

1. General Policies

1.13 Safeguarding Children Statement

“Every Child Matters”

When the government published “Every Child Matters” it raised 5 key issues that were deemed essential in the complete development of each and every child, in that we have a duty to ensure each child:

- Stays safe
- Is healthy
- Is able to enjoy and achieve
- Is able to achieve economic well-being
- Makes a positive contribution

Rose Hill Westonbirt Safeguarding Children statement

At RHW the health and safety of all children is of paramount importance. Parents send their children to school each day with the expectations that school provides a secure environment in which their children can flourish. We therefore have to ensure that this expectation becomes reality. In order to do this a wide range of measures are put in place:

The Health and Safety Policy

Any concerns from staff are reported to the Head and/or the Director of Operations who will carry out an initial examination, assessing what remedial action needs to take place. Each term there is a fire drill that practices efficient evacuation from the buildings. The school conducts a regular Fire Risk Assessment.

First Aid

In school there are always trained members of staff who volunteer to oversee first aid. There are a number of first aid kits situated around the school. When a child is poorly, or has suffered an accident in school or in the grounds, there is a protocol for staff to follow:

- A trained first aider is consulted (including the school nurse if necessary)
- The incident is logged
- If there is any doubt at all, the parents are contacted

Members of staff will only give medicines when a parent has completed and signed the appropriate form requesting that staff administer it.

Site Security

Rose Hill Westonbirt is a remote site. It is not completely secure with high fences and locked gates. Access to the outside spaces of the school grounds is an important part of the curriculum and the enjoyment of being at RHW and we do not want to segregate children from their environment. However, safety remains our primary concern:

- Users of the site are encouraged to use a common-sense approach to security and safety.
- Children are trained to know the boundaries of safe play areas and how to respond to meeting a stranger on site.
- Doors with a lock on them must be locked shut once you have passed through.
- All visitors must report to the reception in Querns House to sign in and receive a badge.
- The youngest children are largely confined to Cedars House which is has a secure indoor/outdoor environment.

- The older children have the use of campus-style buildings for their lessons and are trained in moving between them safely. Querns House is a semi-secure building.
- Children are not allowed to cross any roads unsupervised, visit Westonbirt School unsupervised or access the Formal Gardens unsupervised.
- All children must be collected by a known adult at the end of the day.

Appointments of staff and induction of newly appointed staff and work placements

All staff that are appointed to work in school have a criminal records search called a CRB check. This search highlights people who have a criminal record or if previous allegations have been made them. If staff are found to have a criminal record the appointment is reconsidered by the Headmaster and the Governing Body. The Headmaster sits on all appointment panels where the candidates are external applicants. The Headmaster has undertaken the training on Safer Recruitment in Education. New staff are inducted into safeguarding practices. Newly appointed staff are assigned a mentor for the induction period. It is the responsibility of the mentors to familiarise new staff with procedures and policy, which affect the health and safety of all at school but especially the children.

Induction of volunteers

Volunteers must also have Criminal Records Bureau clearance. New volunteers also need 2 adequate references from professional or personal referees.

Child Protection Policy

The designated adult for Child Protection is Guy Barrett and the designated governor is Henrietta Metters. It is the Governing Body's duty to ensure the Child Protection policy is reviewed annually and any deficiencies within the policy addressed immediately. Certain governors and all staff have had appropriate child protection training. This school follows DfE guidelines 10/98 which asserts that physical restraint may be used if there is the possibility that a child may be about to cause harm to him/ herself or to another. It also asserts that on no occasion should such physical contact be used as a punishment. All allegations of abuse by or complaints of a teacher will be dealt with following the Local Safeguarding Board procedures. For any complaints about the Headmaster the Chair of Governors should be contacted directly.

The Design of the Curriculum

The curriculum deals with safeguarding in two ways. Firstly, the curriculum, in subjects such as Personal, Social and Health Education discusses relevant issues with the children. Topics include such themes as Drugs, Sex and Relationships and Stranger Danger. Children are encouraged to explore and discuss these issues. Secondly, the curriculum is designed so that safety issues within the subject are discussed and safe practices taught, such as using equipment properly in PE and Design and Technology. At all times there has to be appropriate staffing levels and when the curriculum is taken out of school appropriate and agreed pupil/adult ratios are maintained. The lead adult always assesses visits as to the level of risk and all trips are finally authorised by the Headmaster.

Internet Safety

Children should be encouraged to use the internet as much as is possible, but at all times in a safe way. Pupils must never be left unattended whilst online and teachers should ensure that this does not happen. If teachers know of misuse, either by a teacher or child the issue should be reported to the Head master without delay.

Equal opportunities and Inclusion

We are committed to giving all of our children every opportunity to achieve the highest of standards. We do this by taking account of children' varied life experiences and needs. We offer a broad and balanced curriculum and have high expectations for all children. The achievements, attitudes and

well-being of all our children matter. This policy helps to ensure that this school promotes the individuality of all our children, irrespective of ethnicity, attainment, age, disability, gender or background.

Behaviour policy

Good behaviour is essential in any community and at RHW we have high expectations for this. Although the emphasis is always on the positive there are also times when children have to be disciplined in order to maintain the safety and security of all children. There are numerous rewards available to children. There are also various sanctions right up to and including exclusion. Staff are discouraged from handling children, other than when they deem it is safest to do so.

Anti Bullying Policy

The definition of bullying is: "A systematic and extended victimisation of a person or group, by another or group of others." The school's response to this is unequivocal. Adults must be informed immediately and action will take place. Although bullying in this school is rare the school always acts swiftly with a process of investigation, communication and action. Bullies will not be tolerated. There is a more detailed Anti-bullying Policy.

Photographing and videoing

There has been a lot of controversy about adults photographing and filming young people. The concerns are genuine, however we have taken a sensible, balanced approach, which allows parents to photograph and film providing they follow certain guidelines:

- Parents consent to school taking photographs by signing a permission slip. School photographs that are for use outside of school are anonymous unless specific permission has been received from parents.

Whistleblowing

If members of staff ever have any concerns about the behaviour or intentions of any person within the building, school grounds or within proximity of children, they have a professional duty to inform the management accordingly. This can be done in writing or verbally but staff should be prepared to discuss issues in the confidence that any such matter will be dealt with sensitively and with the necessary degree of confidentiality. The school has a current Whistleblowing Policy.