supportive friends and clear lines of communication with a trusted adult help to prevent abuse.

Our college therefore aims to:

- Create a culture of vigilance where the welfare of our students is promoted and where timely appropriate safeguarding action is taken
- Establish and maintain an environment where students feel safe and secure, are encouraged to talk and are listened to
- Ensure that students know that there are adults within the college they can approach if they are worried or are in difficulty
- Ensure students receive the right help at the right time to address risks and prevent issues escalating
- Include in the curriculum activities and opportunities which equip students with the skills they need to stay safe from abuse and to develop healthy and safe relationships
- Include in the curriculum material which will help students develop realistic attitudes to the responsibilities of adult life, particularly with regard to childcare and parenting skills
- Protect children from harm and to ensure that they are taught in a way that is consistent with the law and our values and to promote respect for all others
- Facilitate understanding of wider issues within the context of learning about the values on which our society is founded and our system of democratic government
- Provide a curriculum which actively promotes the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs
- Promote tolerance of and respect for people of all faiths (or those of no faith), races, genders, ages, disability and sexual orientations
- Make parents/carers aware of the college policies and practice for safeguarding and ensure that, wherever possible, every effort will be made to establish open and honest effective working relationships with parents and colleagues from partner agencies

## 3. STATUTORY FRAMEWORK

- 3.1** Section 175 of the Education Act 2002 places a statutory responsibility on the Governing Body to have policies and procedures in place that safeguard and promote the welfare of children who are students of the college.
- 3.2** Child protection is the responsibility of all adults and especially those working with children. The development of appropriate procedures and the monitoring of good practice in Essex are the responsibilities of the [Essex Safeguarding Children Board](#) (ESCB). In Essex, all professionals must work in accordance with the [SET Procedures](#) (ESCB, 2016).
- 3.3** Our college works in accordance with the following legislation and guidance:
- Children Act 1989
  - Children Act 2004
  - [Keeping Children Safe in Education](#) (DfE, September 2016)
  - [Working Together](#) (HMG, 2015)
  - [Effective Support for Children and Families in Essex](#) (ESCB, 2015)
  - [Counter-Terrorism and Security Act](#) (HMG, 2015)

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- Serious Crime Act 2015 (Home Office, 2015)
- Sexual Offences Act (2003)
- Education (Pupil Registration) Regulations 2006
- Information sharing advice for safeguarding practitioners (HMG, 2015)
- Data Protection Act 1998

#### **4. ROLES AND RESPONSIBILITIES**

**4.1** All adults working with or on behalf of children have a responsibility to protect them and to provide a safe environment in which they can learn and achieve their full potential. However, there are key people within schools and the Local Authority who have specific responsibilities under child protection procedures. The names of those in our college with these specific responsibilities (the Designated Safeguarding Lead and Deputy Designated Safeguarding Leads) are shown on the cover sheet of this document.

#### **4.2 The Governing Body**

- The Governing Body ensures that the policies, procedures and training in our college are effective and comply with the law at all times. It ensures that all required policies relating to safeguarding are in place and that the child protection policy reflects statutory and local guidance and is reviewed at least annually.
- The Governing Body ensures there is a named designated safeguarding lead and deputy safeguarding leads in place.
- The Governing Body ensures the college contributes to inter-agency working, in line with statutory and local guidance. It ensures that information is shared and stored appropriately and in accordance with statutory requirements.
- The Governing Body ensures that all staff members undergo safeguarding and child protection training at induction and that it is then regularly updated.
- The Governing Body ensures that students are taught about safeguarding, including online, ensuring that that appropriate filters and monitoring systems for online usage are in place. Our students will be taught how to keep themselves safe through teaching and learning opportunities as part of a broad and balanced curriculum.
- The Governing Body and college leadership team are responsible for ensuring the college follows recruitment procedures that help to deter, reject or identify people who might abuse children. It adheres to statutory responsibilities to check adults working with children and has recruitment and selection procedures in place (see the college's 'Safer Recruitment' policy for further information). It ensures that volunteers are appropriately supervised in college.

