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| **Date of revision** | **Detail if required** |
| 13th November 2023 | Change of personnel for DSO |
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**St Andrew’s School Inverurie Safeguarding policy**

This policy applies to all staff, including senior managers and the board of trustees, paid staff, volunteers and relief workers, student helpers from other schools or anyone working on behalf of Aberdeenshire Council.

The purpose of this policy:

* To protect children and young people who attend St Andrew’s School in Inverurie.
* To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

St Andrew’s School believes that a child and young person should never experience abuse of any kind. We have a responsibility to promote the welfare of all children and young people and to keep them safe. We are committed to practise in a way that protects them and are further compelled to review our practice and to make the safeguarding of Children and Young People the living embodiment of the School.

**Legal Framework**

**Children (Scotland) Act 1995**

**Adoption and Children (Scotland) Act 2007**

**Protection of Vulnerable Groups (Scotland) Act 2007**

**Sexual offences (Scotland) Act 2009**

**Children’s Hearings (Scotland) Act 2011**

**Children and Young People (Scotland) Act 2014**

**Digital Economy Act 2017**

**Limitation (Childhood Abuse) (Scotland) Act 2017**

**Policy and Guidance**

**National guidance for Child Protection in Scotland**

**Getting it right for every child (GIRFEC)**

**The Early Years Framework**

**National guidance for Child Protection Committees for conducting a significant case review**

**National Action plan to prevent and tackle child sexual exploitation**

**Child sexual exploitation definition and summary**

**Child sexual exploitation definition and practitioner briefing paper**

**Child rights and Wellbeing Impact Assessment**

At St Andrew’s School we have many policies which are living documents. All of our policies are intertwined and offer a holistic method of treating our pupils.

In particular, this policy should be read in conjunction with our policies on:

1. Anti-bullying policy
2. Physical Intervention policy
3. Reducing restraint policy
4. Code of conduct for staff and volunteers (TBC)
5. Complaints policy
6. Whistleblowing policy

We recognise that:

* The welfare of the child is paramount
* All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
* Some children additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs and other issues
* Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people’s welfare.

We will seek to keep children and young people safe by?

* Valuing them, communicating with them and respecting them.
* Appointing a Designated Safeguarding Officer (DSO) for children and young people and a deputy Safeguarding Officer.
* Adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers
* Providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
* Recruiting staff and volunteers safety; ensuring all necessary checks are made
* Recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers via leaflets, posters and 1-1 discussions
* Using our safeguarding procedures to share concerns and relevant information with agencies who need to know and involving children, you ng people, parents, families and carers appropriately
* Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
* Ensuring that we have effective complaints and whistleblowing measures in place
* Ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the lawa and regulatory guidance

**Contact Details**

Designated Safeguarding Officer (DSO)

Gina Drummond

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Deputy DSOs

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NSPCC Helpline

0808 800 5000