



THE HIVE ACADEMY

T H R I V E & S T R I V E

The Hive Academy Child Protection Policy

1. Introduction

At The Hive Academy, the safety and well-being of our students are our highest priorities. We are committed to creating an environment where all children feel safe, valued, and supported. Our Child Protection Policy reflects our dedication to safeguarding every student from harm, abuse, neglect, and bullying while fostering a community of trust, respect, and open communication.

2. Purpose

The purpose of this policy is to:

- Establish a clear framework for the protection and safeguarding of all children under our care.
- Provide staff, students, and parents with guidance on recognising, reporting, and responding to concerns of child abuse, neglect, grooming, bullying, and exploitation.
- Ensure compliance with relevant laws, regulations, and best practices in child protection.

3. Scope

This policy applies to:

- All students enrolled at The Hive Academy.
- All staff, including teachers, support staff, volunteers, and contractors.
- Visitors and external agencies interacting with students within the school environment.

4. Principles

Our Child Protection Policy is guided by the following principles:

- **Best Interests of the Child:** The well-being and safety of the child are paramount in every decision.
- **Zero Tolerance:** We have zero tolerance for any form of abuse, neglect, exploitation, or bullying.
- **Empowerment:** Students are empowered to speak up and express their concerns or fears in a safe environment.
- **Confidentiality:** All reports and concerns are handled with strict confidentiality, shared only with those necessary for intervention and support.
- **Accountability:** All staff are accountable for the protection of children and are required to adhere to this policy and its procedures.

5. Definitions

- **Child Abuse:** Includes physical, emotional, sexual abuse, and neglect.
- **Neglect:** The failure to meet a child's basic needs, including food, clothing, and emotional support.
- **Grooming:** Actions taken to build a relationship with a child or the child's guardians, with the intent to abuse the child.
- **Bullying:** Unwanted , aggressive behaviour that involves a real or perceived power imbalance. It can take the form of verbal, physical, social or cyberbullying. Bullying can cause lasting harm to both the victim and the perpetrator
- Exploitation-Exploitation refers to the act of taking advantage of a child for personal gain, which may include, but is not limited to:
 - Sexual Exploitation: Involvement of a child in sexual activities, including online exploitation, prostitution, or pornography, regardless of the child's consent.
 - Labor Exploitation: Coercion of a child into performing labor that is inappropriate for their age, development, or detrimental to their physical, emotional, or educational well-being.
 - *Economic Exploitation: Unfair treatment of a child in financial or commercial contexts, including situations where a child's labor, skills, or time is used for economic gain.
- Objective:
 - To safeguard students from all forms of exploitation, including sexual, labor, and any other type of exploitation, ensuring that the school environment remains safe and supportive for every child.
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- 2. School's Stance on Exploitation:
 - The school adopts a zero-tolerance policy towards all forms of exploitation. We are committed to protecting our students from any situation where they might be exploited and ensuring that all members of the school community are vigilant and proactive in preventing such occurrences..
- 3. Prevention Strategies:
 - Education and Training: Regular training for staff and students on the signs of exploitation and how to respond appropriately. This includes understanding the risks of online exploitation and promoting safe online behaviour.
 - Vetting and Supervision: Ensuring that all staff, volunteers, and external providers undergo thorough background checks and are adequately supervised when interacting with students.
 - Safe Recruitment Practices: Implementing rigorous recruitment procedures to ensure that individuals who pose a risk of exploitation to children are not employed by the school.
- 4. Support for Victims:
 - Counselling Services: The school will provide access to counselling and support services for any student who has been a victim of exploitation. This includes referrals to external specialists when required.
 - Reintegration Support: Supportive measures to ensure the student can continue their education in a safe and accommodating environment.

- 4. Collaboration with External Agencies:
- The school will work closely with local child protection agencies, law enforcement, and social services to ensure that all cases of exploitation are addressed promptly and effectively.

5. Review and Monitoring:

- The school will regularly review its policies and practices to ensure they are effective in preventing exploitation. Feedback from students, staff, and the wider school community will be incorporated to continuously improve our protective measures.

6. Zero Tolerance for Bullying

At The Hive Academy, we are fully committed to providing a learning environment free from all forms of bullying. Bullying in any form is unacceptable and will not be tolerated. Our zero-tolerance approach to bullying is based on the belief that every student has the right to learn in a safe and supportive environment where they are treated with dignity and respect.