#### **4.3 The Designated Safeguarding Lead (and Deputies)**

It is the role of the Designated Safeguarding Lead to ensure that all child protection procedures are followed within the college, and to make appropriate, timely referrals to Essex Children's Social Care (Family Operations Hub) in accordance with current SET procedures. If for any reason the Designated Safeguarding Lead is unavailable, a Deputy Designated Safeguarding Lead will act in their absence. Additionally, it is the role of the Designated Safeguarding Lead to

- ensure all at the College, including temporary staff, volunteers and contractors are aware of the College's child protection procedures and that these procedures are followed at all times
- advise staff and offer support to those requiring it
- work with the local authority and other agencies as required.

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'Keeping Children Safe in Education' (DfE, September 2016) identifies three main areas of responsibility for Designated Safeguarding Leads:

- Managing child protection referrals
- Training
- Raising awareness

#### **4.4 The Principal**

- The Principal works in accordance with the requirements upon all college staff. In addition, she ensures that all safeguarding policies and procedures adopted by the Governing Body are followed by all staff.
- The Principal and/or the Designated Safeguarding Lead provide an annual report for the Governing Body detailing any changes to the policy and procedures; training undertaken by all staff and governors and other relevant issues.

**4.5** The Principal/Designated Safeguarding Lead and Designated Governor will undertake annually the ESCB School Safeguarding Audit and ensure an annual report on implementation to the Governing Body in line with their responsibilities under S.175 of the Education Act 2002.

**4.6** The College will publish its Child Protection policy on its school website alongside the latest version of 'Keeping Children Safe in Education'.

**4.7** The College will actively promote online safety on its website and signpost stakeholders to information that will help keep children safe online.

#### **4.8 All college staff**

Everyone in the College has a responsibility to provide a safe learning environment in which our students can learn. All staff members are prepared to identify students who may benefit from early help and understand their role within this process. This includes identifying any emerging problems so appropriate support may be provided and liaising with the **designated safeguarding lead** to report any concerns. All staff members are aware of and follow college processes (as set out in this policy) and are aware of how to make a referral to Social Care if there is a need to do so.

### **5. TYPES OF ABUSE / SPECIFIC SAFEGUARDING ISSUES**

***Keeping Children Safe in Education (DfE, 2016)*** defines abuse as the maltreatment of a child.

*"Somebody may abuse or neglect a child by inflicting harm or by failing to act to prevent harm. Children may be abused in a family or in an institutional or community setting by those known to them or, more rarely, by others (e.g. via the internet). They may be abused by an adult or adults or another child or children"*

The four main types of abuse referred to in Keeping Children Safe in Education are:

- Physical
- Emotional
- Sexual
- Neglect

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Our college is aware of the signs of abuse and neglect so we are able to identify children who may be in need of help or protection. We use lessons and assemblies to help students understand, in an age-appropriate way, what abuse is and we encourage them to tell a trusted adult if anyone is behaving in a way that makes them feel uncomfortable.

### **5.1 Peer on peer abuse**

Our college may be the only stable, secure and safe element in the lives of children at risk of, or who have suffered harm. Nevertheless, whilst at college, their behaviour may be challenging and defiant, or they may instead be withdrawn, or display abusive behaviours towards other children. Our college recognises that some children may abuse their peers and any incidents of peer on peer abuse will be managed in the same way as any other child protection concern and will follow the same procedures.

Peer on peer abuse can manifest itself in many ways. This may include bullying (including cyber bullying), on-line abuse, gender-based abuse, 'sexting' or sexually harmful behaviour. We do not tolerate any harmful behaviour in college and will take swift action to intervene where this occurs.

### **5.2 Students with special educational needs and disabilities**

Our college understands that children with special educational needs and disabilities (SEND) can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group of children. This can include:

- assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration;
- children with SEN and disabilities can be disproportionately impacted by things like bullying - without outwardly showing any signs;
- communication barriers and difficulties in overcoming these barriers

### **5.3 Children missing from education**

All school age children regardless of ability, aptitude and any special education needs they may have are entitled to a full-time education. Our college recognises that a child missing education is a potential indicator of abuse or neglect and will follow the college procedures for unauthorised absence and for children missing education. Parents should always inform us of the reason for any absence. Where contact is not made, a referral may be made to another appropriate agency (Missing Education and Child Employment Service, Social Care or Police).

