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Policy Name	Safeguarding Policy	Date Approved	24 th May 2018
Status	Approved by Board	Review Date	Autumn 2018
Committee	Pupil Achievement	Version Number	2.1 (change of head)

Safeguarding Policy English Martyrs Catholic Primary School

“Working together to provide the very best in Catholic Education”

“There is a variety of gifts but the same Spirit gives them. There are different ways of serving but the same Lord is served. There are different abilities to perform service, but the same God who gives ability to all for their particular service. The Spirit’s presence is shown in some way in each person for the good of all.” 1 Corinthians 12: 4 - 7

1 PURPOSE & AIMS

- 1.1 The purpose of English Martyrs School’s safeguarding policy is to ensure every child who is a registered pupil at our school is safe and protected from harm. This means we will always work to:
- Protect children and young people at our school from maltreatment;
 - Prevent impairment of our children’s and young people’s health or development;
 - Ensure that children and young people at our school grow up in circumstances consistent with the provision of safe and effective care;
 - Undertake that role so as to enable children and young people at our school to have the best outcomes.
- 1.2 This policy will give clear direction to staff, volunteers, visitors and parents about expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our school.
- 1.3 Our school fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at our school. The elements of our policy are prevention, protection and support.
- 1.4 This policy applies to all pupils, staff, parents, governors, volunteers and visitors.

2 OUR ETHOS

- 2.1 The child’s welfare is of paramount importance. Our school will establish and maintain an ethos where pupils feel secure, are encouraged to talk, are listened to and are safe. Children at our school will be able to talk freely to any member of staff at our school if they are worried or concerned about something.
- 2.2 Everyone who comes into contact with children and their families has a role to play in safeguarding children. We recognise that staff at our school play a particularly important role as they are in a position to identify concerns early

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and provide help for children to prevent concerns from escalating. All staff are advised to maintain an attitude of '*it could happen here*' where safeguarding is concerned.

- 2.3 All staff and regular visitors will, through training and induction, know how to recognise indicators of concern, how to respond to a disclosure from a child and how to record and report this information. We will not make promises to any child and we will not keep secrets. Every child will know what the adult will have to do with any information they have chosen to disclose.
- 2.4 Throughout our curriculum we will provide activities and opportunities for children to develop the skills they need to identify risks and stay safe. This will also be extended to include material that will encourage our children to develop essential life skills.
- 2.5 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies in line with Working Together to Safeguard Children (2016).

3 ROLES AND RESPONSIBILITIES

Role	Name
Designated Safeguarding Lead	Mr Anton Dworzak (Deputy Head) Mrs Clare Masterson (Family Worker)
Alternate DSL	Mrs Catherine Doberska
Headteacher	Mrs Catherine Doberska
Named Safeguarding Governor	Ms Linda Heneghan
Chair of Governors	Mr Chris Tracey
Reading Borough Council LADO	Aqualma Murray 0118 937 3555 LADO@reading.gov.uk

- 3.1 It is the responsibility of *every* member of staff, volunteer and regular visitor to our school to ensure that they carry out the requirements of this policy and, at all times, work in a way that will safeguard and promote the welfare of all of the pupils at this school. This includes the responsibility to provide a safe environment in which children can learn.

The Governing Body

- 3.2 The Governing Body is accountable for ensuring the effectiveness of this policy and our compliance with it. Although our Governing Body takes collective responsibility to safeguard and promote the welfare of our pupils, we also have a named governor who champions safeguarding within the school.

