



Saint Andrew's International High School

SAFEGUARDING POLICY

Policy Approval Date: April 2025

Review Cycle: Annual

Next Review Date: April 2026

General Statement

This policy is intended as a guide for SAIntS staff, volunteers and the Board of Governors and as a reference for the public in general. Its fundamental purpose is to provide protection from harm, primarily to students and the whole SAIntS community. The school follows the Keeping Children Safe in Education Guidance as a matter of best practice.

Rationale

St. Andrew's International High School will ensure that all necessary and reasonable steps are taken to protect students and other stakeholders from potential harm and to ensure their ongoing success, particularly in relation to the following five outcomes:

Safe recruitment processes are followed to ensure that those who are unsuitable to work with children are not employed

Prevention of abuse and bullying through the creation of a positive school atmosphere and effective teaching and pastoral support offered to students
Protection of individual children by following agreed procedures, ensuring staff are trained and supported to respond appropriately and sensitively to child protection concerns

Support to students who may have been abused

Make a positive contribution to the school and its community

Aims & Objectives

We have a primary responsibility for the care, welfare and safety of the students in our charge, and we will carry out this duty through our Pastoral Care system

- To maintain high level of awareness in all aspects of child protection and safeguarding
- To ensure all staff are aware of safeguarding expectations
- To keep staff and students safe (physically, socially and psychologically)
- To support the good practice of the school to ensure training is up to date
- To protect staff and students from issues that may arise and help them behave in appropriate ways
- To provide a caring, supportive and safe environment
- To value individuals for their unique talents and abilities
- To enable all our young people to be able to learn and develop to their full potential.
- To work alongside external professional bodies to continuously seek advice

Procedures

All staff and Governors have an obligation to complete online safeguarding training before the end of Term 1A. The school will provide additional face to face safeguarding training for all staff at the appropriate level.



The school will ensure relevant staff have a minimum of internationally recognised level 3 safeguarding training once every 3 years.

The School will have a link Safeguarding Governor (Dr Chiwoza Bandawe).

The Designated Safeguarding Lead is Deputy Head Teacher (Jacqui James) and line manages Deputy Designated Safeguarding Lead (Anna Gaunt). The DDSL collates information of a nature that is recognised as a safeguarding concern through the use of **MyConcern**.

DSL and DDSL meet regularly for issues pertaining to children.

Where a member of staff is suspected of a safeguarding concern the DSL must pass this to their line manager or the Head Teacher in the first instance.

The School has developed internal procedure and policies which cater for issues which fall under the safeguarding umbrella.

These include:

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| Anti-bullying | Mental Wellbeing |
| Cyber Safety | Recruitment and Selection Policy |
| Emergency Lockdown | Staff Code of Conduct |
| Life Skills Policy | Suicide and Self-Harm Prevention |
| Equality and Diversity | Whistle Blowing |
| Governor Code of Conduct | |

This policy will be reviewed annually by the DSL, DDSL and relevant Senior Leadership Team members prior to submission to the Policy Committee.