



Mission Statement
 “A Caring Christian Family Where We Grow Together”

CHILD PROTECTION AND SAFEGUARDING POLICY

Effective Date: 01/04/2017

Review Date: September 2021 Annual

Review Date	Signed Head Teacher	Signed Director RCSAT
16/11/2018	<i>[Signature]</i>	<i>[Signature]</i>
20/09/2019	<i>[Signature]</i>	<i>[Signature]</i>
30/09/2020	<i>[Signature]</i>	<i>[Signature]</i>

Persons Responsible for Policy:	Executive Headteacher RCSAT
Approval Date	01/04/2017
Signed:	Director RCSAT
Signed:	Executive Headteacher RCSAT



1. Named Persons

1.1. At Rural Church Schools Academy Trust (RCSAT), the named personnel with designated responsibility for Child Protection and Safeguarding are:

Designated Safeguarding Lead	Deputy Designated Safeguarding Lead	Safeguarding Governor
Mrs Nicola Badger (EHT)		
Mrs Nicola Badger (Bunbury)	Ms Katherine Charlesworth (Bunbury)	Mrs Sheila Loughlin
Mr Alex Goodwin (St Oswalds)	Ms Katherine Charlesworth (St.Oswalds)	(across all schools)
Mrs Nicola Badger (Warmingham)	Mrs Sally Allen (Warmingham)	

1.2. The named personnel with designated responsibility regarding allegations against staff/those working in the school are:

Designated Senior Manager	Deputy Designated Senior Manager	Chair of Governors (in the event of an allegation against a Senior Manager)
Mrs Nicola Badger (EHT)		
Mrs Nicola Badger (Bunbury)	Mrs Joanne Cliffe (across all schools)	Mr Piers Bostock (across all schools)
Mr Alex Goodwin (St Oswalds)		
Mrs Kate Appleby (Warmingham)		

1.3. The named person with designated responsibility regarding Cared For Children is:

Designated teacher for cared for children
Katherine Charlesworth (RCSAT Pastoral Manager across all schools)

2. Introduction

- 2.1. RCSAT recognises the responsibility the Trust has, under Section 175 of the Education and Inspections Act 2002, to have arrangements for safeguarding and promoting the welfare of children.
- 2.2. The Governing Board in our school approves the S175/157 return to the Cheshire East Safeguarding Children's Partnership (CESCP) on a yearly basis.
- 2.3. This policy demonstrates the school's commitment and compliance with safeguarding legislation and it should be read in conjunction with:
- 2.3.1. Cheshire East Safeguarding Children's Partnership (CESCP) procedures
 - 2.3.2. Working Together to Safeguard Children (2018)
 - 2.3.3. What to do if you are worried a child is being abused (2015)
 - 2.3.4. Keeping children Safe In Education (2020)
 - 2.3.5. "Statutory Framework for the Early Years Foundation Stage" (April 2017)
 - 2.3.6. Guidance for Safer Working Practice for staff working in education settings (October 2019)
 - 2.3.7. RCSAT online safety policy
 - 2.3.8. Staff Code of Conduct (included in Staff Handbook)
 - 2.3.9. Staff use of mobile phones and Social Media Policy
 - 2.3.10. "Preventing and Tackling Bullying" (DfE July 2017)
- 2.4. Safeguarding and promoting the welfare of children is everyone's responsibility.

- 2.5. Everyone who comes into contact with children and their families and carers has a role to play in safeguarding children.
- 2.6. In order to fulfil this responsibility effectively, all practitioners in this school make sure their approach is child-centred. This means that we consider, at all times, what is in the best interests of the child.
- 2.7. No single practitioner can have a full picture of a child's needs and circumstances. If children and families are to receive the right help at the right time, everyone who comes into contact with them has a role to play in identifying concerns, sharing information and taking prompt action.
- 2.8. Through our day-to-day contact with pupils and direct work with families, staff take notice of indicators of possible abuse or neglect and consult with Children's Services in Cheshire East (or in neighbouring authorities dependent upon the child's area of residence), recognising that we form part of the wider safeguarding system for children.
- 2.9. This responsibility also means that RCSAT is aware of the behaviour of staff in the school, maintaining an attitude of **'it could happen here'** where safeguarding is concerned.

3. Rationale

3.1. RCSAT schools ensure that:

- 3.1.1. All children, regardless of age, gender, ability, culture, race, language, religion or sexual identity, are treated equally and have equal rights to protection;
- 3.1.2. All staff act on concerns or disclosures that may suggest a child is at risk of harm;
- 3.1.3. Pupils and staff involved in Safeguarding issues receive appropriate support;
- 3.1.4. Staff adhere to the RCSAT Staff Handbook and understand what to do in the event of any allegations against any adult working in the setting;
- 3.1.5. All staff are aware of Early Help and ensure that relevant assessments and referrals take place;
- 3.1.6. All staff are aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label; they recognise that, in most cases, multiple issues will overlap with one another.

3.2. Adults understand that children's poor behaviour may be a sign they are suffering harm or that they have been traumatised by abuse.

4. Publication of Policy

- 4.1. This policy is available on our school website and printed copies of this document are available to parents upon request. It should be read in conjunction with Child Protection and Safeguarding Procedure, RCSAT-PR-011-01.
- 4.2. Parents and carers are informed about this policy when their children join an RCSAT school and through the school newsletter.
- 4.3. The policy is provided to all staff (including temporary staff and volunteers) at induction; alongside our Staff Code of Conduct.
- 4.4. In addition, all staff are provided with Part One of the statutory guidance *'Keeping Children Safe in Education'*, DfE (2020) and are required annually to sign, recording that they have read and understood it.
- 4.5. The Designated Lead is able to support all staff in understanding their responsibilities and implementing it in their practice.
- 4.6. This Policy will be reviewed annually or earlier if there are changes in legislation.