

NMAT SAFEGUARDING POLICY (Statutory)



Context – What is Safeguarding?

Safeguarding is seen by NMAT as our 'duty of care' to ensure that every student is safe from harm. Harm can be defined in numerous ways and we take this in its broadest form.

It is our responsibility to work with our students, parents/carers, the community, local service providers and multi agencies to ensure the best possible outcomes for all students no matter what their background or need. It is our duty to ensure that we protect learners, meet statutory requirements, promote their welfare and aspirations and prevent radicalisation and extremism. We must do 'what is in the best interests of the child' (KCSIE 5 Sept 2016).

In the first instance we aim to do this by ensuring outstanding punctuality and attendance, outstanding behaviour, maintaining a zero tolerance policy in relation to any form of bullying, and ensuring that our students know how to keep themselves safe in the very diverse world and cyber world in which they function on a daily basis.

Safeguarding is not just about protecting children from deliberate harm.

It also relates to:

- Pupils' health and safety
- The use of reasonable force
- Meeting the needs of pupils with medical conditions
- Providing first aid
- Educational visits
- Intimate care
- Internet or e-safety
- Appropriate arrangements to ensure school security, taking into account the local context
- Monitor safeguarding policies and practices to assure the Board that its statutory responsibilities, and those of the individual academies, in safeguarding and promoting the welfare of children are met and reviewed in accordance with good practice and any new legislation.

And can involve a range of potential issues such as:

- Bullying, inc. cyberbullying (by text message, on social networking sites etc) and prejudice-based bullying
- Racist, disability, and homophobic or transphobic abuse
- Radicalisation and extremist behaviour (Appendix 1 'Prevent')
- Child sexual exploitation
- Sexting (see Appendix 2)
- Substance misuse
- Local issues e.g. gang activity and youth violence
- Other issues including domestic violence, sexual exploitation, Female Genital Mutilation (FGM), forced marriage and honour based crimes

This policy will be kept under regular review in light of legal developments and best practice.

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It is the duty of NMAT to ensure that every child in their care is safe, and the same principles should apply to the 'virtual' or digital world as would be applied to the NMAT's physical buildings.

Who deals with safeguarding issues?

Every member of staff at NMAT have a responsibility for the safeguarding of our students. However we have a dedicated team of Child Protection Officers who are always available to speak to a child if they have a concern be it about themselves, friend or peer, during NMAT hours.

See Appendix 4 for details of the Academy's Child Protection Officers.

In addition, all staff complete annual safeguarding training led by the nominated person for child protection and are encouraged to refer concerns to a member of the team who will then take appropriate action in accordance with the procedures issued by Redcar and Cleveland Local Safeguarding Children Board. (Appendix 3). Regular safeguarding updates are also given at staff briefings; via the weekly NMAT staff bulletin and safeguarding pages of the NMAT intranet/website.

Redcar and Cleveland contacts:

Position	Name	Contact number
Local Authority Designation Officer (LADO)	Lorraine Press	01642 771500
Child Protection Officer for Education	Marianne Dixon	01642 837744 07909 906460

If a member of staff has a concern about safeguarding practices within the NMAT, this should be referred to the Executive Principal, Head of School or Vice Principal. If, after raising concerns, the member of staff is not satisfied with the response/resultant action staff members should refer to the staff concerns/whistleblowing policy or contact the NSPCC whistleblowing helpline on 0800 028 0285.

Key documents for reference and use by all staff

Keeping Children Safe in Education 2016 is the most recent safeguarding compliance guidance and came into effect on **5th September 2016**. It specifies 18 separate safeguarding issues that school staff should be aware of. Some of these topics are very common and widely understood such as **bullying**, whilst others are far less common and more complex such as **forced marriage, Female Genital Mutilation and radicalisation**.

All staff will sign a document to state that they have read and understood part 1 of this document.

The Working Together to Safeguard Children 2015 document explains how different agencies and organisations can work together to provide a comprehensive approach to safeguarding and supporting vulnerable people. One of the key messages in Working Together is that 'safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part'.

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The **Inspecting Safeguarding Children 2015** guidance goes into detail of the things inspectors will be focusing on during future inspections.

What to do if you are worried a child is being abused advice for practitioners March 2015 clearly lists signs and referral procedures for all staff requiring clarification.

Teachers Standards 2012 state that teachers, including headteachers, should safeguard children's wellbeing and maintain trust in the teaching profession as part of their professional duties.

