

Bede Academy

Safeguarding summary

Reviewed: December 2021
Approved December 2021
Next review due: September 2022



Bede Academy is committed to ensuring that all students feel secure, are encouraged to talk, are listened to, and that their views and opinions are valued. Bede Academy believes that every individual is infinitely precious, gifted for a purpose and morally responsible. We aim to provide a safe space in which all members of our community can work hard to achieve their personal best. This is best achieved in a supportive, caring and disciplined community that reflects our Christian ethos. We provide opportunities across our curriculum for students to learn about how to develop the skills they need to stay safe, as well as knowing who to turn to for support should they need it. The curriculum will enable students to recognise when they are at risk, and how to get help when needed.

All adults who come into contact with our students in their work have a statutory duty of care to safeguard and promote their welfare. This summary guidance applies to all adults, including volunteers working in or on behalf of the Academy. All are required to read Part 1 and Annex A of **Keeping Children Safe in Education 2021**.

Safeguarding children goes much wider than simply protecting them from neglect and abuse. It is also about keeping them safe from accidents, crime, bullying and actively promoting their welfare in a healthy and safe environment.

Key Safeguarding staff (contact via the Academy on 01670 545111):

Primary Site	Secondary Site
Mrs B Harding (Principal)	Mr A Thelwell (Principal)
Mrs H Cooper (Assistant Vice Principal)	Mrs J Normanton (Vice Principal)
Mr J Cochrane (Vice Principal)	Mr S Read (Assistant Vice Principal)
	Mr P Smith (Assistant Vice Principal)
	Mrs K Thompson (Student Welfare Officer)
	Mrs H Allan (Mental Health Lead)
	Mrs C Park (Assistant Head of Student Welfare)
	Mr S Elsworth (Vice Principal)
	Mr D Lloyd (AVP – Head of Sixth Form)
Designated Governor for Child Protection:	Mrs P Cox (contact via the Academy)
Chair of Governors:	Dr R Harris (contact via the Academy)

How to make a safeguarding referral

If you consider a child to be in **immediate** danger, please raise a Cause for Concern form on Bromcom and then speak immediately to the DSL or a member of the safeguarding team.

If you see or hear anything that concerns you with regard to child safety and you would like to report a safeguarding concern, please also complete a Cause for Concern form. This will send an auto-alert to site specific staff from the team above. If you have a concern about a member of staff, please raise this with the Principal. If you have a concern about the Principal, this needs to be raised with the Chair of Governors, Mr Harris.

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If you are a parent, governor, volunteer or visitor to the Academy then please ask to speak to a member of the safeguarding team, if you need to raise a concern. Alternatively, you can send an email to the Academy's pastoral administration email: bapastoraladmin@bedeacademy.org.uk, marking it: "For the attention of the Safeguarding team."

We do not have a threshold of concern that referrals must meet - nothing is too small to report.

Outside of normal Academy hours and if no one is available please report concerns directly to children's services (OneCall: 01670 536400) and follow this up with a "Cause for Concern" which outlines the actions taken.

Possible triggers for safeguarding concerns

<ul style="list-style-type: none"> - Poor attendance - Unexplained persistent absences - Refusal to attend school - A drastic change in behaviour and/or appearance - Poor personal hygiene and/or unwashed or damaged clothing - Inappropriate sexualised conduct of language - Self-harm (including eating disorder), self-mutilation or suicide threats - Bruising or marks on any part of the body, including bite marks - A large number of scars or scars of different sizes and ages - Burns that could be caused by cigarettes and/or scalding - Being rude, aggressive or violent towards a particular group of people. 	<ul style="list-style-type: none"> - Inappropriate use of internet sites - An anxious unwillingness to remove clothes for P.E or sports events - A female relative or friend undergoing a procedure (FGM) - Talking positively about dangerous groups or spending time with people or on social media promoting anti-social or violent behaviour - Failure of parents/carers to meet the basic and essential needs; adequate food, clothes, shelter, hygiene and medical care - Failure to protect a child from harm or discrimination - Parents who do not engage with the Academy or attend meetings/parents' evenings 	<ul style="list-style-type: none"> - Parents/carers involved in substance abuse - Child left with adults who are intoxicated or violent - Child abandoned or left alone for excessive periods of time - Child witnessing and/or living with domestic violent - Female students talking about taking a long holiday abroad to visit family or a relative visiting for a special occasion or ceremony to 'become a woman' or get ready for marriage (FGM) - Being secretive or refusing to talk to people from certain countries - Disappearance of money or items from self or the family home
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- **These lists are not exhaustive.**

It could happen here!



Bede Academy operates a culture of vigilance; no concern is too small. Remember: the information you pass on could be the missing piece of a jigsaw.

Dos and Don'ts of dealing appropriately with student disclosures:

Do

- Listen to the student attentively.
- Make notes later if this will help you to retain some key facts.
- Inform the student that you have to share the disclosure with the senior member of staff responsible for student care.
- Share your concerns, even if they seem minor, with the DSL or member of the Safeguarding team.
- Do reassure the student that the senior staff will try to help.
- In an emergency, with no one else available, contact One Call on the number above.
- Contact the Police if unable to contact staff above.
- **Any disclosure of Female Genital Mutilation (FGM) must be reported immediately to the Police – it is your legal duty to do so.**

Don't

- Do not panic.
- Do not delay.
- Do not ask leading questions.
- Do not take notes during the disclosure
- Do not make judgements.
- Do not mention child protection or safeguarding to the student.
- Do not promise to keep the information to yourself.
- Do not discuss the disclosure with anyone other than the DSLs.
- Do not attempt any investigation into the allegation.
- Do not contact parents/carers.
- Do not enter into agreements which are inappropriate e.g. offer to be on call or make promises which you can't keep, eg. "you won't have to go home today".

Advice to support adults to protect themselves

Children and young adults trust you because of your position, it is important that we never betray that trust.

- Adults who work with children are responsible for their own actions and behaviour and should avoid any conduct which would lead to questions regarding their motivation and intentions.
- Adults concerned about a child's behaviour or attention towards themselves or another member of staff should discuss this concern with a DSL.
- Adults should work and be seen to work in an open and transparent way.
- High professional standards should always be applied regardless of culture, disability, gender, language, racial origin etc.
- Adults **must** report any behaviour of colleagues that breach safeguarding policy.

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Policy

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Staff must be fully aware of all policies related to safeguarding, published on our website. Please note that this is a summary document; detailed information can be found in our Safeguarding and Child Protection Policy. This document will be reviewed annually, along with the Policy.