6.1 Definition of Bullying

Bullying is defined as intentional, repeated harmful behaviour directed at student, often characterised by an imbalance of power.

- **Verbal Bullying:** Name-calling, teasing, or making derogatory remarks.
- **Physical Bullying:** Hitting, pushing, or any other physical aggression.
- **Social Bullying:** Spreading rumours, excluding someone from a group, or damaging someone's social reputation.
- **Cyberbullying:** Using digital platforms to send hurtful messages, spread false information, or harass someone.

6.2 Preventative Measures

We take proactive measures to prevent bullying within our school, including:

- **Education and Awareness:** regularly educating students and staff about the different forms of bullying, its impact, and the importance of reporting it.
- **Positive School Climate:** Promoting a culture of respect, inclusivity, and kindness through school-wide initiatives and classroom activities.
- **Supervision:** Ensuring that students are adequately supervised in all school settings, including playgrounds, hallways, and school online platforms.

6.3 Reporting and Response Procedures

- **Reporting Bullying:** Students, staff, and parents are encouraged to report any incidents of bullying to the Designated Safeguarding Lead (DSL) or any trusted member of staff. Reports can be made confidentially and will be taken seriously.
- **Response:** The DSL will conduct a thorough investigation of the reported incident. Appropriate measures will be taken to support the victim and address the behaviour of the perpetrator, which may include disciplinary action, counselling, and mediation.
- **Follow-up:** We ensure continuous support for the victim and monitor the situation not prevent recurrence. The school will work with both the victim and the perpetrator to promote healing and positive behaviour changes.

6.4 Support Systems

We provide various support systems for students affected by bullying, including:

- **Counselling Services** : available for both victims and perpetrators to address the emotional impact of bullying.
- **Peer Support Programs**: Peer support initiatives, such as buddy systems, are in place to create a network of support among students.
- **Parental Involvement**: Parents are kept informed of bullying incidents involving their child and are encouraged to participate in resolution strategies.

7. Roles and Responsibilities

- **Designated Safeguarding Lead (DSL)**: Oversees the implementation of the policy, manages child protection cases, and provides training to staff.
- **Staff**: Must report any concerns or suspicions of abuse or neglect to the DSL. They are also responsible for fostering a safe and supportive environment.
- **Parents/Guardians**: Encouraged to communicate any concerns they have about their child's safety to the DSL or school leadership.
- **Students**: Encouraged to speak up if they feel unsafe or uncomfortable.

8. Procedures for Reporting and Responding to Concerns

- **Recognising Signs of Abuse**: Staff are trained to identify physical, emotional, and behavioural signs of abuse or neglect.
- **Reporting**: Any staff member who suspects a child is at risk must report their concerns immediately to the DSL.
- **Response**: The DSL will assess the situation, liaise with relevant authorities, and ensure appropriate action is taken to protect the child.
- **Confidentiality**: Information is shared on a need-to-know basis, ensuring the child's privacy and dignity are respected.

9. Training and Education

- **Staff Training**: All staff receive regular training on child protection, including how to recognise and respond to signs of abuse and neglect.
- **Student Education**: We provide age-appropriate education on personal safety, rights, and how to seek help if needed.

10. Record Keeping

Accurate and detailed records of all child protection concerns, reports, and actions taken are maintained by the DSL. These records are stored securely and confidentially, accessible only to authorised personnel.

11. Monitoring and Review

This policy is reviewed annually or as needed to ensure it remains current and effective. Feedback from staff, students, and parents is welcomed to help improve our practices and procedures.

12. Commitment to Continuous Improvement

The Hive Academy is committed to continually improving our child protection practices. We regularly assess our environment, policies, and procedures to ensure we provide the safest possible environment for our students.

13. Contact Information

For any concerns or questions regarding this policy or child protection at The Hive Academy, please contact:

- Designated Safeguarding Lead : Suzanne Stannard
- Email: suzannestannard@thehiveacademy.com
- Phone: 06 37 62 67 21
- In writing: Suzanne Stannard, The Hive Academy, 190 rue Frédéric Mistral, 06560 Valbonne, France.

Conclusion:

The protection of children is a collective responsibility at The Hive Academy. By adhering to this policy, we ensure that our school remains a safe, nurturing environment where every child can learn and grow with confidence.

