

Safeguarding Policy Statement

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Policy statement holder:	Helen Richardson-Hulme
Approval board:	TEN Group Board
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Date of latest approval:	December 2019
Review period¹:	Annual
Date of latest review:	September 2019
Target review date¹:	September 2020
Legislation or regulation:	<p>Child sexual exploitation February 2017 . The Prevent Duty: Departmental advice for schools and childcare providers, 2016 Keeping Children Safe in Education 2019 Working Together to Safeguarding Children 2018 Disqualification under the Childcare Act 2006 What to do if you're worried a child is being abused: Advice for Practitioners, 2015 The Children Act 1989, 2004 United convention of the rights of the child 1991 General Data Protection Regulation / Data Protection Act 2018 Sexual offences Act 2003 Protection of Freedoms Act 2012 Guidance for safer working practice for those working with children and young people in education settings 2019</p>

¹ The Review Period and the Target Review Date refer to our internal policy review process. The published policy is current and is the most recent approved version

Version Control Document

Date	Version No.	Reason for Change	Author
January 2017	2.1	Checked/Updated Terminology (Governors-Academy Councils)	Thomas Mansbridge
July 2017	2.2	Policy review completed	Helen Richardson-Hulme
January 2017	2.2	Text added to front of policy clarifying Review and Target review dates.	Pete Beacock
May 2018	2.3	Legislation/regulation updated to reflect GDPR	Pete Beacock
July 2018	2.4	Annual update	Helen Richardson-Hulme
June/Sept 2019	2.5	Annual update, citing KCSiE 2019, published on 2 nd September 2019.	Helen Richardson-Hulme

Policy Statement

TEN Group is a group of educational organisations aspiring to excellence. Everything we do is to enhance our student's experience, therefore students and their safety is of paramount importance. TEN Group organisations seek to provide a safe and supportive environment where the welfare and health and safety of students is valued, promoted and safeguarded so that students can learn and progress in a safe and secure environment.

TEN Group fully recognises the contribution it can make to protect children from harm and to support and promote the welfare of students who are registered at our institutions.

This means that we will always work to:

- Protect children and young people at our organisation² from maltreatment
- Prevent impairment of our students health or development
- Ensure that children and young people at our institutions grow up in circumstances consistent with the provision of safe and effective care
- Undertake that role so as to enable students at our institutions to have optimum life chances and enter adulthood successfully

Definitions

- References made to 'child' and 'children' refer to children and young people under the age of 18 years. However, the principles apply to professional behaviours towards all pupils including those over the age of 18 years. 'Child' should therefore be read to mean any pupil at the education establishment.³ This applies even after a child has left and until they are 18 years old.
- It applies to all children up to the age of 18 years whether living with their families, in state care, or living independently.⁴

TEN Group Safeguarding Policies aim to:

- Define organisational and individual roles and responsibilities for safeguarding
- Outline our legal responsibilities in relation to safeguarding and child protection
- Outline the process for managing safeguarding referrals
- Make clear the process for raising concerns (whistleblowing)

Each TEN Group organisation has a Safeguarding policy and procedure that incorporates child protection to ensure that every young person who is registered at our institutions is safe and protected from harm.

All staff working in our institutions must read and understand our Safeguarding procedures from the moment they join us.

Our Safeguarding Ethos

Safe Environment

TEN Group is committed to promoting a positive, supportive and secure environment where students can develop a sense of being valued. Organisations within the Group will do this through the effective implementation of a series of procedures related to health, safety and well-being.

² TEN Group School, Academy, College or other institution within the Group

³ Safer Working Practices 2019, page 2

⁴ Working together to Safeguard Children 2018

The following procedures will support the Group's commitment to providing a safe learning environment:

- Admissions and Review
- Alcohol and Drugs
- Bullying and Harassment
- Confidential Care Plan
- Disruptive Behaviour in the Classroom
- e-Safety
- Healthy Eating
- Student Absence
- Unwell Students

In addition to these procedures the Group will outline expectations from our community of students, staff and parents. If these expectations aren't met, the Group will take complaints seriously and respond to them in a positive way. Anyone can raise a complaint about any aspect of the Group's services and have their complaint dealt with in a speedy, fair, thorough and confidential manner.

All staff are expected to read and understand their institution's Safeguarding policy and to know who their Designated Safeguarding Lead is.

Visiting other sites within TEN Group

TEN Group employees are permitted to access school and college sites in the TEN Group and have a degree of flexibility in that they are not escorted on site, on the basis that;

- All TEN Group employees have undergone a satisfactory DBS and Barred List check in line with Keeping Children Safe in Education 2019
- The Principals of TEN Group institutions have written to each other to confirm that all employees have had a satisfactory safer recruitment check and this is on file in their single central record and can be accessed on request
- Parameters of visits are established in advance and take place with the permission and knowledge of the Principal

We believe that this is a sensible policy statement that responds to the requirements for checking visitors as set out in Keeping Children Safe in Education and that is a robust and workable approach within our formal Federation of Academies and Colleges.