

Safeguarding Statement

Protecting children from harm

A safe organisation:

Ensures that its governing body, all of its employees, commissioned or contracted agents and volunteers or adult participants are aware of their responsibilities to safeguard children.

At North Shore Academy this is done through:

- ✓ Safe recruitment/selection practice (including but not only rigorous checking of applications, references and enhanced DBS checks). At least one member of the interview panel will have undertaken the Safer Recruitment in Education training.
- ✓ Adherence to agreed local procedures for investigating allegations of harm to children by persons in positions of trust. This includes referral to the Local Authority Designated Officer (LADO) and referral to the police as necessary.
- ✓ Employing a Child Protection Co-ordinator to ensure clear access to specialist advice about child protection issues. This position is accountable to a member of the Academy Leadership Team.
- ✓ A formal and independent review process for learning from serious untoward incidents with regard to abuse of children by those in a position of trust.
- ✓ Good record keeping (including decision-making about concerns/allegations), secure recording/monitoring and database systems.
- ✓ Good induction and probation systems and on-going training/updates and CPD for staff (and others) in minimum standards in child protection.
- ✓ Clear expectations on staff with regard to personal conduct and promoting the well-being of children.
- ✓ Listening to concerns of children and their parents with an open mind and promotion of a policy/culture of safeguarding children.
- ✓ Clear and accessible complaints and whistle-blowing procedures.
- ✓ Referrals will be made to other agencies if deemed necessary.
- ✓ Good supervision of staff/volunteers.
- ✓ Regular audits of the above to ensure compliance.