



## **Safeguarding Policy – September 2016**

### **Legal Obligations**

This policy has been drawn up on the basis of the law and guidance that seeks to protect children including the Children's Act 1989, United convention of the Rights of the Child 1991, Data Protection Act 1998, Human Rights Act 1990, Sexual Offences Act 2003, Children's Act 2004, Safeguarding Vulnerable Groups Act 2006, Protection of Freedoms Act 2012, Children and Families Act 2014, and SEND Code of Practice 2014.

### **Objectives**

Top Up Teachers Plus Ltd believes that a child or young person should never experience abuse of any kind and believe we have a responsibility to promote the welfare of all children and young people and to keep them safe. We believe that all children, regardless of age, gender, disability, racial heritage, religious belief, sexual orientation or identity have the right to equal protection from harm or abuse. We understand that some children are additionally vulnerable because of the impact of previous experiences, communication needs, level of dependency or other issues. We are committed to practice in a way that protects them.

Our objectives are:

- To protect children and young people who receive Top Up Teachers Plus Ltd's services.
- To provide all staff with the overarching principles that guide our approach to safeguarding and child protection.
- To work in partnership with schools to promote the welfare of all children and protect them from harm.
- To have a policy in place so all employees know what is expected of them as individuals and as part of the organisation, in order to effectively stay within the law, protecting children and young people.

### **Achieved by:**

- We recruit staff safely, ensuring all necessary checks are made including DBS, Right to work in the UK, appropriate qualifications for the role required, current valid safeguarding training including Child Protection and Prevent training.
- We actively adopt child protection and safeguarding practices through procedures and a code of conduct for all staff.
- We ensure our staff provide a safe physical environment for children and staff by applying Health and Safety procedures, following the Schools' Health and Safety Policy.



- We ensure our staff create and maintain an anti-bullying environment and ensure they deal effectively with any bullying that does arise, following the Schools' Anti-Bullying Policy, where applicable.
- We use our safeguarding procedures to ensure staff share concerns and relevant information with the Designated Safeguarding Lead within the schools they work in
- We provide effective management for staff through supervision, support and training, ensuring all training is valid and up to date.
- We use our procedures to manage any allegations against staff appropriately.
- We review our policy and practice annually.

The equality policy is fully supported by the directors of the company:

A handwritten signature in black ink, appearing to read 'M. Webster', written in a cursive style.

**Matt Webster (BSc Hons, PGCE)**

**Director**

A handwritten signature in black ink, appearing to read 'J. Webster', written in a cursive style.

**Julie Webster (BEd Hons)**

**Director**