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3.3 The Governing Body will ensure that:

- The safeguarding policy is in place and is reviewed annually, is available publicly via our school website and has been written in line with Local Authority guidance.
- The school contributes to inter-agency working in line with in line with Working Together to Safeguard Children (2017);
- A member of the senior leadership team is designated to take the lead responsibility for safeguarding and child protection and that there is an alternate and appropriately trained member of staff identified to deal with any issues in the absence of the senior designated professional. There will always be cover for this role;
- All staff receive a safeguarding induction and are provided with a copy of this policy and the staff code of conduct;
- All staff undertake appropriate child protection training that is updated regularly;
- Procedures are in place for dealing with allegations against members of staff and volunteers in line with statutory guidance;
- Safer recruitment practices are followed in accordance with the requirements of '[Keeping Children Safe in Education](#)' DfE (2016);
- They remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

3.4 Within the body of the termly head teacher's report to the governors, the governing body will receive a safeguarding update that will record the training that has taken place, the number of staff attending and any outstanding training requirements for the school. It will also record all safeguarding activity that has taken place, for example, meetings attended, reports written, training or induction given. It will not identify individual pupils.

The Headteacher

3.5 The Headteacher is responsible for:

- Identifying a member of the senior leadership team to be the Designated Safeguarding Lead (DSL);
- Identifying an alternate member of staff to act as the Designated Safeguarding Lead (DSL) in his/her absence to ensure there is always cover for the role;
- Ensuring that the policies and procedures adopted by the governing body, particularly concerning referrals of cases of suspected abuse and neglect, are followed by all staff;
- Ensuring that all staff and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures;
- Liaising with the Local Authority Designated Officer (LADO) in the event of an allegation of abuse being made against a member of staff.

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The Designated Safeguarding Lead (DSL)

- 3.6** The Designated Safeguarding Leads (DSLs) will carry out their role in accordance with the responsibilities outlined in *'Keeping Children Safe in Education'*. The DSL will provide advice and support to other staff on child welfare and child protection matters. Any concern for a child's safety or welfare will be recorded in writing and given to the DSL.
- 3.7** The DSL will represent our school at child protection conferences and core group meetings. Through appropriate training, knowledge and experience our DSL will liaise with Children's Services and other agencies where necessary, and make referrals of suspected abuse to Children's Services, take part in strategy discussions and other interagency meetings and contribute to the assessment of children.
- 3.8** The DSL will maintain written records and child protection files ensuring that they are kept confidential and stored securely.
- 3.9** The DSL is responsible for ensuring that all staff members and volunteers are aware of our policy and the procedure they need to follow. They will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction.

4 TRAINING & INDUCTION

- 4.1** When new staff, volunteers or regular visitors join our school they will be informed of the safeguarding arrangements in place. They will be given a copy of our school's safeguarding policy along with the staff handbook and told who our Designated Safeguarding Leads are. They will also be provided with the recording form, given information on how to complete it and who to pass it to.
- 4.2** Every new member of staff or volunteer will have an induction period that will include essential safeguarding information. This programme will include basic safeguarding information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record and issues of confidentiality. The induction will also remind staff and volunteers of their responsibility to safeguard all children at our school and the remit of the role of the Designated Safeguarding Lead.
- 4.3** In addition to the safeguarding induction, all members of staff will undertake appropriate safeguarding training on a regular basis. This will also include spotting signs of abuse (such as physical abuse, emotional abuse, neglect, risk of female genital mutilation etc.)
- 4.4** All regular visitors and volunteers to our school will be given a set of our safeguarding procedures; they will be informed who our DSL and alternate staff members are and what the recording and reporting system is (See Appendix 2).

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- 4.5 The DSL, the alternate designated member of staff and any other senior member of staff who may be in a position of making referrals or attending child protection conferences or core groups will attend one of the multi-agency training courses organised by Reading Borough Council's Multi Agency Safeguarding Hub, at least once every three years. In addition to this, the DSL and alternate will attend Designated Safeguarding Lead training provided by the Local Authority every two years.
- 4.6 Our governing body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school. Training for Governors to support them in their safeguarding role is available from Reading Borough council.
- 4.7 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance. Part One of 'Keeping Children Safe in Education' (2016) provides links to guidance on specific safeguarding issues such as Child Sexual Exploitation and Female Genital Mutilation. All staff must read Part One of KSIE. The DSL will keep records of this.

