



North Star School

Safeguarding and Child Protection Policy

September 2021

Review date: September 2022

Introduction

Safeguarding is defined as –

- Protecting children from maltreatment;
- Preventing impairment of children's health or development;
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care; and
- Acting to enable all children to have the best life chances by accessing services as early as possible.

North Star School is committed to safeguarding and promoting the welfare of all pupils. We believe that:

- All children/young people have the right to be protected from harm, abuse and neglect;
- That every child has the right to an education and children/young people need to be safe and to feel safe
- Children/young people need support that matches their individual needs, including those who may have experienced abuse;
- All children/young people have the right to express their views, feelings and wishes and voice their own values and beliefs;
- All children/young people must be encouraged to respect each other's values and support each other;
- All children/young people have the right to be supported to meet their emotional, and social needs as well as their educational needs
- Schools contribute to the prevention of abuse, victimisation, bullying, exploitation, extreme behaviours, discriminatory views, and risk-taking behaviours
- All staff have an important role to play in safeguarding children and protecting them from abuse



North Star School will fulfil their local and national responsibilities as laid out in the following documents –

1. The most recent version of Working Together to Safeguard Children
2. The most recent version of Keeping Children Safe in Education

Aims

This policy will contribute to the protection and safeguarding of our pupils and promote their welfare by:

- Clarifying standards of behaviour for staff and pupils
- Contributing to the establishment of a safe, resilient, and robust ethos in the school
- Introducing appropriate work within the curriculum
- Developing staff awareness of the cases of abuse
- Developing staff awareness of the risks and vulnerabilities that pupils may face
- Addressing concerns at the earliest possible stage
- Reducing the potential risks pupils/students face of being exposed to violence, extremism, exploitation, discrimination, or victimisation

Expectations

All staff

We expect all staff working at North Star School to be familiar with this safeguarding policy and understand their role in relation to safeguarding.

All staff will –

- Be subject to Safer Recruitment processes and checks
- Be involved, where appropriate, with the implementation of individual education plans, early help assessments, child in need plans and interagency child protection plans as managed by the SENCo
- Be alert to signs and indicators of possible abuse
- Record and share concerns with the Designated Safeguarding Lead/s



All staff will receive annual safeguarding and child protection training. Safeguarding updates and briefs will be shared with staff where appropriate. Key staff will undertake more specialist child protection training.

Designated Safeguarding Leads

At North Star School, our trained DSL's are –

- Emily Bedford (Director and SENCo)
- Chelsea Mallabone (Director)

DSL's have lead responsibility, management oversight and accountability for child protection.

DSL's will lead regular case monitoring reviews of vulnerable children identified within the school. These reviews will be evidenced by minutes and recorded on child protection logs. These documents are stored securely and password protected.

Directors

The directors of North Star School will ensure that –

- The school has a safeguarding policy in accordance with most up to date legislation
- The school operates 'safer recruitment' procedures and ensures that appropriate checks are carried out on all new staff
- DSL's attend appropriate refresher training every two years
- The school remedies any deficiencies or weaknesses brought to its attention without delay
- The school has procedures for dealing with allegations of abuse against staff

Supporting staff

We recognise the stressful and traumatic nature of safeguarding and child protection work.

We will support staff by providing an opportunity to talk through their anxieties with the DSL and seek further support as appropriate.

The Curriculum

North Star School Ltd
Directors: Emily Bedford and Chelsea Mallabone



Safeguarding issues will be addressed through the PSHE and statutory RSE curriculum. Topics include, but are not limited to; self-esteem, emotional literacy, assertiveness, power, healthy relationships, online safety, sexting and bullying.

We understand that a positive mental health and wellbeing is important for all members of North Star School. Staff need to be mindful of signs and behaviours that show a child or young person is struggling with their mental health and need extra intervention/support.

All relevant issues will be addressed through all areas of the curriculum.

GDPR

Radicalisation

Exploitation, forced marriage, FGM or trafficking

Contact Details

Designated Safeguarding Leads:

Chelsea Mallabone – info@northstar-school.com

Emily Bedford – info@northstar-school.com

NSPCC Helpline – 0808 800 5000