

# QUEEN ELIZABETH'S GIRLS' SCHOOL

## Safeguarding Children – Information for Applicants

At Queen Elizabeth's Girls' School, we take the safeguarding of children extremely seriously. All posts are exempt from the Rehabilitation of Offenders Act and all appointments are subject to an Enhanced Disclosure & Barring Service (DBS) check.

All adults who come into contact with children and young people in their work have a duty of care to safeguard and promote their welfare.

The Children Act 2004, through the Stay Safe outcome of the Every Child Matters Change for Children programme, places a duty on organisations to safeguard and promote the wellbeing of children and young people. This includes the need to ensure that all adults who work with or on behalf of children and young people in these organisations are competent, confident and safe to do so.

All adults who work with, and on behalf of, children are accountable for the way in which they exercise authority, manage risk, use resources and safeguard children and young people.

Children and young people have a right to be treated with respect and dignity. It follows that trusted adults are expected to take reasonable steps to ensure the safety and wellbeing of children and young people. All members of staff are in a position of trust and have a duty to keep children and young people safe and to protect them from sexual, physical and emotional harm.

All staff should

- familiarise themselves with school policy and procedures with respect to safeguarding children
- understand the responsibilities which are part of their employment or role and be aware that sanctions will be applied if these provisions are breached
- always act, and be seen to act, in the child's best interests
- avoid any conduct which would lead any reasonable person to question their motivation and intentions
- take responsibility for their own actions and behaviour

As staff working in a school we are all responsible for the protection and safeguarding of the welfare of the young people in our care. This means during the school day, extra-curricular activities, at work placements and on visits and journeys.