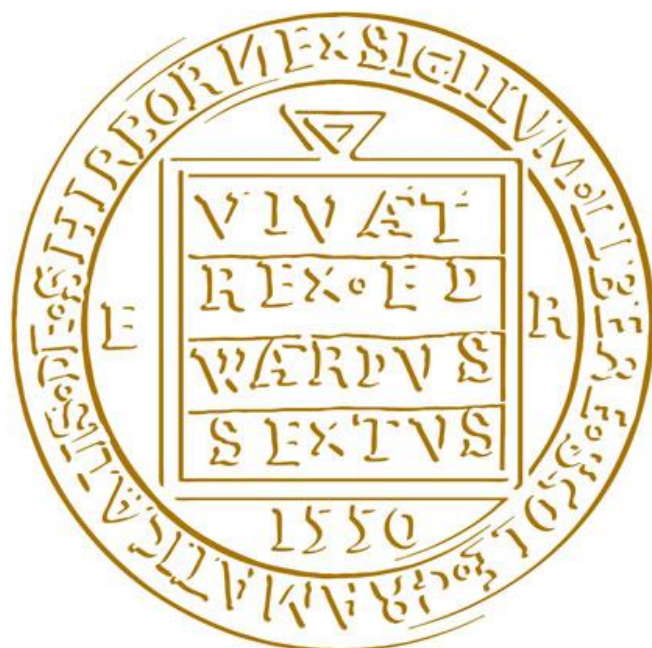


Safeguarding & Child Protection Policy



SHERBORNE
SENIOR SCHOOL

2021-2022

School details

Governor Lead:	Mr. Nick Prowse, Principal & CEO Sherborne Qatar
Headteacher & Child Protection Coordinator:	Mr. Stephen Spicer
Child Protection Officer Girls':	Mrs. Ayesah Arif
Child Protection Officer Boys':	Mr. Graham Robey

Safeguarding and child protection

Safeguarding is what we do for all children; and Child Protection is what we do for children who have been harmed or are at significant risk of being harmed.

Where a child is suffering significant harm, or is likely to so, action should be taken to protect that child. Action should also be taken to promote the welfare of a child in need of additional support, even if they are suffering harm or at immediate risk.

Children includes everyone under the age of 18. That said, our duty of care is to all pupils educated at Sherborne Senior School and, on occasion, pupils may complete their studies with us aged 19 years old.

Sherborne Senior School's mission is to foster *"Well educated, well-rounded individuals who have high aspirations and achieve their potential, in a happy and nurturing school."* We want to meet the 'whole' needs of each and every child in the school.

Sherborne Senior School is committed to safeguarding and promoting the welfare of children and expects all staff members to share this commitment.

We recognise that all adults, including temporary staff, volunteers and governors, have a full and active part to play in protecting our pupils from harm, and that the child's welfare is our paramount concern. SAFEGUARDING IS EVERYONES RESPONSIBILITY.

At Sherborne Senior School we have a separate Child Protection Policy (Sherborne Senior School Child Protection Policy). The Sherborne Senior School Child Protection Policy refers to quite clear procedures, whilst our safeguarding policy is broader.

In other words, safeguarding at Sherborne Senior School incorporates the Child Protection Policy, as well as links to other key policies.

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This policy links to:

- Safer Recruitment - covered by the HR Policy and the Sherborne Senior School Child Protection Policy.
- Disclosure and Barring Service checks - covered by the HR Policy and the Sherborne Senior School Child Protection Policy.
- Whistleblowing - covered by the Sherborne Qatar Whistleblowing Policy and Procedure.
- Health and safety - covered by the Health & Safety Policy and Medical Policy.
- Anti-Bullying - included in the Behaviour for Learning Policy.
- Educational visits - covered by Safeguarding on School Trip and Visits - Policy & Procedure.
- E-safety - included in the Behaviour for Learning Policy and covered by our ICT Acceptable Use Agreement.

Please note that the above list is not exhaustive and there may be other school policies which cover some aspects of safeguarding in school.

