

Child Safeguarding Policy Awareness

Policy Statement

The Mpesa Foundation Academy management is committed to ensure:

- The welfare of each student is keenly attended to, in order to enable each student take full advantage of the main aim, which is to facilitate their education journey to becoming the best they can be.
- All our students are safe and protected from harm.
- Safeguarding procedures are in place to help students to feel safe and learn to stay safe.
- Adults in the school community are aware of the expected behaviors and the school's legal responsibilities in relation to safeguarding and child protection.

Dealing with child protection Concerns

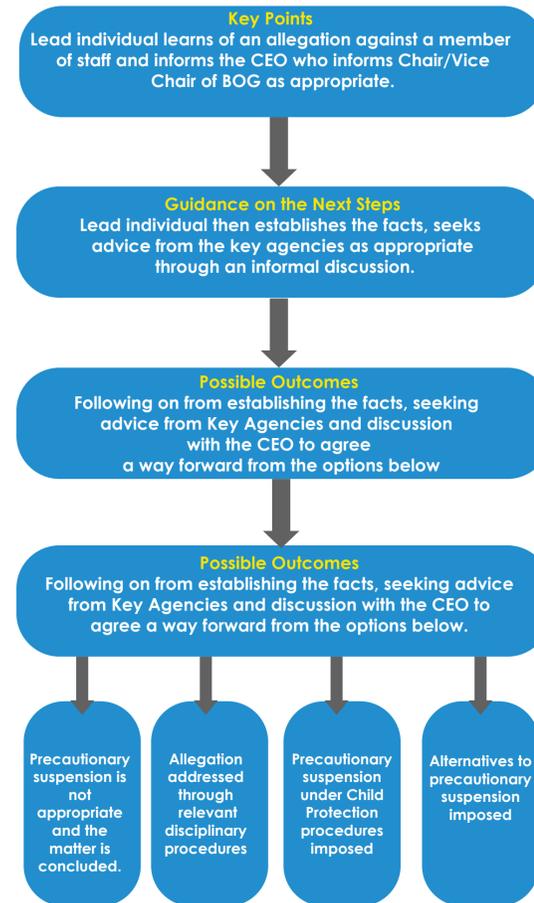
Processes for Referral are set out in the Flowchart below:
Procedure where the School has concerns, or has been given information, about possible abuse by someone other than a member of Staff.



Where appropriate the source of the concern will be informed as to the action taken. The Designated Lead will maintain a written record of all decisions and actions taken and ensure that this record is appropriately and securely stored

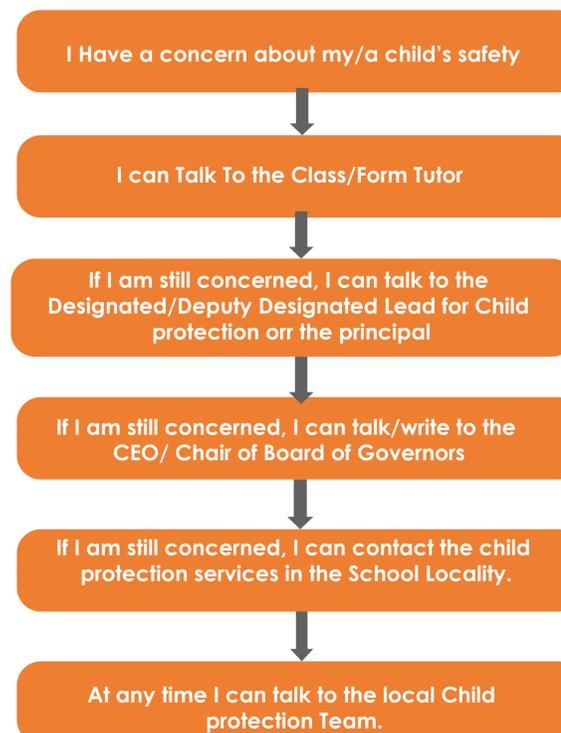
Dealing with Allegations of Abuse Against a Member of Staff

The Mpesa Foundation Academy management is committed to ensure:



Managing safeguarding and child protection

If a parent has a potential child protection concern:



Internal mechanisms for whistle blowing Inside the mind of a whistle blower



DOs and DON'Ts when Responding to a Disclosure of Abuse

DOs

- Create a safe environment by offering the child a private and safe place if possible.
- Stay calm and reassure the child and stress that he/she is not to blame.
- Tell the child that you know how difficult it must have been to confide in you.
- Listen carefully.
- Use the 'tell me', 'explain', 'describe' and/or mirroring strategy.
- Tell the child what you are going to do next.
- Tell only the Designated or Deputy Safeguarding Lead.
- Record in detail using the Welfare Concern Record without
- Delay/avoid, using the child's own words where possible.

DO NOT:

- Take photographs of any injuries.
- Postpone or delay the opportunity for the student to talk.
- Take notes while the student is speaking.
- Ask the student to write an account.
- Interview the student and try to investigate the allegation yourself.
- Ask another adult to witness the disclosure.
- Promise confidentiality e.g. say you will keep 'the secret'.
- Approach or inform the alleged abuser.