

01. Child Protection: Policy Statement

- The welfare of children at Gresham's School is paramount.
- The Children's Act of 1989 and the Education Act of 2002 places a statutory responsibility upon schools to promote and safeguard every child's welfare and to have a written policy in place concerning abuse of any kind; it is the duty of all staff - both teaching and non-teaching - to play an active role in ensuring the safety and promoting the welfare of the children in the School's care.
- Should any deficiencies or weaknesses be discovered in the School's Child Protection arrangements, they will be remedied without delay.
- This policy applies to all staff and volunteers who work at Gresham's Senior School, and to all support staff. It is available from the School website, and will be supplied to parents and pupils on request. (Please note that a slightly different policy operates for staff in the Prep and Pre-prep Schools).
- The School's policy complies with Keeping Children safe in Education (2015) and Working Together to Safeguard Children (2015).
- Our policy, in line with the Children Act 2004 Section 10, is to take all reasonable measures to improve the wellbeing of each child and young person (pupil) in our care.
- The Headmaster, all staff and volunteers in regulated activity will undertake child protection training which will be updated every three years. This will include part-time and voluntary staff. Upper Sixth Form pupils are briefed on child protection and the appropriate action to take should they receive any allegations of abuse. This takes place at the beginning of the School year.
- The School has procedures in place to deal with all allegations of abuse against staff, volunteers and the Head. Allegations against staff, Gap students or volunteers should be reported immediately to the Head or to Children's Services, but you must keep the Designated Safeguarding Lead informed. If the Head is absent, the allegation should be passed to the Deputy Head Pastoral, or the member of staff acting as Headmaster. If the allegation concerns the Head, the person receiving the allegation should immediately inform the Chair of Governors without notifying the Head first. If the allegation is against the DSL it should be reported to the Headmaster. In the case of serious harm, the police should be informed from the outset. This will always be in accordance with the statutory DfE guidance and Norfolk Safeguarding Children's Board Protocol 27, and in such matters the School will also inform and seek advice from the LADO. The Designated Safeguarding Lead is Mrs Julie Flower, and the Alternate Safeguarding Leads are Mr Will Chuter and Mr Christopher Cox. See Section 6.
- The Governor responsible for Child Protection is Dr Susan Rubin and she will review annually the School's Child Protection policies and procedures and the efficiency with which the related duties have been discharged. The DSL and the Governor responsible use the LSCB's Self Review tool as part of this process. Dr Rubin can be contacted on 07771500740 or via the Clerk to the Governors, Mrs Victoria Hovenden on 07788264694.
- The Designated Safeguarding Lead will make a full written annual report to the Governing Body, under LSCB's guidelines, presented in person to the Governing Body.
- It is the duty of the IT staff to ensure that internet access and electronic communication is as safe as possible. It is the responsibility of the ICT teaching staff to teach best safe practice in electronic communication. The Internet Safety Officer is Mr Will Chuter.
- Mrs Julie Flower, Mr Will Chuter, and Mr Christopher Cox are the members of staff nominated to liaise with the Children's Services Department of the Local Authority over welfare matters.
- All young people under the age of 18 are subject to the Children Act 1989 and therefore Child Protection procedures apply to them.