



Child Protection Policy

The purpose of our Child Protection Policy

Harp Academy (HA) recognises that it, and its associates, have an explicit duty to safeguard and protect children from abuse as defined in the Children Act of 2004 and the Education Act of 2002. The overall intention and purpose behind our protection policy is underpinned by the fundamental principle of the Children act of 1989:

'the welfare of the child is paramount'

Everyone involved in Harp Academy shares an objective to help keep children safe by

- Providing a safe environment in which to learn
- Supporting children's development in ways that foster self-esteem and independence
- Identifying and responding to children in need of support and/or protection

Harp Academy Commitment

Our commitment is to:

- Establish and maintain an ethos where children feel secure
- Establish and maintain an ethos where and are encouraged to talk
- Establish and maintain an ethos where children are listened to
- Ensure all children have an effective means of communication with their HA teacher
- Include activities and opportunities for playing together in an atmosphere of safety and encouragement
- Give opportunities for group discussion of thoughts and feelings in an atmosphere of trust, acceptance and tolerance

Roles and Responsibilities

All adults working with or on behalf of children have a responsibility to safeguard and promote the welfare of children. Harp Academy associates need to be alert to the signs of abuse and report any concerns to the Designated Person in the school where they are working.

Statistically children with behavioural difficulties and disabilities are more vulnerable to abuse. Harp Academy associates must be sensitive to signs of abuse.

The Governing Body of each school in which we operate is responsible for ensuring the annual review of their own child protection policy and Harp Academy associates should understand and adhere to this policies.

Allegations against Harp Academy staff

All staff should be aware of their duty to raise concerns about the attitude and actions of their colleagues. If a child makes an allegation against a member of staff, the School's Head Teacher and Harp Academy's Managing Director must be immediately informed.

The Head Teacher/Senior Teacher will discuss the allegation with the Harp Academy Managing Director and consult the Lead Officers for Child Protection for the Local Authority. If the allegation concerns the behaviour of the Head Teacher or Harp Academy Managing Director, the Chair of Governors for the School should immediately be informed.

Our lettings agreement for other users requires the organiser will manage the suspension of adults where necessary from the School premises.

Child Protection Awareness

All employees of Harp Academy are required to successfully complete the NSPCC programme of Child Protection Awareness. A copy of this certification will be held on file in Harp Academy's office.