



# **SAFEGUARDING POLICY**

Owner:	Kevin Archbold (Principal)
Version:	3
Last Review:	September 2020
Next Review:	August 2021
Related:	Child Protection Procedures For Children In Theatre Online Teaching Policy (New for 2020)

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## **Introduction**

### **KA Arts will ensure that:**

- the safety and welfare of the child, young person and those adults deemed 'vulnerable' is paramount
- all children, whatever their age, culture, disability, gender, language, racial origin religious beliefs and/or sexual identity have the right to protection
- all suspicions and allegations of abuse and poor practice will be taken seriously and responded to swiftly and appropriately
- they foster a culture of trust between adults who work at the school and children who attend it;
- all staff (paid/unpaid) working at KA Arts have a responsibility to report concerns to the appropriate officer.
- They contribute to effective partnership working between all those involved with providing safeguarding services for children; and
- Work with partners to provide a co-ordinated offer of early help when additional needs of children are identified

## **Policy statement/aims**

KA Arts has a duty of care to safeguard all children involved in KA Arts from harm. These duties and responsibilities are defined in a wide range of legislation, including the Children Act (2004), the Mental Capacity Act (2005), Equality Act 2010, The Counter Terrorism and Security Bill with particular relevance to the Prevent Duty plus other relevant legislation. The publication of the Safeguarding Vulnerable Groups Act (2006) amended in the Protection of Freedoms Act 2012, introduced Disclosing and Barring Service (DBS) checks for staff and others who have defined levels of contact with children, young people and 'at risk' adults.

All children have a right to protection, and the needs of disabled children and others who may be particularly vulnerable must be taken into account. KA Arts will ensure the safety and protection of all children involved in KA Arts through adherence to the Child Safeguarding guidelines adopted by KA Arts.

A child is defined as a person under the age of 18 (The Children Act 1989).

## **Prevent Strategy**

Further education provides students with skills they will draw on for the rest of their lives. Since many people pass through Further Education at some point it is absolutely critical that institutions embody values of openness, free debate and tolerance, and promote them through the way they operate.

The government has placed a duty on educational establishments including Further and Higher Education colleges and highlighted that they have a key role in helping prevent people being drawn into terrorism, which includes not just violent extremism but also non-violent extremism.

The Prevent strategy has three specific objectives:

1. Respond to ideology challenge of terrorism and the threat faced from those who promote it;
2. Prevent people from being drawn into terrorism and ensure that they are given appropriate advice and support; and
3. Work with sectors and institutions where there are risks of radicalisation that need to be addressed.

Prevent aims to stop people being drawn into terrorism or supporting terrorism. The school has taken measures to raise awareness within its staff and student body by providing information and promoting values of openness, tolerance and facilitating free debate which is central to being a British citizen.

The school will seek to address radicalisation and extremism through its safeguarding arrangements using embedded and familiar safeguarding procedures. Radicalisation and Extremism are defined as follows:

**Radicalisation:** The process by which a person comes to support terrorism and forms of extremism leading to radicalisation.

**Extremism:** Vocal or active opposition to fundamental British Values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs; calls for the death of members of our armed forces, whether in this country or overseas.

### **Early Warning Signs**

**The following 'early warning signs' have all been identified from Prevent referrals over the last few years:**

- Accessing extremism material online, including through networking sites (e.g. Facebook, YouTube)
- Graffiti symbols, writing or artwork promoting extremist messages or images
- Changes in behaviour and/or friendships
- Wearing clothing and/or logos that are indicative of an extremist group
- Voicing opinions drawn from extremist ideology or narrative
- Use of extremist or hate terms to exclude others or incite violence

In accordance with our Prevent strategy the expectation is that the school will deliver in the following areas:

**Partnerships:** active engagement across all levels of the school and regular contact and discussion within the regional further education prevent coordinators.

**Risk Assessment:** the school will address the physical management of the school's estate, including policies and procedures for events held by staff, students or visitors, the school recognises the need to have clear and visible policies in place covering staff, students, learning and infrastructure (use of premises), capable of identifying where students or staff may be at risk of being radicalisation and drawn into terrorism therefore there is a mechanism in place to raise concerns regarding radicalisation or extremism which is detailed in Appendix 1.

**Action Plan:** In the event of any person becoming a cause for concern and therefore a potential risk may be necessary to develop an individual action plan to ensure the school can address whatever risk may have been identified.

**Welfare and Pastoral Care:** The school understands the duty of care to their students and has sufficient support mechanisms in place for all students according to their needs.

All of the above points are intended to provide the right foundations for learners to achieve their full potential and provide a safe, lawful and open environment in which to learn.

