

7. STUDENT WELLBEING AND SAFETY AT SCHOOL

Rationale

Schools are required by law to provide a safe environment for all students.

Purpose

- To outline how we provide a safe environment for students.
- To ensure students are aware of what to do if they feel unsafe or are aware of others who are unsafe.
- To provide an environment where staff and students can ask for help.

Guidelines

- A safe environment is actively built and maintained by staff acting ethically and maintaining a strong duty of care, with the support of pastoral, restorative and punitive processes as applicable.
- A safe environment is also actively built and maintained through regular promotion and explanation of the School Values (in particular “We respect each other” and “We treat all people fairly”) and School Rules (as outlined in the Student Handbook).
- Students are advised regularly in assemblies, Health programmes or individual guidance sessions:
 - About keeping themselves safe
 - About valuing themselves as individuals
 - About acceptable and non-acceptable behavior/communication – to them and by them
 - To **speak up** if they are being harassed or abused.

Procedures

- Health programmes will identify good communication practices. Students will be made aware of helping networks within the school, through assemblies and health programmes.
- Staff of all levels will use restorative and/or punitive processes as appropriate.
- Any form of bullying (emotional, physical, racial, sexual, text or cyber etc.) is regarded as unacceptable and dealt with both by working with the offender and supporting the victim.
- School Values and Rules are clearly communicated and regularly promoted.
- Parents/volunteers on overnight trips will be safety checked.
- Staff are made aware of professional boundaries.
- On site Contractors likely to spend unsupervised time with children during school hours will be Police vetted.
- Where appropriate, Safety Plans will be developed and implemented on an individual basis.

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Resources

[James Hargest College – Disclosure of Abuse Policy](#)

[James Hargest College - Personnel Policy](#)

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