Safeguarding Policy

Last review: August 2026
Reviewed by: Rory Gallagher, Headteacher
Approved by Board: August 2026
Next review by: August 2027
Distribution: To all

Byron College seeks to ensure that all students live and are educated in a safe and nurturing environment that actively supports their physical and mental well-being and is free from abuse. Byron College recognises that safeguarding is a broad area and that whilst we aim to mitigate those risks which are within our control, a school is not a zero-risk environment.

Our values:

- All children and young adults have the right to lead their lives free from maltreatment.
- All staff have a responsibility and duty of care to support, promote, nurture and care for the welfare of all students enabling them to thrive in a safe and secure educational environment.
- All students should have the opportunity and confidence to report bullying and abuse
- All students have the right to privacy but know that there are limits to confidentiality.
- Positive and constructive communication between parents and the school is essential; parents should let the school know of any concerns or issues which may help us to support the wellbeing of the children in our care

Safer recruitment

All employees are required to have certification of a clean criminal record following National and International guidance and our recruitment procedures identify, deter and reject people who are unsuitable to work with children or young people. The measures include, but are not limited to: identity checks, references from previous employers – including follow up phone calls or online meetings, criminal background checks, professional qualification checks, social media and internet background checks.
As a condition of employment all staff follow a CPD session annually with the school's Designated Safeguarding Lead.

Byron College requires that all staff:

1. Understand what forms child abuse can take, including online abuse, and the effects that it can have.
2. Understand the possibility of abuse in different types of children and social settings, including peer-on-peer abuse between children.
3. Recognise signs that may mean that a child is suffering abuse and how to respond if a child confides in them.
4. Understand the process and system for reporting abuse.
5. Ensure that children and young people know the limits of confidentiality.
6. Keep up to date with safeguarding training and qualifications.
7. Keep a written record of any injury that occurs with details of time, place and circumstances along with the details of any treatment given.
8. Comply with data protection requirements when handling safeguarding information.

Designated Safeguarding Lead

Ms Ellie Lioudaki is Byron College's Designated Safeguarding Lead.

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The Deputy Safeguarding Leads are Mr Haris Dedousis (Secondary), Mr Joseph Gallagher (Primary) and Ms Katie Templar.

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Note on ICT use at school.

Parents and students should communicate with school staff using school email addresses or by calling the main school phone number; staff should use their school email account to communicate with students and parents or call home from the school phone number to the parental contact number on the school records.

It is forbidden for students to take photographs anywhere on the school site, or of the school, during school opening hours (8am to 5.30pm) unless permission has been given by the classroom teacher. Neither teachers nor parents are permitted to post photographs of students at school, other than of their own children, on Social Media. Without parental permission, No photographs of students are posted on the school's website or on Social Media platforms without parental permission.