

## **CHILD PROTECTION POLICY**

- The school is committed to the welfare, protection and safekeeping of all its pupils.
- All children have a fundamental right to be protected from harm and from all forms of neglect, abuse and exploitation and should feel safe and secure at school
- Parents should be reassured that it is the aim of the school always to act in the best interests of their child and to encourage the fullest possible involvement of and consultation with parents.
- Pupils should know that they have a means of raising issues of personal concern. They should feel that their concerns are taken seriously, that they are encouraged to talk and that they are listened to.
- Teaching and non-teaching staff should be aware of their responsibilities in identifying and reporting possible cases of abuse.
- The school provides a structured internal procedure to be followed by all members of the school community in cases of suspected abuse.
- The school will support pupils' development in ways which will foster security, confidence and independence.

### Statutory duty

- The School will take immediate action to safeguard the welfare of any pupil who it suspects is being harmed or is in danger of being harmed.
- The school adopts the provisions of The Children Act, 1989, and the advice given in Circular DfES/0027/2004
- All staff appointed to the school, and who will have substantial opportunity for access to pupils, are subject to a criminal record check from the Criminal Records Bureau (CRB) before the appointment is confirmed. In addition proof of identity and academic qualifications is required.
- If we are hosting a visitor such as a work experience volunteer, or a potential PGCE student observing for a short while (i.e. less than a term), we insist that they have a current (i.e. within the last 12 months) enhanced disclosure from CRB and that the Headmaster or Bursar sees this document before they join or on their first day here.
- If someone is undertaking a placement for more than a term at King's we seek an enhanced disclosure from CRB in the usual way even if they already have one

### Child Protection Co-ordinator

- The child protection co-ordinator (the designated person) is the school nurse who will work in conjunction with the Headmaster on all child protection issues.

## **EQUAL OPPORTUNITIES POLICY**

The King's School is committed to securing equality of opportunity through the creation of an environment in which individuals are treated on the sole basis of their relevant merits and abilities. This commitment is shared by pupils, staff, parents and governors.

We oppose all forms of unlawful or unfair discrimination on the grounds of race, sex or disability and aim to ensure equal treatment for all.