The College must inform the local authority of any student who fails to attend college regularly, or has been absent without school permission for a continuous period of 10 days or more.

### **5.4 Looked after children**

The most common reason for children becoming looked after is as a result of abuse and/or neglect. The Governing Body will appoint a designated teacher to promote the educational achievement of children who are looked after and ensure that this person has appropriate training. They will ensure that staff have the skills, knowledge and understanding necessary to keep looked after children safe. In particular, the Governing Body will ensure that appropriate staff have the information they need in relation to a child's looked after legal status (whether



they are looked after under voluntary arrangements with consent of parents or on an interim or full care order) and contact arrangements with birth parents or those with parental responsibility.

### 5.5 Child Sexual Exploitation (CSE)

CSE is a form of abuse where children are sexually exploited for money, power or status. It is understood that a significant number of children who are victims of CSE go missing from home, care and education at some point. Our college is alert to the signs and indicators of a child becoming at risk of, or subject to, CSE and will take appropriate action to respond to any concerns. The deputy designated safeguarding lead (HD) is the named **CSE Lead** in college on these issues and will work with other agencies as appropriate.

### 5.6 Female Genital Mutilation (FGM)

FGM comprises all procedures involving partial or total removal of the external female genitalia or other injury to female genital organs. It is illegal in the UK and a form of child abuse.

As of October 2015, the Serious Crime Act 2015 (Home Office, 2015) introduced a duty on teachers (and other professionals) to notify the police of known cases of female genital mutilation where it appears to have been carried out on a girl under the age of 18. The College will operate in accordance with the statutory requirements relating to this issue, and in line with existing local safeguarding procedures.

### 5.7 Forced marriage

A forced marriage is one entered into without the full consent of one or both parties. It is where violence, threats or other forms of coercion are used and is a crime. Our staff understand how to report concerns where this may be an issue.

### 5.8 Prevention of radicalisation

As of July 2015, the Counter-Terrorism and Security Act (HMG, 2015) placed a new duty on schools and other education providers. Under section 26 of the Act, schools are required, in the exercise of their functions, to have "due regard to the need to prevent people from being drawn into terrorism". This duty is known as the Prevent duty.

It requires schools to:

- teach a broad and balanced curriculum which promotes spiritual, moral, cultural, mental and physical development of pupils and prepares them for the opportunities, responsibilities and experiences of life and must promote community cohesion
- be safe spaces in which children / young people can understand and discuss sensitive topics, including terrorism and the extremist ideas that are part of terrorist ideology, and learn how to challenge these ideas
- be mindful of their existing duties to forbid political indoctrination and secure a balanced presentation of political issues

CHANNEL is a national programme which focuses on providing support at an early stage to people identified as vulnerable to being drawn into terrorism. Our staff understand how to identify those who may benefit from this support and how to make a referral.



