The Diocese of Peterborough

Safeguarding Policy

DBE/2022

Other relevant policies and documents:

- The Peterborough Diocese Staff Handbook
- "Keeping Children Safe in Education" - DFE (2021)
- "Sexual Violence and Sexual Harassment between Children in Schools and Colleges" – DFE (2021)
- "Working Together to Safeguard Children" - HM Government (2018)
- "What to do if you are Worried a Child is being Abused" – HM Government (2015)
- "Guidance for Safer Working Practice for those Working with Children and Young People in Education Settings "– Safer Recruitment Consortium (2019/2020)

The use of the term 'safeguarding' in this policy also includes 'child protection'.

Key principles:

All children have the right to be protected from harm/abuse, to have their basic needs met and to have the opportunity to develop their full God-given potential.

"*Everyone who works with children has a responsibility for keeping them safe. No single practitioner can have a full picture of a child's needs and circumstances and, if children and their 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*". (Working Together to Safeguard Children – HM Government 2018).

This policy has two main objectives:

<u>Prevention</u>

- To ensure that adults who work with children on behalf of the Education Team, behave in a way that makes pupils feel safe, secure, confident, valued and respected;
- To raise the awareness of the Education Team staff, consultants and volunteer helpers of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse;
- To ensure safe recruitment practice is implemented through effective Identity and DBS checks of all adults working for, and on behalf of, the Diocese of Peterborough who have access to children in accordance with the relevant current safeguarding legislation.

<u>Protection</u>

- To establish structured procedures within the Education Team, its volunteers and consultants which will be followed to support schools' safeguarding procedures;
- To develop effective working relationships with schools and all other agencies, involved in safeguarding children.

Procedures:

- All staff receive appropriate safeguarding training annually and on taking up a paid or voluntary post in the Education Team;
- All staff follow correct procedures when a child makes a disclosure or a member of school staff acts inappropriately;
- All staff will wear/carry photo-identity at all times;
- All staff, volunteers and consultants ensure a school knows of their intention to visit;
- All staff, volunteers and consultants will not use their personal devices whilst on school premises except in staff only areas of the school and with permission of the Headteacher;
- All staff, volunteers and consultants will not take any photographs whilst on school premises;
- All staff, volunteers and consultants will follow the safeguarding policy in any school they visit including signing-in and wearing a visitor's badge, ensuring they are aware of the name of the Designated Safeguarding Lead (DSL) in any school in which they are working/visiting.

Safer recruitment:

Preventing unsuitable people from working with children and young people is essential to keeping children safe. Rigorous selection and recruitment of staff and volunteers is therefore a key responsibility for the Board of Education. Through the Diocesan Secretary, the Board will ensure that:

- Recruitment advertisements include a safeguarding statement;
- At interview, candidates are asked to account for any gaps in their employment history;
- Appropriate checks (including DBS) are carried out on all potential employees and volunteers in accordance with the Diocesan Safer Recruitment and Management Policy;
- Identity checks and qualification checks are also carried out in accordance with the DfE guidance 'Keeping Children Safe in Education' (2021) as required;
- References are taken up and verified.