

THE HAWKSWOOD GROUP

2019-2020

Student Friendly Safeguarding and Child Protection Policy

KS3 / 4



Approved by the Management Committee of Hawkswood Group

Chair of Management Committee: Mark Morrall

Date amended and approved by Management Committee	July 2019	Olivia Lee
Reviewed	Annually	Management Committee

Key Changes in Policy since July 2018

Content amended/removed/ Added	Reason
Amended DSL contact details	DSL names changed



Safeguarding and Child Protection Policy

What is this policy and why was it written?

This policy outlines how staff at the school aim to keep you safe and how you can help to keep yourself and others safe. It has been written for the students belonging to the schools within the Hawkswood Group who are of Secondary age (Key Stages 3 and 4).

What does Safeguarding mean?

All Staff working in the school think that Safeguarding means that they should:

- ❖ Protect you from harm
- ❖ Make sure nothing stops you being healthy or developing properly
- ❖ Make sure you are safely looked after
- ❖ Make sure you have the best life chances and can grow up happy and successful

What will staff do to safeguard me?

All Staff agree that to make sure they look after you they will:

- ❖ Make sure the school is a friendly, welcoming and supportive place to spend time in and is somewhere you want to be
- ❖ Be there for you to talk to if you need to and know who to ask for help
- ❖ Give you safe messages in your lessons to help you learn how to look after yourself both online and in the real world
- ❖ Have all the right rules in place to help look after you. They will follow these rules all of the time (these rules are called policies)
- ❖ We will do our best to spot if there is a problem. All of the adults in school have had training in this
- ❖ We will work with other people (including the people at home) to help protect you and solve any problems you may have
- ❖ We will listen to you if you want to talk to us and need our help
- ❖ We will always take you seriously
- ❖ We will support and encourage you and will respect your wishes and views
- ❖ You can talk to any member of staff, but you should know that there are a number of staff who are responsible for making sure you are safe and well cared for, they are called **Designated Safeguarding Leads** and their names are listed at the end of this policy



What staff will not do:

There might be times when you want to speak to a member of staff and you might want them to keep the information secret. Staff at the Hawkswood Group cannot keep secrets even if this makes you very upset.

All staff have agreed that they will not:

- ❖ Promise confidentiality
- ❖ Tell everyone your secret
- ❖ Talk about your secret openly in front of other pupils
- ❖ Tell you to go away and come back another time
- ❖ Tell you they don't want to listen

What does "abuse" mean?

It can be difficult to recognise if someone is suffering from a form of abuse. Abuse can be when someone hurts another person **physically, emotionally, sexually**, or is **neglectful**. Examples could be:

- ❖ If someone deliberately hits you, hurts you, injures you or humiliates you in different ways
- ❖ If someone says or does something that makes you feel bad about yourself or hurts your feelings, which makes you feel scared, sad, upset or frightened
- ❖ If someone doesn't take proper care of you so you feel abandoned, lonely or neglected. You might not be able to eat or wash regularly, or you might not be able to come to school every day or on time

Abuse **is never ok** and if you think you are being or have been abused you must remember that school staff can try to help you, so you must **always tell someone** and they will help it to stop. A person suffering from abuse might find it hard to recognise that they are victims. So it is important to look out for each other and tell a member of staff if you think your friend or peer might be in need of help.

It is important that you know:

- ❖ It is never your fault if someone is hurting or abusing you
- ❖ There is always someone who can help you
- ❖ If someone is hurting you, they might also be hurting someone else so it is important that you tell someone to make it stop
- ❖ Every child should enjoy their right to a happy and safe childhood.

If you suspect that you or someone else may be suffering from abuse or neglect:

Do not be scared to tell someone straight away – you will always be listened to and taken seriously. Whoever you tell will make a decision in your best interest of who to pass information

to, this may be your parent/carer, Social Worker, the Police, or another member of staff specifically trained in dealing with these issues.

Tips for keeping yourself and others safe:

Bullying - If you think a student or a grown up is bullying you or someone you know, you must tell your teacher/parent/carer or someone you can trust as soon as you can. It won't stop unless you do. Bullying should not be kept a secret.

Saying strange things to you - If a student or a grown up says something to you, or you hear something that you do not like or that upsets you, you must tell your teacher/parent/carer or someone you can trust.

Touching you -Your body belongs to you and not to anyone else. This means **all** of your body. If someone touches you on a part of your body you do not like, it is **NOT OK**. You must tell your teacher/parent/carer or someone you can trust as soon as you can.



Hitting, kicking, punching or smacking you - If a student or a grown up hits, punches or smacks you or hurts you in any way, you must tell your teacher/parent/carer or someone you can trust as soon as you can.