Essential NMAT policies to be considered alongside this overarching Safeguarding policy are:

NMAT CHILD PROTECTION POLICY (Statutory)

Our policy applies to all colleagues, directors and volunteers working in the NMAT. There are five main elements to our policy:

1. We practice safe recruitment in checking the suitability of staff and volunteers to work with all students.
2. We raise awareness of child protection issues and equipping the students with the skills needed to keep them safe.
3. We develop and then implement procedures for identifying and reporting cases, or suspected cases, of abuse.
4. We support the students who have been abused in accordance with his/her agreed child protection plan.
5. We have established a safe environment in which students can learn and develop.

We recognise that because of the day to day contact with students within NMAT, NMAT colleagues are well placed to observe the outward signs of abuse. NMAT therefore:

1. Established and has maintained an environment where students feel secure, are encouraged to talk, and are listened to.
2. Ensure students know that there are adults in the NMAT whom they can approach if they are worried.
3. Include opportunities in the LIFE/PSHE curriculum (and other relevant curricular areas) for students to develop the skills they need to recognise and stay safe from abuse.

We will follow the guidance set out in the Department for Education FE Keeping Children Safe in Education Sept 2016 Working together to Safeguard Children 2013; guidance by the Tees Valley Local Safeguarding Children's Board and in partnership with Cleveland Police (Channel/Operation Encompass/Prevent).

ACADEMY SPECIFIC ANTI-BULLYING POLICY (Non-Statutory)

NMAT ALLEGATIONS OF ABUSE AGAINST COLLEAGUES POLICY (Statutory)

This policy and guidance is based upon the Department for Education and Skills publication "Safeguarding Children in Education: Dealing with Allegations of Abuse against Teachers and Other Colleagues", updated April 2013, ref: DfE/2044/2005.

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This guidance is about managing cases of allegations that might indicate that a person is unsuitable to continue to work with children in their present position, or in any capacity. It will be used in respect of all cases in which it is alleged that a teacher or other colleagues in an NMAT Academy (including a volunteer) has; behaved in a way that has harmed a child, or may have harmed a child; possibly committed a criminal offence against or related to a child; or, behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

Peer on Peer Allegations of abuse will be investigated in line with the procedures in relevant Academies' **BEHAVIOUR POLICIES**.

NMAT STAFF CONCERNS POLICY [Grievance, Bullying, Harassment]

NMAT WHISTLEBLOWING POLICY (Statutory)

These policies sets out how individual colleagues might raise concerns they have about actions taking place within our workplace. NMAT takes the view that most concerns raised by colleagues (including grievances and allegations of harassment and/or bullying) are, in reality, different categories of complaints/grievances that colleagues might wish to bring forward. Therefore, in order to avoid having individual policies for each category of concern, and to avoid confusion as to which individual policy might then apply in a particular case, a generic mechanism for addressing colleagues concerns with a view to ensuring that all such concerns, problems or complaints in relation to work or practices are considered and investigated where necessary and appropriate action taken.

NMAT encourages colleagues to alert any member of the SLT if they have knowledge or suspicion of something which may need addressing

ACADEMY SPECIFIC HEALTH AND SAFETY POLICY (Statutory) as required by the Health and Safety at Work Act 1974

Every colleague of NMAT should read the relevant documents which draws attention to the specific obligations of the NMAT. This policy statement meets specific needs of the NMAT's colleagues, students, visitors and members of the public who may use the NMAT's premises. All colleagues are reminded of their duties under Section 7 of the Health and Safety at Work Act 1974. Section 7 enables the premises to successfully carry out practices that are developed to ensure compliance with the Act. All colleagues have the responsibility to co-ordinate with their Line Managers to achieve a healthy and safe workplace. Each colleague also has a responsibility to take reasonable care of themselves and of others who may be affected by their activities at work.

ACADEMY SPECIFIC RISK ASSESSMENT POLICY (Non Statutory)

Managers will ensure that suitable and sufficient risk assessments are carried out for all tasks, activities, locations and work activities that present a significant hazard in their area(s) of responsibility. Managers must plan, co-ordinate and monitor how risk assessments will be managed locally.

RELEVANT E-SAFETY POLICIES (Non Statutory)

These policies have been written by NMAT, it draws information and guidance from a range of outside sources. It should be obvious that e-safety is a child safety (not an ICT) issue, and indeed it should not be

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managed primarily by the ICT team. It should be an extension of general safeguarding and led by the same people, so that, for instance, cyber bullying is considered alongside real-world bullying.

Safeguarding children and young people in both the real and virtual world is everyone's responsibility. Any establishments relying solely on technological solutions could be placing themselves, and their students and staff, at risk.