5 PROCEDURES FOR MANAGING CONCERNS

- 5.1 Every member of staff including volunteers working with children at our school are advised to maintain an attitude of '*it could happen here*' where safeguarding is concerned. When concerned about the welfare of a child, staff members should always act in the interests of the child and have a responsibility to take action as outline in this policy.
- 5.2 All staff are encouraged to report any concerns that they have and not see these as insignificant. On occasions, a referral is justified by a single incident such as an injury or disclosure of abuse. More often however, concerns accumulate over a period of time and are evidenced by building up a picture of harm over time; this is particularly true in cases of emotional abuse and neglect. In these circumstances, it is crucial that staff record and pass on concerns in accordance with this policy to allow the DSL to build up a picture and access support for the child at the earliest opportunity. A reliance on memory without accurate and contemporaneous records of concern could lead to a failure to protect.
- 5.3 It is *not* the responsibility of school staff to investigate welfare concerns or determine the truth of any disclosure or allegation. All staff, however, have a duty to recognise concerns and pass the information on in accordance with the procedures outlined in this policy.
- 5.4 The Designated Safeguarding Lead (DSL) should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our school. Any member of staff or visitor to the school who receives a disclosure

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of abuse or suspects that a child is at risk of harm must report it immediately to the DSL or, if unavailable, to the alternate DSL. In the absence of either of the above, the matter should be brought to the attention of the most senior member of staff.

- 5.5 All concerns about a child or young person should be reported without delay and recorded in writing using the agreed template.
- 5.6 Following receipt of any information raising concern, the DSL will consider what action to take and seek advice from Children’s Services as required. All information and actions taken, including the reasons for any decisions made, will be fully documented.
- 5.7 If, at any point, there is a risk of immediate serious harm to a child a referral should be made to Children’s Services immediately. Anybody can make a referral. If the child’s situation does not appear to be improving the staff member with concerns should press for re-consideration by raising concerns again with the DSL and/or the Headteacher. Concerns should always lead to help for the child at some point.
- 5.8 Staff should always follow the reporting procedures outlined in this policy in the first instance. However, they may also share information directly with Children’s Services, or the police if:
- the situation is an emergency and the designated safeguarding lead, their alternate and the Headteacher are all unavailable;
 - they are convinced that a direct report is the only way to ensure the pupil’s safety.
- 5.9 Any member of staff who does not feel that concerns about a child have been responded to appropriately and in accordance with the procedures outlined in this policy should raise their concerns with the Headteacher or the Chair of Governors. If any member of staff does not feel the situation has been addressed appropriately at this point should contact Children’s Services directly with their concerns.

6 RECORDS AND INFORMATION SHARING

- 6.1 If staff are concerned about the welfare or safety of any child at our school they will record their concern on the agreed reporting form. They should ensure that the form is signed and dated. Any concerns should be passed to the DSL without delay.
- 6.2 Any information recorded will be kept on the CPOMS database. All historic records will be kept in a separate named file, in a secure cabinet and not with the child’s academic file. These files will be the responsibility of the DSL. Child protection information will only be shared within school on the basis of ‘need to know in the child’s interests’ and on the understanding that it remains strictly confidential.

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6.3 Child protection information will only be kept in the file and this file will be kept up to date. Records of concern, copies of referrals, invitations to child protection conferences, core groups and reports will be stored here.

6.4 When a child leaves our school, the DSL will make contact with the DSL at the new school and will ensure that the child protection file is forwarded to the receiving school in an appropriately agreed manner. We will retain evidence to demonstrate how the file has been transferred; this may be in the form of a written confirmation of receipt from the receiving school and/or evidence of recorded delivery. A copy of these records will remain on the CPOMS archive.

7 WORKING WITH PARENTS & CARERS

7.1 Our School is committed to working in partnership with parents/carers to safeguard and promote the welfare of children and to support them to understand our statutory responsibilities in this area.

7.2 When new pupils join our school, parents and carers will be informed that we have a safeguarding policy. A copy will be provided to parents on request and is available on the school website. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Children's Services.

7.3 We are committed to working with parents positively, openly and honestly. We ensure that all parents are treated with respect, dignity and courtesy. We respect parents' rights to privacy and confidentiality and will not share sensitive information unless we have permission or it is necessary to do so in order to safeguard a child from harm.