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## **6. PROCEDURES**

- 6.1** All action is taken in accordance with the following guidance;
- Essex Safeguarding Children Board Guidelines, the SET (Southend, Essex and Thurrock) Child Protection Procedures (ESCB, August 2016)
  - Keeping Children Safe in Education (DfE, September 2016)
  - Working Together to Safeguard Children (DfE, 2015)
  - 'Effective Support for Children and Families in Essex' (ESCB, 2015).
  - PREVENT Duty - Counter-Terrorism and Security Act (HMG, 2015)
- 6.2** When new staff, volunteers or regular visitors join our college they are informed of the safeguarding arrangements in place and are DBS checked. They are given a copy of our college's Child Protection policy, told who our Designated Safeguarding Lead (and Deputies) are and is informed how to share concerns with the Designated Safeguarding Lead or Deputies.
- 6.3** There may be other adults in college who work alongside members of college staff. However, the Principal will ensure they are aware of the College's policy and the identity of the Designated Safeguarding Lead and Deputies and how to report any concerns.
- 6.4** Any member of staff, volunteer or visitor to the college who receives a disclosure of abuse, an allegation or suspects that abuse may have occurred **must** report it immediately to the Designated Safeguarding Lead or in their absence, one of the Deputy Designated Safeguarding Leads. In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff.
- 6.5** The Designated Safeguarding Lead or the Deputy will immediately refer cases of suspected abuse or allegations to Family Operations Hub by telephone and in accordance with the procedures outlined in the SET procedures (ESCB, 2016) and in 'Effective Support for Children and Families in Essex' (ESCB, 2015).
- 6.6** The College will always undertake to share our intention to refer a child to Children's Social Care with the parents or carers, unless to do so could place the child at greater risk of harm or impede a criminal investigation. On these occasions advice will be taken from the Family Operations Hub and/or Essex Police.
- 6.7** If a member of staff continues to have concerns about a child and feels the situation is not being addressed or does not appear to be improving, the staff member concerned should press for re-consideration by the Designated Safeguarding Lead or refer to the Whistleblowing Policy.
- 6.8** Safeguarding contact details will be kept prominently displayed in the College to ensure that all staff have unfettered access to safeguarding support.

## **7. TRAINING AND SUPPORT**

- 7.1** **The** Designated Safeguarding Lead (and Deputies) will undergo updated Level 3 child protection training every two years. The Principal, all staff members and governors will undergo child protection training on appointment and updated regularly, in line with advice from the Essex Safeguarding Children Board (ESCB). In addition, all staff members receive safeguarding and child protection updates as required, but at least annually, to provide them

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with relevant skills and knowledge to safeguard children effectively. Records of any child protection training undertaken is kept for all staff and governors.

- 7.2 The College will ensure that the Designated Safeguarding Lead and Deputies also undertake training in inter-agency working and other matters as appropriate.
- 7.3 The Principal will ensure support and supervision is provided to all staff involved in child protection issues.
- 7.4 All staff and volunteers at the College are made aware of the boundaries of appropriate behaviour and conduct. These matters form part of induction and are referred to in the Code of Conduct for employees and Governing Body Code of Conduct.

## **8. PROFESSIONAL CONFIDENTIALITY**

- 8.1 Confidentiality is an issue which needs to be discussed and fully understood by all those working with children, particularly in the context of child protection. As highlighted in the relevant code of conduct, members of staff, volunteers and visitors must never guarantee confidentiality to a student nor should they agree with a student to keep a secret as, where there is a child protection concern, this must be reported to the Designated Safeguarding Lead and may require further investigation by appropriate authorities.
- 8.2 Staff will be informed of relevant information in respect of individual cases regarding child protection on a 'need to know basis' only. Any information shared with a member of staff in this way must be treated confidentially.

## **9. RECORDS AND INFORMATION SHARING**

- 9.1 Where there are concerns about the safety of a child, the sharing of information in a timely and effective manner between organisations can reduce the risk of harm. Whilst the Data Protection Act 1998 places duties on organisations and individuals to process personal information fairly and lawfully, it is not a barrier to sharing information where the failure to do so would result in a child or vulnerable adult being placed at risk of harm. Similarly, human rights concerns, such as respecting the right to a private and family life would not prevent sharing where there are real safeguarding concerns. Fears about sharing information cannot be allowed to stand in the way of the need to safeguard and promote the welfare of children at risk of abuse or neglect.
- 9.2 Our college is clear about the need to record any concern held about a child or children within our college, the status of such records and when these records should be shared with other agencies.
- 9.3 Any member of staff receiving a disclosure of abuse or noticing signs or indicators of abuse, must make an accurate record as soon as possible noting what was said or seen (if appropriate using a body map to record), putting the event in context, and giving the date, time and location. All records will be dated and signed and will include the action taken. This should be presented to the Designated Safeguarding Lead (or Deputy) who will then decide on appropriate action.

