



Safeguarding and Child Protection Statement

1. Marlborough House School ("the School") is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. The School fully recognises its responsibilities for safeguarding and child protection in accordance with current legislation (the Children Acts 1989 and 2004, and Department for Education (DfE) guidance Keeping Children Safe in Education 2022 (KCSIE).
2. Marlborough House School operates safe recruitment practices in checking the suitability of staff and volunteers to work with children. All applicants undergo child protection screening, including checks with past employers. Application forms are scrutinized for employment gaps or anomalies, referees are contacted and interviews will include questions to explore the suitability of candidates to work with children. The School will consider carrying out an online search on shortlisted candidates as part of its due diligence. All members of staff are required to undergo an enhanced Disclosure ("DBS") check and where applicable a Barring Service check prior to appointment. Additionally, successful applicants should be aware that they will be required to notify the school immediately if there are any reasons why they should not be working with children. This includes any staff who are disqualified from childcare or registration.
3. All staff within the School (teaching and non-teaching) have a responsibility to be mindful of issues and behaviors related to children's safety and welfare. All staff have a responsibility to recognise and identify children who may be in need of early help and act on any concern in accordance with the School's Safeguarding and Child Protection policy. As such, Safeguarding is an important part of the induction process for all staff.
4. The School has a designated senior member of staff, or Designated Safeguarding Lead (DSL), who has overall responsibility for safeguarding and child protection. They provide termly safeguarding update training for all staff. All Safeguarding or child protection concerns should be referred to the DSL. All low level concerns relating to staff should be referred to the DSL. More significant safeguarding concerns should be referred to the Head.
5. All staff need to know that inappropriate behaviour with or towards children is unacceptable. All staff should be aware that when dealing with children, and particularly with adolescent boys and girls, attitudes, behaviour, demeanour and language all require careful care and thought. Intimate relationships between staff and pupils will be regarded as a grave breach of trust.
6. Annual staff appraisal discussions include consideration of attitudes to and confidence around safeguarding. Appraisal targets may include updated or enhanced Safeguarding training.

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