Child Protection Policy

1. Introduction

Alpha Training is committed to safeguarding and promoting the welfare of all children and young people. We believe that all students have the right to be protected from harm, abuse, and neglect. This policy outlines our approach to child protection and the procedures we will follow to ensure the safety and wellbeing of our students.

2. Aims

- To provide a safe and secure environment for all students.
- To establish and maintain an ethos where children feel secure, are encouraged to talk, and are listened to.
- To ensure that all staff are aware of their responsibilities in identifying and reporting possible cases of abuse or neglect.
- To promote effective working relationships with other agencies involved in safeguarding children.

3. Legal Framework

This policy has been developed in accordance with the following legislation and guidance:

- Children Act 1989 and 2004
- Education Act 2002
- Working Together to Safeguard Children 2018
- Keeping Children Safe in Education 2024
- Prevent Duty Guidance 2015

4. Definitions

- **Child**: Anyone who has not yet reached their 18th birthday.
- **Safeguarding and promoting the welfare of children**: Protecting children from maltreatment; preventing impairment of children's health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.

5. Roles and Responsibilities

5.1. Designated Safeguarding Lead (DSL)

The DSL is responsible for:

- Managing referrals to relevant agencies.
- Providing support and advice to staff on child protection matters.
- Ensuring that appropriate training is provided to all staff.
- Maintaining detailed, accurate, and secure records of concerns and referrals.

5.2. Staff and Volunteers

All staff and volunteers are expected to:

- Be familiar with and follow this policy.
- Attend appropriate training sessions.
- Be vigilant in identifying signs of abuse and neglect.
- Report any concerns to the DSL immediately.

6. Recognising Abuse and Neglect

All staff should be aware of the indicators of abuse and neglect, which may include:

- Physical abuse: Unexplained injuries or burns, particularly if they are recurrent.

- Emotional abuse: Excessive withdrawal, fearfulness, or other emotional responses.
- Sexual abuse: Age-inappropriate sexual behaviour or knowledge.
- Neglect: Poor hygiene, untreated medical conditions, or consistently hungry or tired.

7. Reporting Procedures

7.1. When a Child Discloses Abuse

If a child discloses that they are being abused, staff should:

- Listen to the child and take their allegations seriously.
- Reassure the child that they have done the right thing by telling someone.
- Record the disclosure accurately and factually.
- Inform the DSL immediately.

7.2. When Staff Have Concerns

If staff have concerns about a child's welfare, they should:

- Record their observations and concerns in writing.
- Report their concerns to the DSL as soon as possible.

8. Confidentiality

Child protection information will be treated as confidential and only shared with relevant professionals. Staff will be informed of relevant details only when the DSL feels their having knowledge of a situation will improve their ability to deal with an individual child and/or family.

9. Allegations Against Staff

Allegations against staff will be taken seriously and investigated in accordance with the Local Safeguarding Children Board (LSCB) procedures. If an allegation is made against a member of staff, the Principal will be informed immediately.

10. Training and Awareness

All staff will receive appropriate child protection training to ensure they understand their responsibilities and are able to identify and report concerns. Training will be updated regularly to reflect current legislation and best practice.

11. Monitoring and Review

This policy will be reviewed annually by the governing body to ensure it remains up-to-date with legislation and best practice. Any deficiencies or weaknesses in child protection arrangements will be remedied without delay.

Contact Information

- Designated Safeguarding Lead (DSL): Michelle Howdle
- Deputy DSL: Donna Reynolds

Approved by: Michelle Howdle

This policy ensures that Alpha Training provides a safe environment for all children and young people and sets out clear procedures for safeguarding and protecting them from harm.