



Safeguarding and Child Protection - 2021/2022



Everyone in **The Hazeley Academy** has a duty to help keep children and young people safe by providing a safe environment, identifying children and young people who are suffering or likely to suffer significant harm and taking appropriate action.

The information in this leaflet has been given to you to make sure you understand what is expected of you.

The Academy's Safeguarding and Child Protection Policy can be found on our website -

[The Hazeley Academy - Policies & Procedures](#)

What might I be concerned about?

At any time you may be concerned about information that which suggest a child is being neglected, or experiencing physical, emotional or sexual harm where they are at risk of Female Genital Mutilation, Forced marriage, Radicalisation and extremism, Peer on peer abuse, Sexual exploitation or sexual violence, being involved with gangs and 'County Lines', Domestic violence or other challenging circumstances.

You might observe physical signs, notice changes in behaviour or presentation, pick up signs of emotional distress or have a child disclose a harmful experience to you.

Harm can be caused by a parent/carer, a family member or family friend, another young person or child, a stranger or a member of staff or volunteer.

What should I do if I have a concern or a child makes a disclosure to me?

Report your concerns to the members of staff pictured overleaf. The information you have shared may not be enough to make a referral but every piece fits together to help the DSL make a decision about the level of risk. The Safeguarding team will make a decision about the next steps which may involve a Multi Agency Referral Form (MARF) being submitted to the Multi Agency Safeguarding Hub (MASH), seeking advice from the MASH even if a referral is not ultimately submitted to ensure the child is supported in the most effective way.

What should I do if the alleged abuser is a member of staff?

If your concern is about a member of staff or volunteer, you should report this to the Principal, Tony Nelson, or the DSL immediately. They will inform the LADO according to policy.

If you are not happy about the outcome of any decision made about a young person, you must challenge it.

Anyone can make a referral to the MASH – call 01908 253169



Safeguarding and Child Protection – 2021/2022



Safeguarding is a term which promotes the welfare of children and protects them from harm.

Safeguarding and promoting the welfare of children is **everyone's** responsibility. **Everyone** who comes into contact with children and their families has a role to play. In order to fulfil this responsibility effectively, all professionals should make sure their approach is child-centred. This means that they should consider, at all times, what is in the **best interests** of the child. *'Keeping Children Safe in education' (2020)*

Safeguarding is defined in *'Keeping Children Safe in Education' (2020)* as:

- protecting children from maltreatment
- preventing impairment of children's mental and physical health or development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes

Anyone can share their concerns about a child, including other children/students.

At the Hazeley Academy, we have five members of staff with specific safeguarding and child protection responsibilities, to share concerns with.

What to do if you are concerned about a student:

Record your concern on CPOMS if you are a staff member. Anyone with a concern can speak to a member of the CP team:



Oliver Mortimer

Designated Safeguarding Lead

omortimer@thehazeleyacademy.com



Karen Hill

Deputy Designated Safeguarding Lead

khill@thehazeleyacademy.com



Toni Whiteman

Safeguarding Team Member

twhiteman@thehazeleyacademy.com



Katy McMenemy

Safeguarding Team Member

kmcmenamin@thehazeleyacademy.com



Laura Whittle

Safeguarding Team Member

lwhittle@thehazeleyacademy.com

Worried Email:

Students can also report any worries that they have (big or small) through the worried email. This is monitored daily by the Safeguarding Team - worried@thehazeleyacademy.com