Above all, e-safety education should be a continuing feature of both staff development and young people's educational lifelong learning.

NMAT RECRUITMENT AND SELECTION POLICY (Non Statutory)

NMAT ACADEMY VISITOR BEHAVIOUR POLICY (Non Statutory)

NMAT is responsible for protecting the Health and Safety and Welfare of our staff and students and as such procedures are put in place to protect members of staff from abuse and threatening behaviour from parents and others whilst on NMAT premises.

NMAT expects and requires its members of staff to behave professionally in these difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues. However, all members of staff have the right to work without fear of violence and abuse, and the right, in an extreme case, of appropriate self-defence.

NMAT expects parents and other visitors to behave in a reasonable way towards members of NMAT staff. This policy outlines the steps that will be taken where behaviour is unacceptable.

ACADEMY SPECIFIC JOURNEYS / VISITS AND INSURANCE POLICY (Non Statutory)

NMAT encourages educational visits for a range of good educational, curricular and social reasons. But whenever a student, staff or Volunteer leaves an NMAT site on such visits, NMAT must be assured that the criteria of this policy are followed in line with Educational Visits and Outdoor Education legislation.

ACADEMY SPECIFIC CONTROL AND RESTRAINT POLICY (Statutory)

ACADEMY SPECIFIC BEHAVIOUR POLICY (Statutory)

NMAT EQUALITY POLICY (Statutory)

ACADEMY SPECIFIC EQUALITY DUTY STATEMENT (Statutory)

NMAT ESTRANGED FAMILIES (Non Statutory)

ACADEMY SPECIFIC FIRST AID POLICY (Non Statutory) (internal policy)

ACADEMY SPECIFIC FIRE PREVENTION POLICY (Non Statutory) (internal policy)

ACADEMY SPECIFIC SEX EDUCATION POLICY (Statutory) (internal policy)

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All NMAT policies are available via the relevant academy internal staff systems. All staff are expected to familiarise themselves with these policies. Any policy updates will be announced via staff briefings and weekly bulletins.

APPENDIX 1

PREVENT STRATEGY

The aim of **Prevent** is to stop people becoming extremists or supporting terrorism or extremism. NMAT is committed to help to protect young people from extremist and violent views in the same ways that it helps to safeguard children from drugs, violence or alcohol. The purpose of this strategy is to protect children from harm and to ensure that they are taught in a way that is consistent with the law and our values.

NMAT has an important role to play in **Prevent** by:

- Informing staff what **Prevent** is and how it links into Safeguarding.
- Ensuring balanced debates take place protecting freedom of speech as well as identifying hate crime.
- Understanding a clear responsibility to exercise duty of care and to protect the welfare of the students by identifying change in behaviour through students' interaction with or involvement in particular extreme right wing groups or faith based religious groups and use of unethical or illegal websites.
- Offering support to students who may be drawn into extremism.
- Conducting work through partnership with local authority and police who can advise on referral and support mechanisms which are agreed by the Redcar and Cleveland's Independent Advisory Group and the Community Safety Partnership.

NMAT implements this strategy within the safeguarding framework that outlines the guiding principles of identifying and addressing welfare needs and keeping young people safe:

RISK:	Young people often present some form of risk
RESPONSIBILITY:	Teachers and managers have a responsibility to minimise risk
REFERRAL:	Existing referral mechanisms should be used
RELATIONSHIPS:	Use partnership relationships for effective, timely response to minimise risk

Through the delivery of curriculum and enrichment programme, NMAT endeavours to enhance students' spiritual, moral, social and cultural development to maximise their understanding of citizenship thereby reducing the risk of extremism:

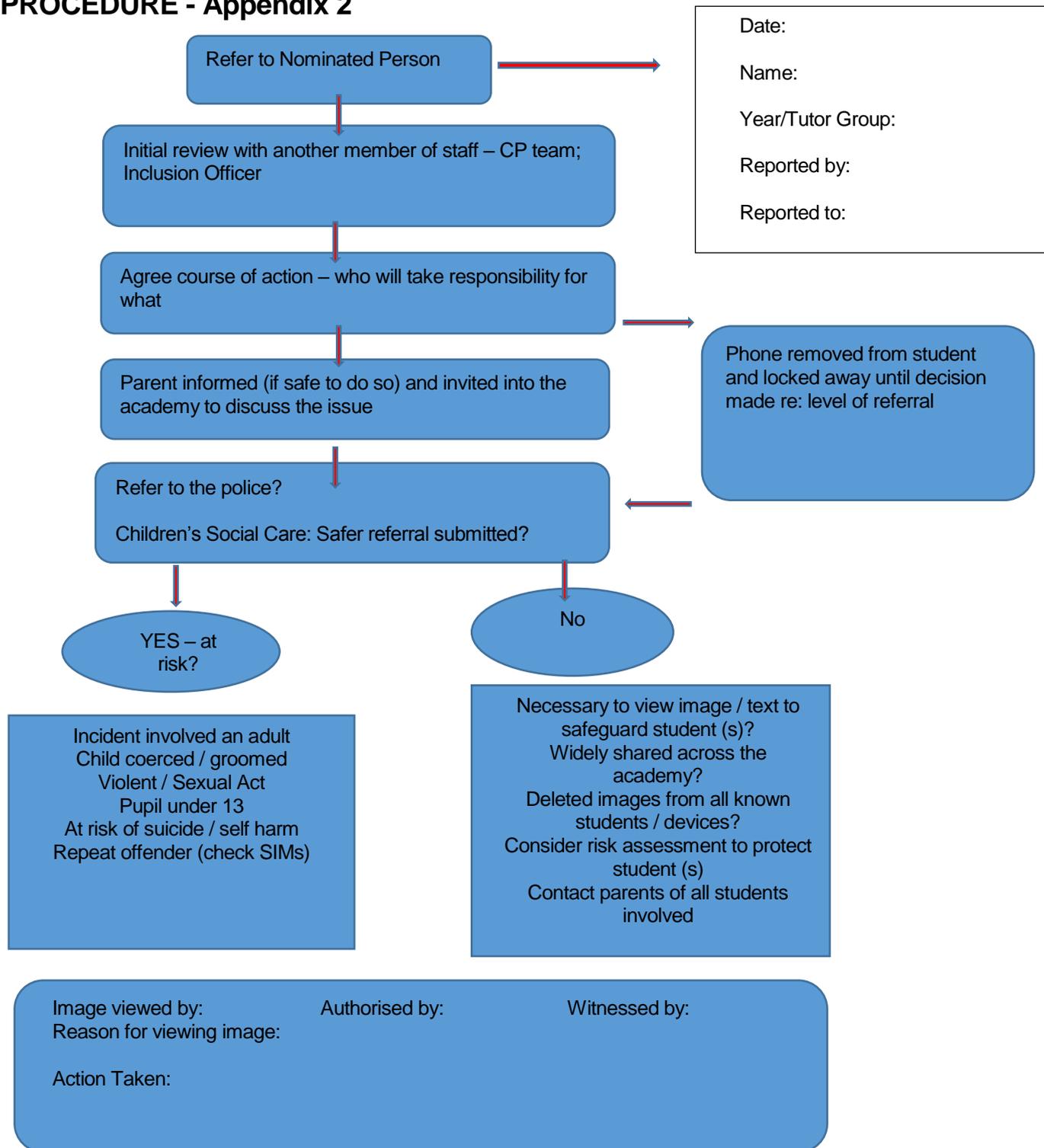
- Reflect on beliefs and values.
- Develop and apply an understanding of right and wrong in NMAT and life outside NMAT.
- Develop awareness of and respect for diversity in relation to, gender, race, religion and belief, culture, sexual orientation and disability.
- Gain a well-informed understanding of the options and challenges facing them.
- Develop the skills and attitudes to enable them to participate fully in democratic Britain
- Understand and appreciate the range of different cultures within NMAT and further afield as an essential element of their preparation for life and work.

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SEXTING AND YOUTH PRODUCED SEXUAL IMAGERY REPORTING PROCEDURE - Appendix 2



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The purpose of the conversation is to:

- Identify, without looking, what the image contains and whether anyone else has been involved,
- Find out who has seen or shared the image and how further distribution can be prevented.

Recording Incidents

All incidents relating to youth produced sexual imagery need to be recorded in school in the safeguarding file for the individual or in the concerns folder for monitoring purposes. The incident should also be logged on SIMS as Safeguarding conversation/parental meeting BIR recording (this does not carry any behaviour points). This includes incidents that have been referred to external agencies and those that have not. Please add a comment to say if it has been referred to an external agency if appropriate (i.e. can be read by parents).

Ofsted highlight that when inspecting schools in relation to safeguarding they look for the following:

- Are records up to date and complete?
- Do records demonstrate both effective identification and management of the risk of harm?
- Do records demonstrate sound decision-making, appropriate responses to concerns and evidence of relevant referrals made in a timely manner?
- Do they indicate that appropriate action is taken in response to concerns and allegations in a timely manner?
- Do they show evidence of tenacity in following up concerns with relevant agencies?
- Do they provide evidence of effective partnership working and sharing of information?
- Is there evidence of attendance at or contribution to inter-agency meetings and conferences?
- Is there clarity about the Academy's policy relating to the sharing of information internally, safe keeping of records, and transfer when a pupil leaves the Academy?