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- 9.4** All confidential notes are kept in a confidential child protection file in chronological order (which is separate to student files) and stored in a secure place. Child protection records are stored securely and confidentially and will be retained until the child's 25<sup>th</sup> birthday.
- 9.5** If a student transfers from the college, these files will be copied and forwarded to the student's new educational setting, marked 'Confidential' and for the attention of the receiving school's Designated Safeguarding Lead, with a return address on the envelope so it can be returned to the college if it goes astray. Copies of this paperwork will be retained by our college, should it be required at a future date.
- 10. INTERAGENCY WORKING - ATTENDANCE AT CHILD PROTECTION CONFERENCES, CORE GROUP MEETINGS OR CHILD IN NEED MEETINGS**
- 10.1** It is the responsibility of the Designated Safeguarding Lead to ensure that the college is represented at and that a report is submitted to any child protection conference called for children on the college roll or previously known to them. Where appropriate any report will be shared in advance with the parent(s)/carer(s). Whoever attends should be fully briefed on any issues or concerns the college has and be prepared to contribute to the discussions at the conference.
- 10.2** If a student is made subject to a Child Protection or a Child in Need Plan, it is the responsibility of the Designated Safeguarding Lead to ensure the student is monitored regarding their school attendance, emotional wellbeing, progress, welfare and presentation. If the college is part of the core group (jointly responsible for the Child Protection Plan) then the Designated Safeguarding Lead will ensure that the college is represented, provides appropriate information and contributes to the plan at these meetings; that there is a record of attendance and issues discussed. All concerns about the child protection plan and/or the child's welfare should be discussed and recorded at the core group meeting unless to do so would place the child at further risk of significant harm. In this case the Designated Safeguarding Lead must inform the child's key worker immediately and then record that they have done so and the actions agreed.
- 11. SUPPORTING STUDENTS AT RISK**
- 11.1** Our college recognises that children who are abused or who witness violence may find it difficult to develop a sense of self-worth or view the world as a positive place.
- 11.2** Our college is committed to ensuring that our students receive the right help at the right time.
- 11.3** Our college may be the only stable, secure and safe element in the lives of children at risk of, or who have suffered harm. Nevertheless, whilst at college their behaviour may be challenging and defiant, or they may instead be withdrawn, or display abusive behaviours towards other children.
- 11.4** Our college will endeavour to support all students through:
- The curriculum to encourage our students to stay safe, develop healthy relationships, self-esteem and self-motivation
  - The college ethos which promotes a positive, supportive and secure environment and which gives all students and adults a sense of being respected and valued

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- The implementation of the college's behaviour management policies
- A consistent approach agreed by all staff which will endeavour to ensure the student knows that some behaviour is unacceptable but s/he is valued
- Regular liaison with other professionals and agencies who support the students and their families
- A commitment to develop open and honest and supportive relationships with parents, with the student's best interest as paramount
- The development and support of a responsive and knowledgeable staff group, trained to respond appropriately in all child protection situations
- Recognition that children with behavioural difficulties and disabilities are most vulnerable to abuse so staff who work in any capacity with children with profound and multiple disabilities, sensory impairment and/or emotional and behavioural problems will need to be particularly sensitive to signs of abuse
- Recognition that in a home environment where there is domestic violence, drug or alcohol abuse, children may also be vulnerable and in need of support or protection

## **12. ALLEGATIONS INVOLVING A MEMBER OF STAFF, VOLUNTEER, VISITOR OR GOVERNOR**

- 12.1** It is essential that the high standards of concern and professional responsibility adopted with regard to alleged child abuse by parents are similarly displayed when members of staff, volunteers, visitors or governors are accused of abuse.
- 12.2** The College works in accordance with statutory guidance and the SET procedures (ESCB, 2016) in respect of allegations against an adult working with children (in a paid or voluntary capacity). Section 7 of the current SET procedures provides detailed information on this.