7.4 We will seek to share with parents any concerns we may have about their child *unless* to do so may place a child at increased risk of harm. A lack of parental engagement or agreement regarding the concerns the school has about a child will not prevent the DSL making a referral to Children's Services in those circumstances where it is appropriate to do so.

7.5 In order to keep children safe and provide appropriate care for them, the school requires parents to provide accurate and up to date information regarding:

- Full names and contact details of all adults with whom the child normally lives;
- Full names and contact details of all persons with parental responsibility (if different from above);
- Emergency contact details (if different from above);
- Full details of any other adult authorised by the parent to collect the child from school (if different from the above).

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7.6 The School will retain this information on the pupil file. The school will only share information about pupils with adults who have parental responsibility for a pupil or where a parent has given permission and the school has been supplied with the adult's full details in writing.

8 CHILD PROTECTION CONFERENCES

8.1 Children's Services will convene a Child Protection conference once a child protection enquiry under Section 47 of the Children Act 1989 has been undertaken and the child is judged to be at continuing risk of significant harm. A review conference will take place once a child has been made the subject of a Child Protection Plan in order to monitor the safety of the child and the required reduction in risk.

8.2 Staff members may be asked to attend a child protection conference or core group meetings on behalf of the school in respect of individual children. Usually the person representing the school at these meetings will be the Headteacher or DSL. In any event, the person attending will need to have as much relevant up to date information about the child as possible; any member of staff may be required to contribute to this process.

8.3 All reports for child protection conferences will be prepared in advance. The information contained in the report will be shared with parents before the conference as appropriate and will include information relating to the child's physical, emotional and intellectual development and the child's presentation at school. In order to complete such reports, all relevant information will be sought from staff working with the child in school.

8.4 Clearly child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Services or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

9 SAFER RECRUITMENT

9.1 We will ensure that the Headteacher and at least one member of the Governing Body have completed appropriate safer recruitment training. At all times the Headteacher and Governing Body will ensure that safer recruitment practices are followed in accordance with the requirements of '*Keeping Children Safe in Education*', DfE (2016).

9.2 We will use the recruitment and selection process to deter and reject unsuitable candidates. We require evidence of original academic certificates. We do not accept testimonials and insist on taking up references prior to interview. We will question the contents of application forms if we are unclear about them, we will undertake Disclosure and Barring Service checks

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and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children.

- 9.3 We will maintain a Single Central Register of all safer recruitment checks carried out in line with statutory requirements.

10 SAFER WORKING PRACTICE

- 10.1 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

- 10.2 All staff will be provided with a copy of our school's handbook at induction. They will be expected to know our school's Code of Conduct and policy for positive handling and carry out their duties in accordance with this advice. There will be occasion when some form of physical contact is inevitable, for example if a child has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the agreed policy for safe restraint must be adhered to.

- 10.3 If staff, visitors, volunteers or parent helpers are working with children alone they will, wherever possible, be visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in school, who they are with and for how long.

- 10.4 Guidance about acceptable conduct and safe practice will be given to all staff and volunteers during induction. These are sensible steps that every adult should take in their daily professional conduct with children. All staff and volunteers are expected to carry out their work in accordance with this guidance and will be made aware that failure to do so could lead to disciplinary action.

- 10.5 Any staff member who is convicted of a criminal offence during their employment at the School, or who develops a medical condition which affects their ability to work safely with children, must immediately inform the head teacher. Such information will be kept confidential, however the head teacher will consider whether the information should warrant further consideration of the employee's suitability to work with children.

- 10.6 All staff members must complete a Disqualification by Association declaration annually. Staff must disclose if any member of their household is found guilty of an offence which might mean they are unsuitable to work with children. The school will seek guidance from HR in the event of a disclosure of this nature.