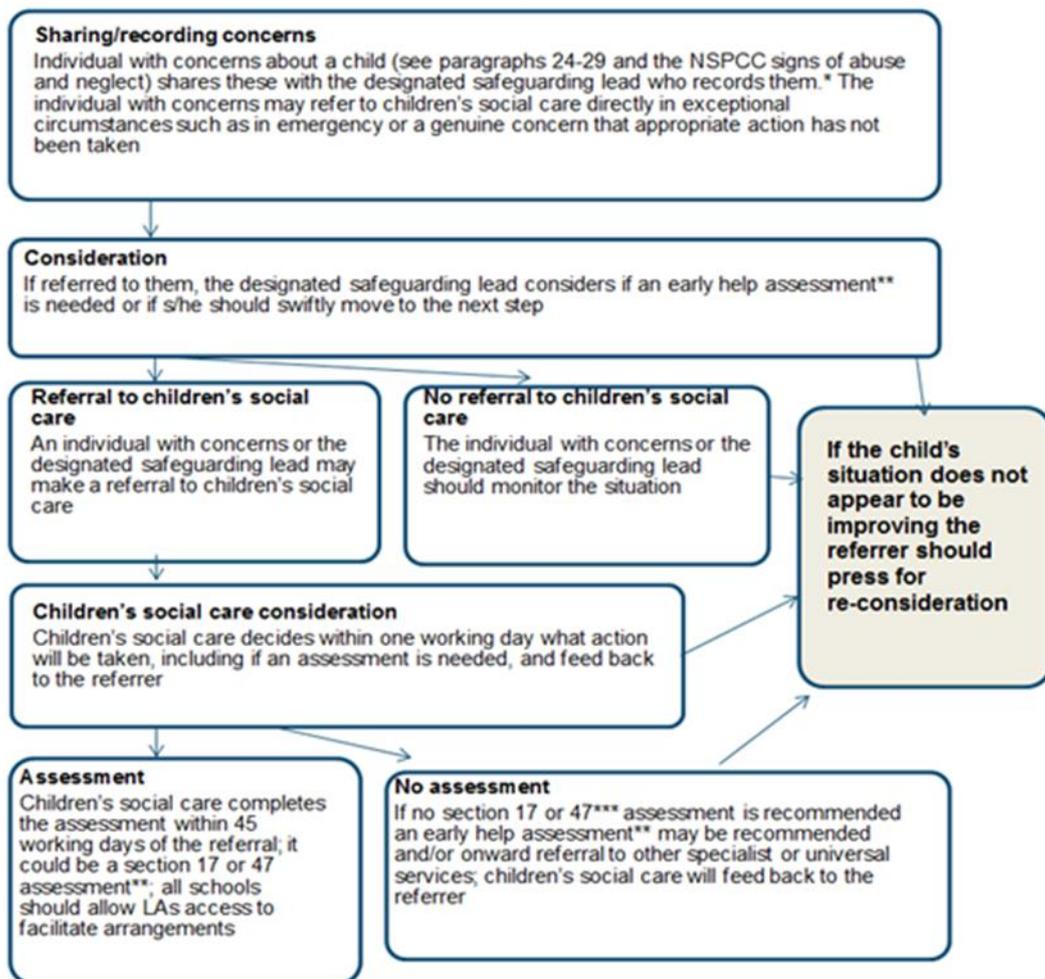
In cases that relate to youth produced sexual imagery it is important that we reflect all of the areas above when we are recording incidents.

In addition, where incidents are not referred to police or children's social care there should be recorded a reason for not doing so which requires to be signed off by the Head of School.

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APPENDIX 3



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POLICY
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Appendix 4

RYE HILLS ACADEMY

Designated Safeguarding Lead:	Mr M Carney
Deputy Designated Safeguarding Leads:	Mrs P Fleming
	Mrs K Collinson
	Miss S Dudley
	Mrs L Brooks
Designated Safeguarding Governor:	Mrs M Ovens

NUNTHORPE ACADEMY

Designated Safeguarding Lead:	Mrs K Kell
Deputy Designated Safeguarding Leads:	Mrs B Shaw
	Mr A Armstrong
	Mrs E Potter
	Mrs T Davison
	Mrs S Edwards
Designated Safeguarding Governor:	Mr M Robinson

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