

Simon Balle All-through School Over Arching Safeguarding Statement

Simon Balle All-through school believes that any child or young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all young people and ensure that every one is kept safe, through effective practice.

The absolute need to keep children safe, in other words, safeguarding, drives all that we do, all of the time. This statement is the forward and context for all of our work and as such is the “umbrella” statement that wraps around all of our policies and indeed practice and states our values and ethos.

The purpose of this statement and subsequent policies is:

- To protect all young people who are at Simon Balle
- To ensure that every adult understands our overarching principles to safeguarding and how it is of the uttermost importance
- To inform all of expected practice

Our policies apply to all staff, including senior leaders and governors, paid staff, volunteers, sessional workers, agency staff, visitors, students or anyone working on behalf of Simon Balle All-through School.

We at Simon Balle believe that:

- The welfare of all children is paramount
- All children regardless of age, disability, racial heritage, gender, religious beliefs, sexual orientation or identity have a right to equal protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other significant issues
- Increased use of the internet and social networking has increased the opportunity for young people to be vulnerable
- Working in partnership with young people and their parents, carers and other agencies is essential in promoting young people's welfare

We will seek to keep all children and young people safe by:

- Valuing them for who they are, listening to them and respecting them

- Adopting child protection practices through policies, procedures and a code of conduct for all staff and volunteers
- Recruiting staff and volunteers safely, by adhering to the safer recruitment process
- Developing and implementing an effective e-safety policy and ensuring effective filters and monitoring of IT systems
- Keeping informed on the national and local dimension including the "Prevent" strategy
- Sharing information about child protection and good practice with children, parents, staff and volunteers
- Not being afraid to confront poor practice
- Educate all children on how to keep themselves safe with age appropriate materials and resources
- Sharing any concerns with agencies, involving parents and children appropriately
- Train all staff regularly in safeguarding expectations and practices
- Actively promote the Simon Balle culture and ethos of inclusion, identity, democratic values, tolerance and a deep sense of community

Safeguarding is the responsibility of every single person at Simon Balle. All staff are highly accountable for keeping all children safe.

However some staff play a key role:

➤ Leon Brown - Director of Care and Wellbeing
Designated Safeguarding Lead

James Pooley – Deputy DSL
Rachel Kirk – Deputy DSL
Lucy Owen – Deputy DSL
Mike Moss – Deputy DSL
Kairen Hesketh – Deputy DSL
Grace Mizon – Deputy DSL
Ciaran Prendergast – Deputy DSL
Amanda Wood – Deputy DSL

- Rachel Kirk – Co-Headteacher
- Mike Moss – Co-Headteacher
- Julia Creasey - HR Manager
- Zoe Hussain - Safeguarding Governor
- Paul Connelly - Prevent Governor

This guidance is a forward to the following policies:

- Hertfordshire Child Protection Policy, with specific information on the “Prevent” strategy and “Keeping Children Safe” statutory guidance
- Prevent Policy
- E-safety Policy
- Health and Safety Policy
- Use of Restrictive Physical Intervention
- Staff code of conduct
- Safer Recruitment Policy
- Behaviour Principles and the Behaviour for Learning Policy
- Drugs education
- Anti-Bullying Policy and framework
- Attendance Policy
- Whistleblowing