11 MANAGING ALLEGATIONS AGAINST STAFF & VOLUNTEERS

- 11.1 Our aim is to provide a safe and supportive environment which secures the

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wellbeing and very best outcomes for the children at our school. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

- 11.2 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that some allegations may be genuine and there are some adults who deliberately seek to harm or abuse children.
- 11.3 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with children. We will always ensure that the procedures by Reading Borough Council and [‘Keeping Children Safe in Education’](#), DfE (2016) are adhered to and will seek appropriate advice from the Local Authority Designated Officer (LADO). The LADO (Aqualma Murray) can be contacted on 0118 9373555.
- 11.4 If an allegation is made or information is received about an adult who works in our setting which indicates that they may be unsuitable to work with children, the member of staff receiving the information should inform the Headteacher immediately. Should an allegation be made against the Headteacher, this will be reported to the Chair of Governors. In the event that neither the Headteacher nor Chair of Governors is not contactable on that day, the information must be passed to and dealt with by either the member of staff acting as Headteacher or the Vice Chair of Governors.
- 11.5 The Headteacher or Chair of Governors will seek advice from the LADO within one working day. No member of staff or the governing body will undertake further investigations before receiving advice from the LADO.
- 11.6 Any member of staff or volunteer who does not feel confident to raise their concerns with the Headteacher or Chair of Governors should contact the LADO directly on 0118 9373555.
- 11.7 The School has a legal duty to refer to the Disclosure and Barring Service anyone who has harmed, or poses a risk of harm, to a child, or if there is reason to believe the member of staff has committed one of a number of listed offences, and who has been removed from working (paid or unpaid) in regulated activity, or would have been removed had they not left. The DBS will consider whether to bar the person. If these circumstances arise in relation to a member of staff at our school, a referral will be made as soon as possible after the resignation or removal of the individual in accordance with advice from the LADO and/or HR.

12 USE OF MOBILE PHONES, CAMERAS ETC

- 12.1 Care should be taken when capturing photographs or video to ensure that all pupils are appropriately dressed.

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12.2 Staff may use photographic or video devices (including digital cameras and mobile phones) to support school trips and curriculum activities. However, if a member of staff uses their own device for such purposes, videos and photographs of pupils should be transferred to the secure school system at the earliest opportunity and subsequently deleted from their device.

12.3 Staff must not use their own mobile phones to make calls or text messages or use social media during lesson time.

13 PREVENT - GOVERNMENT STRATEGY

13.1 The aim of 'Prevent' is to stop people becoming or supporting terrorists and to do this by challenging ideologies, protecting vulnerable individuals and supporting institutions, such as schools. It is part of the National Counter Terrorism Strategy known as CONTEST.

Background

13.2 In 2008, the then Department for Children, Schools and Families launched 'Learning Together to be Safe' - a tool kit to help schools contribute to the prevention of violent extremism and the Government's 'Prevent Strategy'. In 2011 the current Government reviewed CONTEST and the Prevent Strategy in particular. The current objectives for the 2015 Prevent strategy are as follows:

- respond to the ideological challenge of terrorism and the threat from those who promote it
- prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support
- work with sectors and institutions where there are risks of radicalisation that we need to address

13.3 All of our staff will be trained about the dangers of extremism and the ways in which individuals can be drawn into this. They will be made aware of the Prevent strategy and be expected to alert the School's designated safeguarding lead to any concerns that they might have about a member of the school community who is vulnerable to extremist views.

14 FEMALE GENITAL MUTILATION (FGM)

14.1 The school recognises that the risk of FGM for its female pupils is genuine and as such, staff will receive training so that they are aware of this issue. Staff will be made aware of the circumstances which might indicate incidents of FGM or planned FGM and will be expected to report any relevant concerns to the School's designated safeguarding lead.

15 CHILDREN WITH SEXUALLY HARMFUL BEHAVIOUR

15.1 Children may be harmed by other children of young people. Staff will be aware of the harm caused by bullying and will use the school's anti-bullying procedures where necessary. However, there will be occasions when a pupil's behaviour warrants a response under child protection rather than anti-

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bullying procedures.

