

ISO Safeguarding Policy

Aims

ISO recognises that it has a duty to ensure arrangements are in place for safeguarding and promoting the welfare of children and we will carry out this duty through our teaching and learning, pastoral care and extended school activities. All members of the school will at all times establish and maintain a safe environment where children feel secure, are encouraged to talk to adults they can trust and are listened to. Through training, all staff (teaching and non-teaching) will be able to recognise the signs of abuse and understand their responsibility when a child may be at risk of harm. Training of all staff will be updated annually.

ISO Safeguarding Policy has been developed in accordance with the principles established by the United Nations Convention on the Rights of the Child, and follows recommendations of the UK Government, European Commission advice on safeguarding and child protection and Romanian law.

The school takes seriously its responsibility to safeguard and promote the welfare of children; and to work together with other agencies to ensure adequate arrangements within our school to identify, assess, and support those children who are suffering or potentially at risk of harm.

ISO Safeguarding Policy must be considered with the Safer Recruitment Policy, Child Protection Policy, Visitors Policy, Educational Visits Policy, Health and Safety Policy, Student Support Services, Home School Bus Safety Policy, Attendance Policy, Internet Safety Policy and Mobile Devices Policy.

Staff Recruitment

In line with the guidance of 'Safer Recruitment' the Heads of Schools and Director have completed Safer Recruitment training. All staff including volunteers who have access to children in our school have been carefully selected and documentation is thoroughly screened. All staff members are required to have international police checks prior to commencing work. All details of all appointments/checks are held in a central record.

Child Protection

ISO has a Designated member of staff

The designated senior member of staff for Safeguarding in this school is: **MR Ahmet Dundar** (Director)

In their absence/to assist:

..... (STUDENT SUPPORT SERVICES/ SCHOOL COUNSELLOR)

Our designated members of staff are fully trained and receive updated training every year. All staff are responsible for informing the CPO of any concerns. It is the responsibility of the designated member of staff to manage any disclosures and subsequent actions; informing appropriate personnel including external agencies (police and or social services) when deemed necessary. All such pupils are closely monitored, including attendance, and where extra concerns arise these are passed on to the appropriate agencies. Advice and support are offered to other members of staff dealing with a pupil for whom there are concerns.

Children with Special Educational Needs

ISO recognise that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse. All staff that support these pupils will be aware of the need for vigilance for signs of abuse.

Parents

This school believes in working closely with parents and in most cases where we have a concern about a pupil, the parents will be informed. In our school prospectus we have set out our obligations regarding safeguarding and child protection to pupils so parents can have an understanding of the responsibility placed on this school.

Allegations against a member of staff

Where there is a concern that a member of staff may have behaved inappropriately the CPO will discuss the matter with the Director. However, where the allegation made concerns the Headteacher the Director will investigate.

All allegations made regarding the use of inappropriate images, comments or documents on staff personal mobile phones, computers or social networking sites will also be dealt with in this manner. All our staff, volunteers and visitors must do everything they can to safeguard children; promote good health, manage behaviour, and maintain records, policies and procedures.

Safeguarding children from radicalisation

Radicalisation is a process by which an individual or group comes to adopt increasingly extreme political, social, or religious ideals and aspirations that reject or undermine the status quo or reject and/or undermine contemporary ideas and expressions of freedom of choice.

At ISO, we build pupils' resilience to radicalisation by promoting fundamental values and enabling our pupils to challenge extremist views.

The school has engaged positively with appropriate training to ensure all staff have the skills and knowledge to refer any concerns appropriately. This is done, primarily, through EduCare on-line training.

Referral for any issue concerning potential radicalisation to extremism should be managed as any other safeguarding referral. Ahmet Dundar (Director) provides the lead for the school on Child Protection and Safeguarding and can be contacted directly for any concerns or for clarification on process.

Signs and indicators for radicalisation

- changing their behaviour or appearance
- adopting styles of clothes associated with groups with whom they have had no previous connection – this could be faith or political based
- becoming isolated from friends, peers or family members
- becoming involved with groups of pupils who have strong ideological ideas
- viewing websites which contain extremist ideologies or symbols
- attempting to recruit others to an extremist ideology or cause
- vocalising extremist ideologies, using extremist language
- questioning identity and sense of belonging
- glorifying current terrorist activity seen in the media

- displaying extreme behaviour related to ideology and / or religion ·
requesting extended holidays to regions known to be unsafe or places not associated with the family
- possessing or discussing extremist material ·
family not being aware of absences from classes.

Review Date: Summer 2017