

KAMUZU  **ACADEMY**



CHILD PROTECTION POLICY

Date updated: 28th June 2023

CHILD PROTECTION POLICY

RATIONALE

Kamuzu Academy aims to create a safe environment for all children to learn and flourish, with zero tolerance for child abuse in any form.

AIMS

Our vision is to create a community where pupils feel happy, protected, respected and confident that their health, safety, well-being and interests are protected and prioritised.

The policy also helps safeguard the integrity of the institution and its staff.

OBJECTIVES

- **Ensure the safety and protection of all pupils at the Academy**
- **Ensure the safety and protection of all members of staff employed by the Academy**
- **Ensure zero tolerance for child abuse in any form**
- **Provide clear guidelines of how child abuse allegations are reported and managed**
- **Provide clear guidance on reintegration for any individuals involved**
- **Integrate child protection into all areas of organisational strategy, structures and working practices within the wider school community**
- **Empower and educate children on their safeguarding rights**

PROTOCOLS AND PROCEDURES

Each member of staff should be equipped with professional knowledge on how to handle reported cases of child abuse. This includes, among other things, the need for confidentiality and promptness in reporting to the subsequent level.

Steps for staff to take on reported/disclosed cases of child abuse

Cases of child abuse must be reported to the Designated Safeguarding Lead (DSL) – Mr Hawkins Gondwe the Deputy Headmaster (Pastoral) immediately. If the DSL is unavailable, reports should be handed to the Deputy Designated Safeguarding Leads (DDSL) – Mr Harry Kamsesa / Ms Tinyade Masi as soon as possible.

- Each case must be dealt with promptly and an initial report must be generated within 24 hours
- The DSL (or DDSL) must report the allegations to the Headmaster immediately before commencing an investigation
- Each case has to be treated as highly confidential
- The DSL (or DDSL) is required to investigate the allegations and present to the safeguarding committee
- The safeguarding committee then present their findings to the Headmaster
- The Headmaster will recommend to the Board of Governors the course of action to be taken (if the accused is one of the employees/teaching staff or students of Kamuzu Academy)
- The Headmaster will inform all relevant authorities (especially if the case falls outside the bounds of the Academy)
- The Deputy Head Pastoral will liaise with parents/guardians of all students involved