*SET procedures (ESCB, 2016) require that, where an allegation against a member of staff is received, the Principal, senior named person or the Chair of Governors must inform the duty Local Authority Designated Officer (LADO) in the Children's Workforce Allegations Management Team on 03330 139 797 within one working day. However, wherever possible, contact with the LADO should be made immediately as they will then advise on how to proceed and whether the matter requires Police involvement. This will include advice on speaking to students and parents and HR. The college does not carry out any investigation before speaking to the LADO.*

- 12.3** The College has processes in place for reporting any concerns about a member of staff (or any adult working with children). Any concerns about the conduct of a member of staff will be referred to the Principal (or in their absence the Vice Principal). This role is distinct from the Designated Child Protection Lead as the named person should have sufficient status and authority in the college to manage employment procedures. Staffing matters are confidential and the college must operate within statutory guidance around Data Protection.

Where the concern involves the Principal, it should be reported direct to the Chair of Governors.

In the event of an allegation against the Principal, the Chair of Governors will also inform the Diocesan Director of Education.

Only authorised agencies may investigate child abuse allegations (Social Care Services, the Police or in some areas, the NSPCC). Whilst it is permissible to ask students simple, non-

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leading questions to ascertain the facts of the allegation, formal interviews and the taking of statements is not.

### **13. WHISTLEBLOWING**

- 13.1** Whistleblowing is 'making a disclosure in the public interest' and occurs when a worker (or member of the wider school community) raises a concern about danger or illegality that affects others, for example pupils in the school or members of the public.
- 13.2** All staff are made aware of their duty to raise concerns about the attitude or actions of colleagues in line with the college's whistleblowing policy and code of conduct.
- 13.3** Any staff member can press for re-consideration of a case if they feel a child's situation still does not appear to be improving. They must refer their concerns to Social Care and the named governor directly if they have concerns for the safety of a child.
- 13.4** We want everyone to feel able to report any child protection / safeguarding concerns. However, for members of staff who feel unable to raise these concerns internally, they can call the NSPCC whistleblowing helpline on: 0800 028 0285 (line is available from 8:00 AM to 8:00 PM, Monday to Friday) or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk)
- 13.5** Parents or others in the wider college community with concerns can contact the NSPCC general helpline on: 0808 800 5000 (24 hour helpline) or email: [help@nspcc.org.uk](mailto:help@nspcc.org.uk).

### **14. USE OF THE COLLEGE PREMISES BY OTHER ORGANISATIONS**

Where services or activities are provided separately by another body, using the college premises, the Governing Body will seek assurance that the body concerned has appropriate policies and procedures in place in regard to safeguarding children and child protection.

### **15. CONCLUSION**

- 15.1** All staff have a role in preventing abuse not only by adopting a sound policy and following the agreed procedures on the management of situations where abuse is suspected, but also through the curriculum.
- 15.2** Staff can help students to acquire relevant information, skills and attitudes both to resist abuse in their own lives and to prepare them for the responsibilities of their adult lives, including responsible parenthood.
- 15.3** At St Benedict's Catholic College we aim to create a sympathetic, safe, understanding atmosphere where students feel they will be dealt with sensitively.

#### ***THE WELFARE OF THE CHILD IS OUR PARAMOUNT CONSIDERATION***

- 15.4** The Principal/Designated Safeguarding Lead are responsible for monitoring the implementation and impact of this policy.

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The College's Designated Safeguarding Lead is responsible for ensuring that the list of key contacts on the cover sheet is kept up to date.

