

Child Protection and Safeguarding Policy

1. Purpose

- 1.1 Tresham is committed to safeguarding and promoting the welfare of all of its learners. Each learner's welfare is of paramount importance. We recognise that some learners may be especially vulnerable to abuse or may fall outside the legal definitions, which might include those with learning difficulties and/or disabilities, those living in adverse circumstances, learners in care or leaving care, offenders and ex-offenders, and learners who are themselves carers.

2. Scope

- 2.1 We recognise that learners who are abused or neglected may find it hard to develop a sense of self-worth, view the world in a positive way, may challenge through behaviour or have poor expectations for their future. We will always take a considered and sensitive approach in order that we can support all of our learners.
- 2.2 Throughout the policy and supporting documentation, reference is made to 'children'. This term is used to mean those under the age of 18. The College recognises that some adults are also vulnerable to abuse therefore the procedures may be applied (with appropriate adaptations) to allegations of abuse and the protection of adults at risk.

The College is committed to ensure that it

- Provides a safe environment for children and young adults to learn
- Identifies children and young adults who are suffering or likely to suffer significant harm and deals appropriately with each individual
- Take appropriate action to see that children and young adults are kept safe both at home and the College
- Identifies an appropriate member of College Leadership Group (CLG) to act as Designated Safeguarding Lead
- Communicates effectively with outside agencies such as the Multi-Agency Safeguarding Hub (MASH) to appropriately safeguard learners
- Treats information relating to the welfare of learners confidentially
- Actively promotes healthy lifestyles to its learners ensuring that they can make informed decisions about their wellbeing

- Publishes information, guidelines and practices in relation to safeguarding, children, young people and adults at risk.

The College will also commit to activities which

- Annually review the policy and procedures
- Raise awareness of and actively promote a whole College approach to the safe environment
- Establish procedures for the safe recruitment of staff and dealing with allegations against staff.

3. Equality and Diversity Impact Measure

- 3.1 The College has conducted an Equality Impact Assessment in relation to the rules and policies set out in this document and does not consider them to unduly impact upon any protected group.

4. Policy Implementation

- 4.1 The Principal, Governing Body and all staff will receive training and development to raise awareness of the issues and their responsibilities and the College's Procedures.

The policy and its implementation will apply to:

- Registered learners of Tresham, including those at out centres and work based learners
- Visitors and Contractors
- All staff and Volunteers.

5. Designated Team

- 5.1 The College will appoint an appropriate member of College Leadership Group (CLG) to act as Designated Safeguarding Lead as well as a Deputy Safeguarding Lead. They will form the contact for Social Services with regard to any issues.

Designated Safeguarding Lead	Fiona Phillip Director of Customer Services
Deputy Designated Safeguarding Lead	Karen Edwards Director of Human Resources
Deputy Designated Safeguarding Lead	Andrea Finkel-Gates Director of Strategic Curriculum

Operations

Deputy Designated Safeguarding Lead Mark Beecroft
Health, Safety, Environmental & Estates Manager

Deputy Designated Safeguarding Lead Erica Knight
Executive Assistant

5.2 The College will also appoint a Dedicated Teacher for Looked After Children.

Dedicated Teacher for Looked After Children Fiona Phillip
Director of Customer Services

5.3 The College will ensure that there is appropriate support to respond to safeguarding concerns by nominating a wider safeguarding team consisting of all Heads of School.

6. Related Documents

This policy should be read in conjunction with Safeguarding Children, Young People and Adults at Risk: Information, Guidelines and Practices.

Person Responsible for Policy Director of Customer Services

Date Policy Written August 2015

Date Approved by Governors September 2015

Date to Review September 2016