 **PROTECTION OF CHILDREN**

**SAFEGUARDING STRATEGY STATEMENT**

The Holly Lodge Safeguarding Strategy forms a fundamental part of our approach to providing excellent pastoral care to all pupils. We believe that all pupils, regardless of age, special needs or disability, racial/cultural heritage, religious belief and sexual orientation have the right to protection from all types of harm and abuse.

The objective of the Safeguarding Strategy is to help keep our pupils safe by providing a safe environment for them and to educate them about keeping themselves safe.

The Safeguarding Strategy consists of:-

1. Our Child Protection Policy

2. Our Behaviour for Learning Policy

3. Our Student Attendance Policy

4. Training to equip staff and volunteers to carry out their responsibilities in relation to safeguarding and promoting the welfare of pupils.

The Safeguarding Strategy provides a clear framework within which individual schools will develop systems and local procedures to:-

• Prevent unsuitable people working with children

• Identify pupils who are at risk of, and/or are likely to suffer significant harm and take appropriate action with the aim of making sure they are safe

• Record and share information appropriately

• Respond to allegations against staff and volunteers

• Promote safe practice and challenge poor and unsafe practice

**Adherence to our Safeguarding Strategy is mandatory for all staff and volunteers.**

We recognise that Safeguarding covers much more than child protection, and so this strategy will operate in conjunction with related policies and procedures, such as effective whole school policies on **Anti-Bullying Policy, Behaviour for Learning Policy, Equality Policy, Whistleblowing Policy, ICT and School Security**.

Our approach to safeguarding is based on, and reflects the current principles recognised in UK legislation, including those around maintaining confidentiality and reporting concerns about pupils likely to suffer significant harm to the child protection agencies.

We are committed to working in partnership with parents; child protection agencies and diverse communities, to continuously develop and improve the Safeguarding Culture within our schools.

**DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE GIVEN THE OPPORTUNITY TO HAVE CONTACT WITH CHILDREN**

The appointment for which you are applying involves access to children or the opportunity to have contact with children and is an excepted occupation for the purposes of the Rehabilitation of Offenders Act 1974. All applicants who are offered employment will be subject to an enhanced criminal record check and Children’s Barred List check for the Child Workforce from the Disclosure and Barring Service (DBS) before the appointment is confirmed. This will include details of cautions, reprimands or final warnings as well as convictions, and "spent" convictions.

**The disclosure of a criminal record will not automatically prevent you from being appointed unless it is considered that the record renders you unsuitable for appointment**. In making this decision, consideration will be given to the nature of the offence, its relevance to the nature of your employment, how long ago it was committed, what age you were at the time and any other factors that may be relevant.

If you wish to tell us about any criminal record in advance of an enhanced DBS check with Children’s Barred List check being sought, this information should be sent under confidential cover to the person to whom you are making your application. We will not view this information unless you have been shortlisted for interview. We guarantee that this information will only be seen by those who need to see it as part of the recruitment process. If you are not shortlisted for interview, the unopened information will be destroyed securely.

If you are currently working or have previously worked with children in an educational environment, your current or previous employer(s) will be asked about any disciplinary offences relating to children, including any which may be “time expired”, and whether you have been the subject of any child protection concerns.

Providing false information could result in your application being rejected, or summary dismissal if you have been appointed, and possible referral to the police.

It is a criminal offence to apply or accept a position (paid or unpaid) working with children if you are excluded from such work by virtue of a court order or exclusions by the DBS.

**DECLARATION**

I declare that I am not barred from activity relating to children, or (if a teacher) subject to sanctions imposed by a regulatory body e.g. The National College for Teaching and Leadership. I either have no convictions, cautions, or bind-overs that may have an impact on my suitability to work in an educational environment, or have attached details in a sealed envelope marked confidential.

**Signed: Date:**