



Safeguarding Statement - Newbury Hall

Newbury Hall is committed to safeguarding and promoting the welfare of children and young people, and expects all staff and volunteers to share this commitment.

Safeguarding is everyone's responsibility.

Safeguarding is a priority with arrangements in place to ensure learners feel and are safe on school premises and during off-site activities. The learner experience and individual achievement are paramount and safeguarding initiatives are developed to impact positively upon this. The school ensures safeguarding legislation and guidance are adhered to and taken into account when developing and revisiting policies, procedures and associated arrangements.

The school provides a safe physical environment for its learners and staff, ensuring that campuses and premises are of a good standard. Health & Safety arrangements are in place to ensure adherence to current legislation and guidance.

Newbury Hall operates rigorous safer recruitment and induction procedures designed to emphasise the school's commitment to the safeguarding of its learners and staff. The procedures include interrogating application forms for gaps in education and work histories to be explained at interview, questioning at interview stage by a panel including members with safer recruitment qualifications, verifying qualifications, acquiring references, performing Disclosure and Barring Service (DBS) checks, checking barred lists and acquiring other overseas police records checks. It is a condition of employment that all staff train to a level appropriate to their safeguarding responsibilities. Staff are expected to attend internal and external training and awareness sessions covering safeguarding issues throughout their induction and ongoing employment.

The school has a designated safeguarding lead and policies and procedures in place to deal effectively with child protection and other safeguarding issues, together with recording and monitoring processes. The proprietor and the senior leadership team will continue to keep abreast of developments in this area and implement arrangements to continually improve the safety and awareness of its learners and staff.

Newbury Hall's policies for safeguarding, safer recruitment, recruitment of ex-offenders, etc can be found at <https://newburyhall.me/links/>.