Presents - Presents are a good thing to get, but you should not take a present from anyone without checking with your parents first. Most of the time it will be ok, but sometimes people try and trick children into doing something by giving them presents (like sweets, money, jewellery or phones) This is sometimes called a bribe, and sometimes the person offering you the present might expect something in return. If it does not seem right, tell someone as soon as you can.

On the computer or your phone - Computers and mobile phones help us all to share things and talk to our friends or family, but they can also make it easier for bullies and other people that want to hurt you to get close to you. It is important to know how to keep yourself safe on your computer, your phone and on websites. The Hawkswood Group has an E-safety policy for staff which is there to protect you. If you are unhappy with any comments or photographs you've seen on your computer or mobile then you can also contact www.thinkuknow.co.uk as well as adults in school.

Safeguarding in the school environment

All of the staff at the Hawkswood Group will do their best to make sure the building is safe for you to learn in and spend time in. We will make sure that:

- ❖ We know who everyone is in the school is by asking visitors to sign in at reception. You will always know who a visitor to the school is because they will have signed in at reception and will be wearing a visitor badge around their neck
- ❖ People that we do not know will never be allowed to spend time with you on your own and will not be allowed to walk around the school without a member of staff
- ❖ The building, outside areas and fields will be as safe as they can be for you so that you don't hurt yourself, although accidents can happen if you are not careful

- ❖ Staff will look after you if the fire alarm goes off and you should know what to do and where to go, there will occasionally be fire drills to practice this
- ❖ When you leave school to go on a somewhere, the staff will make sure they can keep you safe wherever you are going
- ❖ Staff know and understand how to keep you safe at school and who to report things to if they are concerned about you

Who can you go to for help?

You can go to any member of staff for help because everyone is trained in safeguarding.



People in school who are trained to the highest level in Safeguarding are called Designated Safeguarding Leads.

Each school in the Hawkswood Group has at least 2 **Designated Safeguarding Leads**. Their names are as follows:

BURNSIDE PRU DESIGNATED SAFEGUARDING LEADS

If you have any concerns or questions, please contact:



Julie Parker
Attendance & DSL
0208 289 4741 ext 209
julie.parker@hawkswoodgroup.org.uk



David Cook
Deputy Headteacher & DDSL
0208 289 4743
David.cook@hawkswoodgroup.org.uk

HAWKSWOOD SECONDARY THERAPEUTIC PRU

DESIGNATED SAFEGUARDING LEADS



Linda McCaffrey
Associate Headteacher & DDSL
0208 289 4645
linda.mccaffrey@hawkswoodgroup.org.uk



Alan Rodney
Deputy Headteacher & DSL
0208 289 4642 ext 113
alan.rodney@hawkswoodgroup.org.uk

HAWKSWOOD PRIMARY PRU

DESIGNATED SAFEGUARDING LEADS

If you have any concerns or questions, please contact:



Marie Gentles
Associate Headteacher & DSL
0208 289 4644
Marie.gentles@hawkswoodgroup.org.uk



Leah Mwaniki
Deputy Headteacher & DDSL
0208 289 4644
leah.mwaniki@hawkswoodgroup.org.uk



Katie L'Aimable
2nd Deputy Headteacher
& DSL for EYFS
0208 289 4644
Katie.l'aimable@hawkswoodgroup.org.uk

FOREST PATHWAY COLLEGE

DESIGNATED SAFEGUARDING LEADS

If you have any concerns or questions, please contact:



Gabby Grodentz

Acting Associate Headteacher & DDSL
0208 289 4646

Gabrielle.grodentz@hawkswoodgroup.org.uk



Jason Brain

Deputy Head & DSL
0208 503 7582

jason.brain@hawkswoodgroup.org.uk

ALTERNATIVE PROVISION

DESIGNATED SAFEGUARDING LEADS

Gabby Grodentz

Associate Headteacher & DSL
0208 289 4646

Gabrielle.grodentz@hawkswoodgroup.org.uk

Nicola George

AP Co-ordinator & DDSL
0208 289 4648

Nicola.george@hawkswoodgroup.org.uk

HAWKSWOOD GROUP ALL PROVISIONS

If you have any concerns or questions, please contact:



Catherine Davies

Hawkswood Group Executive
Headteacher

0208 289 4649

catherine.davies@hawkswoodgroup.org.uk



Olivia Lee

Executive Lead for Safeguarding

0208 289 4647/07970994105

Olivia.lee@hawkswoodgroup.org.uk

If you would rather talk to someone else though, you can talk to any member of staff you feel comfortable with – all staff will know what the next steps should be, which might be telling one of the Designated Safeguarding Leads photographed above.