

Safeguarding Policy

Policy Review Date: 21/03/2025

Next Review Date: 21/03/2026

Introduction

This Safeguarding Policy represents a firm and comprehensive commitment to ensuring the safety and well-being of all students and staff at FSOB. It has been designed in compliance with the UK's legislative framework, including the Children Act 2004, the Safeguarding Vulnerable Groups Act 2006, the Protection of Freedoms Act 2012, and Keeping Children Safe in Education 2021.

Aims of the Policy

The objectives of this policy are:

- A. To safeguard students and staff of all ages from harm and abuse.
 - B. To foster a safe, respectful, and inclusive environment.
 - C. To ensure that all staff and students are fully aware of their roles and responsibilities in safeguarding.
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Scope

This policy applies to all students, staff, volunteers, contractors, and any individuals interacting with the FSOB community.

Definitions

"Safeguarding" refers to the protection of children and vulnerable adults from maltreatment, the prevention of health and development impairment, ensuring children grow up in environments conducive to safe and effective care, and taking actions to ensure the best possible outcomes for all children.

Designated Safeguarding Lead (DSL)

The DSL holds responsibility for coordinating and overseeing all safeguarding procedures at FSOB. The DSL ensures that all members of the school community are both aware of and adhere to this policy and its procedures and receive adequate training.

Safeguarding Procedures

A. Recruitment

All new staff are subject to thorough checks, including DBS checks (where applicable), prior to employment, to ensure their suitability for working with children and young people.

B. Training

All staff will receive safeguarding training during their induction, with regular refresher sessions thereafter. Training will address recognising signs of abuse, responding to disclosures, and following proper reporting protocols.

C. Reporting

Any concerns regarding the welfare of a student or staff member should be immediately reported to the DSL. The DSL will then determine the appropriate course of action in line with statutory guidance.

Allegations Against Staff

Allegations made against staff will be addressed promptly, fairly, and with due respect for all parties involved. Any staff member under investigation for alleged misconduct will be treated in accordance with the school's disciplinary procedures and relevant legal and statutory guidance.

Online Safety

FSOB will implement suitable filtering and monitoring systems to protect students from harmful online content. Students and staff will receive guidance and training on how to stay safe online.

Working with External Agencies

The School will collaborate with local authorities, health partners, and other relevant agencies to enhance safeguarding efforts.