The aims of this policy are:

- To provide an environment in which children and young people feel safe, secure, valued and respected, and feel confident, and know how to approach adults if they are in difficulties, believing they will be effectively listened to.
- To raise the awareness of all teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- To support the child's development in ways that will foster security, confidence and independence.
- To provide a systematic means of monitoring children known or thought to be at risk of harm, and ensure we, the school, contribute to assessments of need and support packages for those children.
- To emphasise the need for good levels of communication between all members of staff.

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- To develop a structured procedure within the school which will be followed by all members of the school community in cases of suspected abuse.
- To develop and promote effective working relationships with other agencies.
- To ensure that all staff working within Sherborne Senior School who have substantial access to children have been checked as to their suitability, including verification of their identity, qualifications, and a satisfactory CRB check.

Safe School

Safeguarding at Sherborne Senior School has three main elements:

1. *Prevention* (e.g., positive school atmosphere, a school culture where staff refer any concern at an early stage, where safeguarding has a high priority, effective PSHE, online safety and pastoral support available to pupils and effective safeguarding 'umbrella' policies).

The School regularly informs its pupils about safeguarding, including online, through the curriculum and PSHE. Depending on the age group different areas are taught through our PSHE programme. Our aim is to help children to adjust their behaviours in order to reduce risks, including the safe use of electronic equipment and access to the internet.

2. *Protection* (e.g., by following agreed procedures, ensuring staff are trained and supported appropriately and sensitively in safeguarding matters, and ensuring the school has robust recruitment procedures)
3. *Support* (to pupils and staff).

Expanding on the above:

- Our main priority is to provide an environment in which pupils feel safe, secure, valued and respected, feel confident and know how to approach adults if they are in difficulties.
- We support our pupils' development in ways that will foster security, confidence and resilience.
- The school encourages self-esteem and self-assertiveness, through the curriculum as well as our relationships, whilst not condoning aggression or bullying.
- There is a detailed Behaviour Learning Policy which incorporates our Bullying Policy. Sherborne Senior School does not tolerate bullying; every child deserves to enjoy school and feel safe when in school.

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- There are separate detailed policies, which are regularly reviewed, on the various aspects of safeguarding, e.g., there is a thorough Child Protection Policy.
- A member of the Senior Leadership Team (currently the Headmaster) has lead Child Protection responsibility (he is the Child Protection Coordinator).
- All staff, academic and non-academic, are Level 2 Child Protection trained and undertake yearly Child Protection refresher training.
- Pictures of the Child Protection Officers are displayed prominently in Reception.
- A member of the Governing body, currently the Principal & CEO, liaises with the Child Protection Coordinator if advice is needed.
- We liaise with other schools in Qatar and work with support services / agencies that involved in the safeguarding of children necessary (e.g., The Ministry for Education and Higher Education, Society for the Protection of Women and Children in Qatar / Social Services, Police, Healthcare Services, Educational Welfare Services).
- Parents/carers must give consent for photographs of children to be taken and published by the school.
- Teachers record attendance each lesson and Heads of Year monitor attendance closely and contact parents where attendance is a cause for concern. Such cases would normally be raised with the Heads of Year at the regular meeting with the Deputy Head Pastoral. Cases of truanting are always taken seriously in recognition that children become vulnerable when they are not in school.
- The school operates safer recruitment procedures.
- The school has procedures for dealing with allegations of abuse against staff and volunteers.
- All visitors during the school day are required, on arrival, to sign in with Security. Visitors will be issued with an appropriate visitor's badge. Visitors should remain under the supervision of a member of staff at all times and be escorted back to Security where the badge must be returned.
- Regular maintenance and safety walks are undertaken by the Headmaster, Bursar, and key facilities management staff.

- During the pandemic we have clear policies and procedures for preventing the spread of COVID-19, and detailed records are maintained.
- Staff are made aware of their duty to raise concerns, where they exist, about the safety of a child or the management of child protection, which may include the attitude or actions of colleagues (see the Sherborne Qatar Whistleblowing Policy and Procedure).
- Staff have access to all policies.
- Key policies are available on the school website.