

George Spencer Academy has a responsibility to protect and safeguard the welfare of children and young people they come into contact with. It is **EVERYONE'S** responsibility to safeguard students and it is important that everyone understands **WHY**.

Our Designated Safeguarding Lead is **Mrs Holland and Mr Hartley**.



Our Deputy Designated Safeguarding Leads are; **Mrs Bostock and the Principal**.



This is our Core Safeguarding Team within school but we know **all adults** in the academy are **safeguarding trained** and can help us if we have an issue or concern for ourselves or someone else.

To keep **everyone safe** George Spencer Academy make sure:

- Gates and doors are locked securely to keep our school a safe environment
- All visitors must sign in and out and wear badges to show they are safe to be around young people
- Members of staff are on duty, before and at the end of school, during breaks and lunchtimes
- Registers are taken in all lessons
- Key members of staff are available to talk and offer support
- Online learning is supported by a safety monitoring system
- Regular assemblies take place to share important information
- Bullying can be reported by text or e-mail

George Spencer Academy ensures the following:

- Students know the roles and responsibilities of the adults in the academy
- Adults in the academy, take all allegations, suspicions or concerns about abuse that a young person makes seriously (including those made against staff) and report them through the correct procedures
- Students are provided with an opportunity and environment to talk to others about any concerns we may have whether it is inside or outside of the academy
- Students are provided with an environment that encourages us and adults to feel comfortable and confident in challenging any attitudes and behaviours that may cause anyone harm or that may discriminate against others
- Staff complete risk assessments for situations and activities to ensure all potential dangers have been identified
- We have themed assemblies, lessons and a curriculum that makes us aware of Safeguarding such as E-Safety and Anti-Bullying.
- As an academy, we treat everyone fairly and with dignity and respect, so we can learn to our best ability
- Staff check our attendance and contact our parents/carers if we are not in school. If they can't make contact then they make home visits

George Spencer Academy ensures we don't do the following:

- Allow or accept abusive or discriminatory behaviour
- Take part in inappropriate behaviour or contact with others; either face to face, or using social media and mobile devices
- Use inappropriate or insulting language
- Behave in a way which might cause upset to another, which could also disrupt learning

George Spencer students understand that the following is important from adults:

- All adults listen to what we have to say with an open mind
- Adults do not ask leading questions so that we would reveal more details, if they are worried about our safety, they might invite somebody else in (another professional) to talk to us
- Adults never stop us from freely talking about or sharing information about significant events
- Adults make accurate and specific notes of the discussion, to make sure all of our concerns are recorded
- Adults don't promise to keep secrets, they will explain that they have a responsibility to report what we have said to someone else if they are worried about our safety
- Other adults in the academy immediately tell the safeguarding team when they are worried about our safety

BECAUSE OF THIS WE FEEL SAFE