



Resicare Alliance

Safeguarding
&
Child Protection

Document Control

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Job Title of Lead Person:	Chris Brown (Head of Education)

Templecroft School Safeguarding and Child Protection Policy

1. Purpose and Commitment

Templecroft School is committed to safeguarding the welfare of all children and young people. This policy outlines our responsibility to protect children from harm, abuse, and neglect and to promote their physical and emotional well-being. The school aims to provide a secure and nurturing environment where students can learn safely, with the confidence that any concerns will be handled swiftly, appropriately, and confidentially.

2. Scope of the Policy

This policy applies to all members of the school community, including staff, volunteers, parents, and visitors. It covers:

- Identification of safeguarding and child protection issues
- Procedures for reporting concerns
- Responsibilities of staff and designated safeguarding leads
- Procedures for managing allegations against staff or volunteers
- Commitment to training and education

3. Key Definitions

- **Safeguarding:** The proactive measures taken to promote the welfare of children and protect them from harm.
- **Child Protection:** Specific procedures put in place to identify and respond to instances where a child may be at risk of harm, abuse, or neglect.
- **Types of Abuse:** Physical, emotional, sexual abuse, and neglect are recognized as categories of abuse that can affect a child's well-being.

4. Roles and Responsibilities

- Designated Safeguarding Lead (DSL): The DSL, along with Deputy DSL(s), is responsible for implementing this policy, managing cases of child protection, and providing guidance to staff. The DSL is also responsible for liaising with local authorities as needed.
- All Staff and Volunteers: All members of staff and volunteers have a duty to identify and report concerns regarding the safety and well-being of students. They are trained to recognize the signs of abuse and neglect and understand the importance of taking immediate action.

5. Recognising and Responding to Concerns

All staff are trained to identify the signs and symptoms of abuse and neglect, which may include, but are not limited to:

- Physical signs: Bruises, burns, fractures, or unexplained injuries.
- Behavioural changes: Withdrawal, aggression, fearfulness, or sudden changes in performance.
- Signs of neglect: Poor hygiene, malnutrition, or lack of proper clothing.

When concerns are raised:

- Immediate Action: Staff should report concerns immediately to the DSL or Deputy DSL.
- Documentation: All concerns, discussions, and decisions must be documented accurately and stored securely.
- Confidentiality: Information is shared only with those who need to know, in line with statutory guidance.

6. Procedures for Reporting and Managing Concerns

If a staff member suspects or is informed of a safeguarding or child protection concern:

1. **Report to DSL:** The staff member should report the concern directly to the DSL as soon as possible.
2. **Assessment by DSL:** The DSL will assess the information and determine whether it requires further investigation or immediate referral to child protective services.
3. **Referral to Local Authorities:** If there is a reasonable concern that a child is at risk, the DSL will make a referral to the appropriate local authority without delay.

For urgent situations where a child is in immediate danger, staff members may contact local emergency services before notifying the DSL.

7. Managing Allegations Against Staff or Volunteers

If an allegation is made against a member of staff or volunteer:

- **Immediate Suspension:** In cases where a staff member or volunteer is accused of harming a student, they may be suspended while an investigation takes place.
- **Investigation:** The DSL or Head Teacher will carry out a preliminary investigation and, if needed, refer to an independent safeguarding agency or the local authority for further examination.
- **Support for Those Involved:** Both the accused individual and the child involved will be offered support during the investigation.

8. Safer Recruitment

Templecroft School adheres to safer recruitment practices to ensure that all staff and volunteers working with children are properly vetted, including:

- **Background Checks:** Enhanced Disclosure and Barring Service (DBS) checks for all staff.
- **Reference Verification:** Thorough checking of employment references and history.
- **Code of Conduct:** All staff are required to adhere to the school's Code of Conduct, promoting a safe and respectful environment for students.

9. Training and Education

- **Staff Training:** All staff receive annual safeguarding and child protection training, with regular updates to ensure they understand current policies, procedures, and best practices.
- **Student Education:** The school provides age-appropriate education to students on staying safe, including lessons on healthy relationships, digital safety, and personal boundaries.
- **Parental Involvement:** The school engages parents through workshops and resources to help reinforce safeguarding practices at home.

10. Monitoring and Reviewing

The safeguarding and child protection policy is reviewed annually to ensure it remains effective and compliant with national and local guidelines. Feedback from staff, students, and parents is considered to improve and update procedures as needed.