If concerns have been raised about a student, then the first person to notify is **Kevin Archbold (Principal)** who can make an assessment based on the information available. They may ask to speak to the student themselves to pose a series of informative questions to ascertain if it is an isolated incident or indicative of a more worrying mind-set.

**Remember, it is not the responsibility of staff to investigate possible radicalisation or extremism but to act as part of a team and report any concerns to the Designated Staff. They may hold information you are not aware of so, it is always advisable to report concerns, however minor they may appear at first glance.**

### **Definitions and Terminology**

'At risk' adult: An 'at risk' adult is defined as a person 'who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself, or unable to protect him or herself against significant harm or exploitation' (Department of Health, 2000).

Policy – The school will have all necessary policies and procedures in place (including the Safeguarding Policy and the Child Protection Policy) to ensure that children, young people and 'at risk' adults are:

- Protected from abuse by others
- Learning and working in safe environments

It will also ensure that:

- Safe staff and volunteer recruitment practices are in place
- Staff are aware of their moral and legal responsibilities for safeguarding
- Reporting and information management procedures allow for effective monitoring of safeguarding issues.
- An effective complaints and compliments policy is in place

### **Roles and Responsibilities**

Principal – Responsible for overseeing all matters regarding child protection and safeguarding. Nominated lead for Child Protection/Safeguarding Officer

Staff – All staff are expected to be proactive in reporting, monitoring and managing learner behaviour that may lead to harm in others.

### **Access to Information**

The school will ensure that there are adequate procedures in place within existing policies to identify, monitor and report on issues linked to safeguarding and to uphold its legal obligations by:

1. Informing the Disclosure and Barring Service (DBS) of any individual (employee, volunteer or other) who poses a threat to children, young people or vulnerable adults which will include:
  - Reporting of all disclosed staff criminal records
  - Reporting on disclosed learner criminal convictions;
  - Liaising with children’s services departments in child protection and ‘at risk’ adult matters, and as appropriate with the Local Safeguarding Children Board;
  - Reporting on the incidence of bullying and harassment.
2. It will also be proactive in:
  - Keeping learners contact details current;
  - Maintaining confidential records of learners medical conditions where appropriate;
  - Identifying and addressing issues at home or at school which may affect the safety, welfare or education of individuals learners;
  - Ascertaining if additional control measures in regard to safety and security of the learners are required;
  - Seeking the views of learners on the adequacy of the school’s safeguarding arrangements

### **Safeguarding within Schools Policies, Procedures and Common Practice**

<b>Element of Safeguarding</b>	<b>Summary</b>	<b>Related Policies</b>
Protection from abuse by others	The School will have in place policies and procedures that include	<ul style="list-style-type: none"> <li>• Child Protection Policy</li> <li>• DBS Policy</li> </ul>

	<p>effective mechanisms for setting out expectations of appropriate behaviour by staff and learners and sanctions applicable to those in breach of them. The School will, in line with the school's information sharing protocol, inform the police if a learner is expelled due to committing a sexual assault.</p>	<ul style="list-style-type: none"> <li>• Privacy Policy</li> </ul>
Prevent – Safeguarding Staff and learners from being drawn in radicalisation or extremism	<p>The School will ensure sufficient mechanisms are in place to ensure staff and learners know what to do should they believe a person or persons are potentially being drawn into radicalisation or extremism violent or non-violent</p>	<ul style="list-style-type: none"> <li>• Safeguarding policy</li> <li>• Equal Opportunity Policy</li> <li>• Induction and Training</li> <li>• DBS Policy</li> <li>• Recruitment Procedures</li> </ul>
Health and Safety	<p>The school will ensure that its risk assessment and health &amp; safety policies and procedures facilitate the maintenance of healthy and safe environments on the school's sites, and in worksites on employer's premises and off the school sites. This will include risk assessments in cases of known self-harmers.</p> <p>Looked After children will be assessed and allocated to a nominated person.</p>	<ul style="list-style-type: none"> <li>• Health and Safety Policy</li> <li>• First Aid Procedures</li> <li>• Fire Safety Policy</li> <li>• Risk Assessment Guidelines</li> </ul>
Staff Development Provision	<p>The school will ensure that it has appropriate provision in its policies and procedures to ensure that all staff are aware of their responsibilities for safeguarding</p>	<ul style="list-style-type: none"> <li>• Staff Development</li> <li>• Induction and Training</li> <li>• DBS Policy</li> <li>• Child Protection Policy</li> </ul>

**Appendix 1**

**THE CHANNEL PROCESS WITHIN KA ARTS**

