

Safeguarding and Child Protection Policy

1. Introduction

1.1 Purpose of the policy

At Holy Cross Greek School, the safety and well-being of our students are of paramount importance. This policy outlines our commitment to safeguarding and child protection, ensuring that all staff, volunteers, and stakeholders understand their responsibilities in creating a secure environment where every child can thrive.

For the purpose of this policy, reference to 'staff' covers all employees, committee, officers, consultants, contractors, volunteers, interns, casual workers, trainees and agency workers.

1.2 Legal framework

This policy is guided by the following legislation and statutory guidance:

- The Children Act 2004
- The Education Act 2002
- Keeping Children Safe in Education 2023
- Working Together to Safeguard Children 2023
- The United Nations Convention on the Rights of the Child (UNCRC)
- The Independent School Standards 2019
- The Data Protection Act 2018

2. Aims

The primary aims of this policy are to:

- Ensure that all children are safe and protected from harm.
- Provide a clear framework for identifying, reporting, and managing safeguarding concerns.
- Establish a safe and supportive environment where children feel valued and listened to.
- Promote a culture of vigilance and shared responsibility among staff, volunteers, and the school community.

3. Roles and responsibilities

3.1 Governing Body (The Holy Cross Greek School Committee)

The Governing Body is responsible for:

- Ensuring the school complies with all statutory safeguarding requirements.
- Reviewing and approving the Safeguarding and Child Protection Policy annually.
- Appointing a Designated Safeguarding Lead (DSL) and ensuring they are appropriately trained.

3.2 Headteacher

The Headteacher is responsible for:

- Implementing this policy and ensuring it is followed by all staff.
- Supporting the DSL and ensuring sufficient resources are available for effective safeguarding.
- Ensuring that all staff and volunteers receive regular safeguarding training.

3.3 Designated Safeguarding Lead (DSL)

The DSL is responsible for:

- Leading on all safeguarding and child protection matters within the school.
- Managing referrals to external agencies such as children's social care or the police.
- Providing advice, support, and training to staff on safeguarding issues.
- Maintaining accurate and secure records of all safeguarding concerns and actions taken.

3.4 All Staff and Volunteers

All staff and volunteers are responsible for:

- Understanding and adhering to this policy and all related safeguarding procedures.
- Completing mandatory safeguarding training and refresher courses.

- Reporting any concerns about a child's welfare to the DSL without delay.
- Maintaining a professional attitude and upholding the school's safeguarding ethos.

4. Safeguarding principles

4.1 Child-centred approach

- The welfare of the child is always the primary concern.
- All actions and decisions should be in the best interests of the child.

4.2 Early help

- The school is committed to providing early help to children and families who may need it.
- Staff should identify emerging needs and discuss these with the DSL to consider appropriate interventions.

4.3 Confidentiality

- Information about safeguarding concerns should be shared only with those who need to know in order to protect the child.
- All records should be kept secure and confidential, in accordance with data protection laws.

5. Recognising and responding to abuse

5.1 Types of abuse

- **Physical abuse:** Deliberate harm to a child's body, such as hitting, shaking, or burning.
- **Emotional abuse:** Persistent emotional maltreatment that affects a child's emotional development.
- **Sexual abuse:** Involves forcing or enticing a child to take part in sexual activities.
- **Neglect:** The persistent failure to meet a child's basic physical and/or emotional needs.

5.2 Indicators of abuse

Staff should be alert to signs of abuse, which may include:

- Unexplained injuries or inconsistent explanations for injuries.
- Changes in behaviour, such as becoming withdrawn, anxious, or aggressive.
- Poor hygiene, frequent hunger, or inadequate clothing.

5.3 Reporting concerns

- Staff should report any concerns about a child's welfare to the DSL immediately.
- If the child is in immediate danger, staff should take direct action by contacting emergency services.
- Concerns should be documented accurately and promptly using the school's safeguarding recording systems.

6. Child protection procedures

6.1 Managing disclosures

- If a child discloses abuse, staff should listen carefully, remain calm, and avoid leading questions.
- Reassure the child that they are being taken seriously and that they will be supported.
- Do not promise confidentiality; explain that the information must be shared to help keep them safe.
- Record the disclosure as soon as possible and pass it on to the DSL.

6.2 Referrals

- The DSL will decide whether a referral to children's social care or other external agencies is necessary.
- In cases where a referral is made, the DSL will follow up to ensure appropriate action has been taken.



- The school will work collaboratively with external agencies to support the child and their family.

6.3 Allegations against staff

- Any allegations made against a member of staff should be reported immediately to the Headteacher (or Chair of School Committee if the allegation is against the Headteacher).
- The school will follow local authority procedures for managing allegations against staff, including informing the Local Authority Designated Officer (LADO).
- The safety and welfare of the child will always be the primary concern during any investigation.

7. Supporting children and families

7.1 Support for children

- The school provides a safe and supportive environment where children feel confident to speak out.
- Where a child has experienced or is at risk of abuse, they will be offered appropriate support, including counselling or referrals to specialist services.

7.2 Support for families

- The school works closely with families to provide support and guidance on safeguarding matters.
- Early help and intervention strategies will be offered to families in need, with the aim of preventing issues from escalating.

8. Online safety

8.1 E-Safety education

- The school incorporates online safety into the curriculum, teaching students about the risks of the internet and how to protect themselves online.
- Regular updates and training are provided to staff and parents on current online safety issues.

8.2 Monitoring and filtering

- The school uses appropriate monitoring and filtering systems to ensure students are protected from harmful online content.
- Any concerns regarding a child's online behaviour or exposure to inappropriate material should be reported to the DSL.

9. Safer recruitment

9.1 Recruitment processes

- The school follows safer recruitment practices, including DBS checks, to ensure all staff and volunteers are suitable to work with children.

9.2 Induction

- All new staff and volunteers will receive a comprehensive safeguarding induction, including the school's safeguarding policies and procedures.

10. Monitoring and review

10.1 Policy review

- This policy will be reviewed annually by the governing body or sooner if required by changes in legislation or guidance.
- The DSL and Headteacher are responsible for ensuring the policy is implemented effectively and that all safeguarding concerns are addressed appropriately.

10.2 Monitoring compliance

- The school will regularly audit safeguarding practices to ensure compliance with this policy and identify any areas for improvement.
- Feedback from staff, parents, and students will be used to inform future policy updates.

11. Appendix (to be added)

Appendix 1: Key Contacts for Safeguarding

Eleni Lampeti (Head Teacher)
John Fotadis (Chair of Committee)

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