15.2 Young people who display such behaviour may be victims of abuse themselves and the child protection procedures and the child protection procedures will be followed for both victim and perpetrator. Staff who become concerned about a child's sexual behaviour, including any known online sexual behaviour, should speak to the DSL as soon as possible.

16 SEXTING

16.1 There is no accepted definition of 'sexting' but most professionals agree that it refers to the sending or posting of sexually suggestive images, including nude or semi-nude photographs of a person under 18 years of age, via mobile phones or over the internet. The IKCCIS advice refers to this as "youth-produced sexual imagery"

16.2 All incidents involving "youth-produced sexual imagery" will be responded to as follows:

- The incident will be referred to the DSL immediately and the DSL will hold an initial review meeting with appropriate staff. If appropriate, there will be subsequent interviews with the young people involved.
- Parents will be informed at an early stage and involved in the process unless there is good reason to believe that involving parents would put the young person at risk of harm.
- At any point in the process, if there is a concern a young person has been harmed or is at risk of harm, a referral will be made to children's services and/or the police immediately in accordance with this policy

16.3 In some instances it may be necessary to refer the matter to the police. Once a report is made to the police, the report must be recorded and the police will investigate. This may include seizure of devices and interviews with the young people involved.

17 SEXUAL EXPLOITATION OF CHILDREN

17.1 Sexual exploitation involves an individual or group of adults taking advantage of the vulnerability of an individual or groups of children or young people, and victims can be boys or girls.

17.2 Children and young people are often unwittingly drawn into sexual exploitation through the offer of friendship and care, gifts, drugs and alcohol, and sometimes accommodation.

17.3 Sexual exploitation is a serious crime and can have a long-lasting adverse impact on a child's physical and emotional health. It may also be linked to child trafficking. A common feature of sexual exploitation is that the child often doesn't recognise the coercive nature of the relationship and doesn't see themselves as a victim. They may initially resent what they perceive as

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interference by staff, but staff must act on their concerns, as they would for any other type of abuse.

17.4 All staff are made aware of the indicators of sexual exploitation during safeguarding training/updates and all concerns must be reported immediately to the DSL.

18 PRIVATE FOSTERING ARRANGEMENTS

18.1 A private fostering arrangement occurs when someone other than a parent or close relative cares for a child for a period of 28 days or more, with the agreement of the child's parents. It applies to children under the age of 16, or aged under 18 if the child is disabled. By law, a parent, private foster carer or other persons involved in making a private fostering arrangement must notify children's services as soon as possible.

18.2 Where a member of staff becomes aware that a pupil may be in a private fostering arrangement they will raise this with the DSL and the school will notify the local authority of the circumstances.

19 RELEVANT POLICIES

19.1 To underpin the values and ethos of our school and our intent to ensure that pupils at our school are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

- Staff Handbook
- Anti-Bullying
- Behaviour
- Whistle-blowing
- Attendance
- E-safety
- Health and Safety including site security
- Medical conditions
- First aid
- Educational visits including overnight stays
- Data Protection and Freedom of Information

20 STATUTORY FRAMEWORK

20.1 This policy has been devised in accordance with the following legislation and guidance:

- Keeping Children Safe in Education - Statutory guidance for schools and colleges, March 2016
- Working Together to Safeguard Children, March 2015 (Statutory guidance)
- Children Act 1989 (as amended 2004 Section 52)
- Education Act 2002 s175/s157
- The Teachers Standards' 2012

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- The Counter-Terrorism and Security Act 2015 (section 26 The Prevent Duty)
- Information sharing - Advice for practitioners providing safeguarding services to children, young people, parents and carers March 2015
- What to do if you're worried a child is being abused - March 2015

21 EQUALITY OF OPPORTUNITY

21.1 In light of the 2010 Equality Act, this policy has been written with due consideration to its potential impact (both positive and negative) on the many diverse groups of adults and children within the school. The school has ensured that to the best of its knowledge, the statements and procedures set out in this policy do not discriminate unjustly against any such groups or individuals.

Approved by governing body on 24th May 2018

Signed by:....Chris Tracey.....Chair of Governors

Review: Annually