



Policy Approval Date: June 2026

Review Cycle: Annual

Next Review Date: June 2027

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

Saint 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 for all students, including those with Special Educational Needs and Disabilities (SEND), recognising that some pupils may be more vulnerable to safeguarding concerns
- To value individuals for their unique talents, abilities and needs, and to ensure that safeguarding arrangements take account of individual vulnerability or additional support requirements
- To enable all our young people including pupils with SEND, 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 Designated Safeguarding Lead (DSL) training 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.

Pupils with Special Educational Needs and Disabilities (SEND)

The school recognises that pupils with Special Educational Needs and Disabilities (SEND) may face additional safeguarding challenges. These may include difficulties with communication, understanding what constitutes abuse, recognising risk, or reporting concerns. Some pupils with SEND may also be more vulnerable due to increased reliance on adults for care or support.

Staff are therefore particularly vigilant when working with pupils with SEND and do not assume that indicators of possible harm relate solely to a pupil's additional needs or disability. All concerns are considered in the context of safeguarding and child protection procedures.

The Designated Safeguarding Lead (DSL) works closely with the SENCO to ensure that safeguarding arrangements appropriately reflect individual needs, and that pupils with SEND receive the support, protection and reasonable adjustments required to keep them safe.

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:

Anti-bullying	Governor Code of Conduct
Cyber Safety	Mental Wellbeing
Emergency Lockdown	Recruitment and Selection Policy
Life Skills Policy	Staff Code of Conduct
DEIJB (Diversity, Equality, Inclusion, Justice and Belonging)	Suicide and Self-Harm Prevention
	Whistle Blowing

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