**Springhead School Safeguarding Statement**

At Springhead School we believe that every student has, at all times and in all situations, a right to feel safe and protected from any situation or practice that results in a student being physically or psychologically damaged. As a consequence we will ensure that:

• All staff are an integral part of the student safeguarding process

• Safeguarding students is seen as an appropriate responsibility for all staff, volunteers and the Governing body and wholly compatible with our professional responsibilities

• All staff in the school are aware of the possibility that a student is at risk of suffering harm, and know how to report concerns or suspicions

• The Headteacher will take responsibility for coordinating action within the school and liaising with other agencies

• All staff will safeguard the welfare of children whilst in the school and take positive measures to address bullying

• We will share our concerns with others who need to know and assist in any referral process

• All staff receive full safeguarding training every three years

• New staff receive safeguarding training within one month of joining Springhead School

**Safer Recruitment Policy**

The Headteacher and Governors of Springhead School are aware of their responsibility for appointing appropriate teaching and support staff, ensuring that all staff have the health and qualifications for the post and are proper and fit persons to be in charge of children and young people.

Springhead School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. To assist in this, the school follows a formal recruitment procedure for the employment of all staff and volunteers, and adheres to the guidelines outlined in the ‘Safeguarding Children: Safe Recruitment and Selection’ and the school’s Child Protection Policy and the Keeping Children Safe in Education Guidance.

We believe that all students, regardless of age, special needs or disability, racial/cultural heritage, religious belief, gender and sexual orientation have the right to protection from all types of harm and abuse. This policy will operate in conjunction with other related policies and procedures, such as whole school policies on Bullying and Equal Opportunities. Our approach to child protection is based on, and reflects the current principles recognised in UK legislation, including those around maintaining confidentiality and reporting concerns about students likely to suffer significant harm to the child protection agencies. We encourage the students in our care to raise any concerns that they might have and ensure that these are taken seriously.

We are committed to working in partnership with parents, child protection agencies and other services within our community to continuously develop and improve the Safeguarding Culture within our school. Our robust approach to safeguarding and promoting the welfare of our students aims to help keep students safe and importantly equip them to tackle the challenges and opportunities of daily life with renewed confidence and vigour.

**Individuals who have lived or worked outside the UK**

Section 114 of ‘Keeping Children Safe in Education’ states that individuals who have lived or worked outside the UK must undergo the same checks as all other staff in schools or colleges. In addition, schools and colleges must make any further checks they think appropriate so that any relevant events that occurred outside the UK can be considered. These further checks should include a check for information about any teacher sanction or restriction that an EEA professional regulating authority has imposed, using the NCTL Teacher Services’ system. Although restrictions imposed by another EEA regulating authority do not prevent a person from taking up teaching positions in England, schools and colleges should consider the circumstances that led to the restriction or sanction being imposed when considering a candidate’s suitability for employment.

At Springhead, every new teacher is checked on the NCTL Teacher Services system for the following:

· Teachers who have failed induction or probation

· General Teaching Council for England (GTCE) sanctions

· Teachers and others prohibited from the profession

· Teachers sanctioned in other EEA member states

We will carry out further checks if appropriate for all staff seeking employment within the school.