



Safeguarding Learners, Young People and Vulnerable Adults Policy

Policy Statement

Our schools will work with staff, children, parents, and the community to ensure the rights and safety of our learners and to give them a safe and equitable environment in which to learn.

Contact Telephone Numbers:

- Melrose Education Strategic Designated Lead (**Mike Burton, Director of Operations, telephone 07983 362741**)
- NSPCC **0808 800 5000**
- NSPCC Whistle Blowing **0800 028 0285**
- Ofsted **0300 123 1231**
- Emergency Police **999**
- Non-Emergency Police **101**
- Government Helpline for Extremism Concerns **020 7340 7264**

What is 'Safeguarding'?

Working Together to Safeguard Children (2018, updated 2020) states that safeguarding and promoting the welfare of children is defined 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 and
- taking action to enable all children have the best outcomes.

It also reminds us that safeguarding **"is everyone's responsibility"** (2018 p.11). Everyone who encounters learners and families has a role to play. Everyone should consider wider environmental factors in a child's life that may be a threat to their safety and/or welfare.

Procedures

Each school follows our robust procedures to ensure we meet the statutory requirements when responding to child protection incidents or concerns. The procedures cover the six key principles of safeguarding as defined by the Care Act 2014.

- Accountability
- Empowerment
- Partnership
- Prevention
- Proportionality



- Protection

The framework of the procedures are as follows:

- **Identify concern**
- **Report concern**
- **Actions**
- **Referrals by the nominated DSL**
- **Mitigating circumstances to include liaison with LADO/MASH/Local Authority safeguarding team**
- **Whistleblowing**

Staff can raise concerns by following the Whistle Blowing Policy or contacting the NSPCC Whistleblowing helpline on 0800 028 0285.

Key Commitment 1

We are committed to building a 'culture of safety' in which learners are protected from abuse and harm in all areas of our service delivery. Melrose Education has a Strategic Safeguarding Lead who is responsible for the development and implementation of policies, procedures and practice which create a culture of safety.

Melrose Education staff, learners and volunteers may raise concerns about any aspect of any of our schools' practice, (which do not meet the criteria for being dealt with as a complaint, grievance, or allegation). These concerns should be raised to the Strategic Safeguarding Lead, in confidence and without fear of reprisals, to ensure that the schools continue to work within best practice and safeguard learners and young people.

Key Commitment 2

We are committed to responding promptly and appropriately to all incidents, allegations or concerns of abuse that may occur and to work with statutory agencies in accordance with the procedures that are set down in 'What to do if you're worried a child is being abused' (HMG 2018) and the Care Act 2014.

We ensure that all staff understand the additional vulnerabilities that arise from special educational needs and/or disabilities, plus inequalities of race, gender, language, religion, sexual orientation, or culture, and that these receive full consideration in relation to child, young person, or vulnerable adult protection. We are aware of the 'hidden harm' agenda concerning parents with drug and alcohol problems and consider other factors affecting parental capacity and risk, such as social exclusion, domestic violence, radicalisation, mental or physical illness and parent's learning disability.



Key Commitment 3

We are committed to promoting awareness of child abuse issues throughout our training and learning programmes for adults. We are also committed to empowering learners promoting their right to be strong, resilient, and listened to.

Legal Framework

Primary legislation:

- Children's Act (1989 s47)
- Protection of Children's Act (1999)
- The Children's Act (2004 s11)
- Safeguarding Vulnerable Groups Act (2006)
- Childcare Act (2006)
- Children and Social Work Act 2017
- Child Safeguarding Practice Review and Relevant Agency (England) Regulations 2018

Secondary legislation:

- Sexual Offences Act (2003)
- Criminal Justice and Court Services Act (2000)
- Equality Act (2010)
- General Data Protection Regulations (GDPR) (2017)
- Childcare (Disqualification) Regulations (2009)
 - Children and Families Act (2014)
 - Care Act (2014)
 - Serious Crime Act (2015)
 - Counterterrorism and Security Act (2015)

Further Guidance

- Working Together to Safeguard Children (HMG, 2018)
- What to do if you're Worried a Child is Being Abused (HMG, 2018)
- Keeping Children Safe in Education (2021)
- Disqualification by Association 2018 update
- Framework for the Assessment of Children in Need and their Families (DoH 2000)
- Statutory guidance on making arrangements to safeguard and promote the welfare of children under section 11 of the Children's Act 2004 (HMG 2008)
- Hidden Harm – Responding to the Needs of Children of Problem Drug Users (ACMD, 2003)
- Information Sharing: Advice for Practitioners providing Safeguarding Services (DfE 2018)
- Disclosure and Barring Service: www.gov.uk/disclosure-barring-service-check
- Revised Prevent Duty Guidance for England and Wales (HMG, 2015)
- Inspecting Safeguarding in Early Years, Education and Skills Settings, (Ofsted, 2021)