## 16. POLICY REVIEW

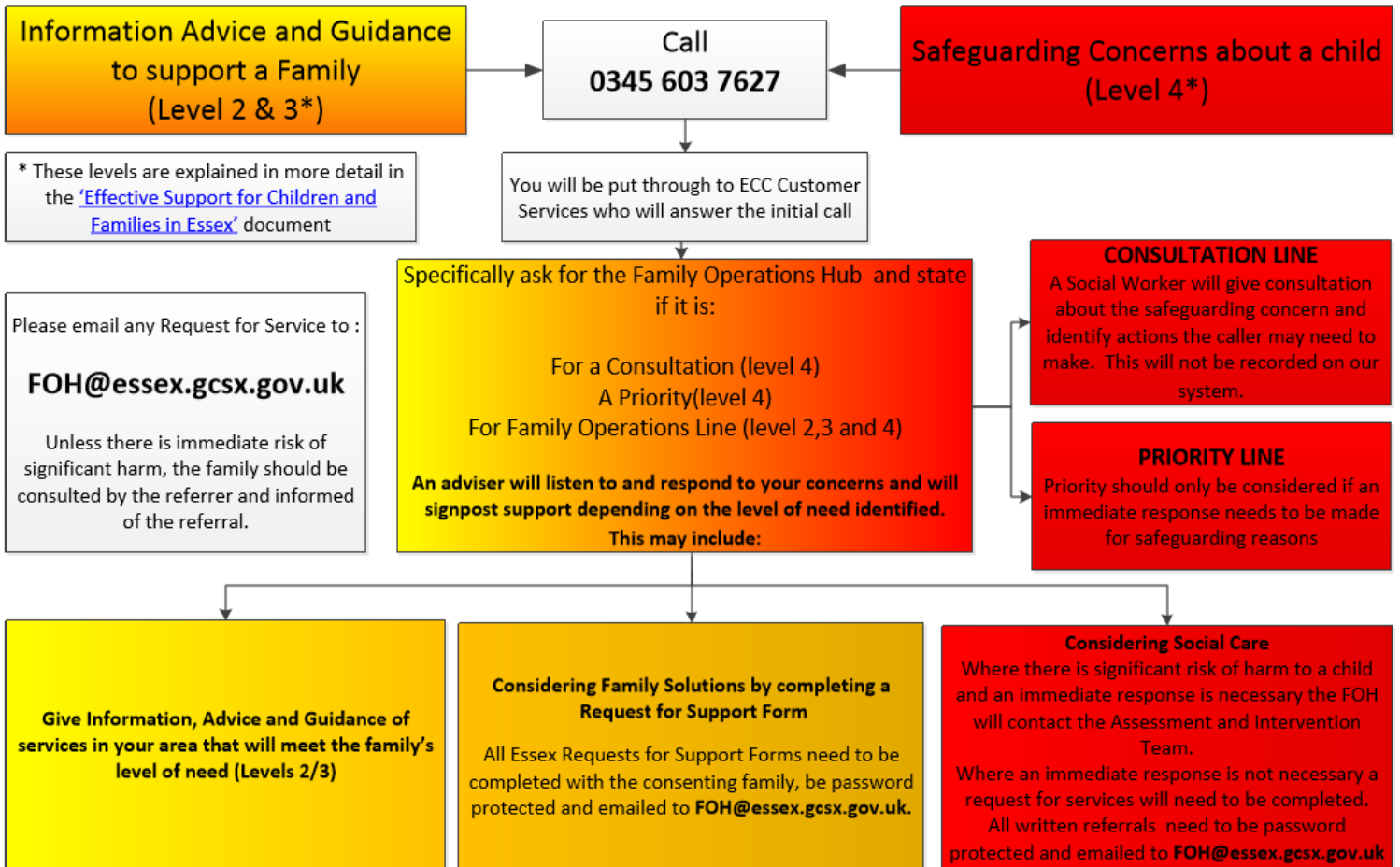
- a) The Governing Body is responsible for ensuring the annual review of this policy.

**This policy should be read in conjunction with the following;**

- **Appendix 1 - Keeping children safe in education** - Statutory guidance for schools and colleges (September, 2016)
- **Keeping children safe in education** - Statutory guidance for school and college staff (September, 2016)
- Relevant **college policies** and **procedures** including:
  - Codes of Conduct for Staff, Governors and Volunteers
  - Safer Recruitment
  - Safeguarding Physical Intervention Policy
  - Anti-Bullying Policy
  - Behaviour Policy,
  - Educational Visit Policy,
  - E-safety Policy
  - Photography of Students Protocol



**Family Operations Hub Partner Access Map**  
 (Mon-Thurs 8.45-5.30pm Fri 8.45-4.30pm) Out of Hours Tel no: 0345 606 1212



APPROVED FOR