

Supplementary document to support the Child Protection and Safeguarding Policy: Alignment of the Three Spires Trust Child Protection and Safeguarding Policy with the United Nations Convention on the Rights of the Child

Policy Section	Description (from your policy)	Relevant UNCRC Articles	Why These Articles Apply
Introduction (p.2)	Sets out organisational commitment to safeguarding and child welfare.	Art. 3 – Best interests of the child	Policy states safeguarding is central to the organisation’s duty and decision-making.
Our Commitment — Whole School Approach (p.2)	States a school-wide culture of safeguarding.	Art. 3, Art. 19	Reinforces a responsibility to protect children from harm as a shared duty.
Aims of the policy (p.2)	Outlines the purpose of safeguarding and child protection measures.	Art. 3, Art. 19	Aims relate directly to preventing abuse and supporting children’s welfare.
Statutory & School Responsibilities (p.2)	Sets legal duties to keep children safe.	Art. 3, Art. 19	Reflects state's obligation to protect children and act in their best interests.
Roles & Responsibilities (p.3)	Lists responsibilities for DSLs, staff, governors.	Art. 3, Art. 19	Ensures adults are accountable for protecting children from harm.
Safer Recruitment (p.3)	Ensures safe hiring to protect children.	Art. 19, Art. 34	Recruitment prevents those who may abuse/exploit children from working with them.
Training Requirements (p.3)	Outlines mandatory safeguarding training.	Art. 3, Art. 19	Ensures competent adults are protecting children.

Policy Section	Description (from your policy)	Relevant UNCRC Articles	Why These Articles Apply
Safeguarding Definitions (p.3–4)	Defines abuse, neglect, exploitation.	Art. 19, Art. 34, Art. 36	Matches UNCRC provisions on protection from all forms of abuse/exploitation.
Child Protection Procedures (p.4–5)	Steps for responding, reporting, referring.	Art. 19, Art. 3	Central to protecting children from harm and ensuring their welfare is prioritised.
Early Help (p.5)	Support before problems escalate.	Art. 6 – Survival & development	Early intervention supports holistic development and wellbeing.
Responding to Disclosure / Speaking Up (p.5)	How staff should listen and respond to children's disclosures.	Art. 12 – Voice of the child	Ensures children are heard, taken seriously, and protected.
Confidentiality & Information Sharing (p.6)	How information is shared safely.	Art. 16 – Right to privacy; Art. 3	Balances children's privacy with their best interests and safety.
Children with SEND / Additional Vulnerabilities (p.6)	Safeguarding SEN and other vulnerable children.	Art. 2 – Non-discrimination; Art. 23 – Disabled children	Protects disabled and vulnerable children from unequal risk.
Looked After Children (p.6)	Extra safeguarding measures for LAC.	Art. 20 – Children without families	Ensures state care protects children without parental care.
Online Safety (p.6)	Protection from online abuse/exploitation.	Art. 19, Art. 34, Art. 36	Digital environments included in protection from harm/exploitation.
Allegations against Staff (p.7)	Process when concerns involve adults in school.	Art. 19, Art. 3	Prioritises safety while ensuring fair process.
Whistleblowing (p.7)	Staff must report concerns about unsafe practice.	Art. 3, Art. 19	Protects children by requiring adults to challenge harmful behaviour.

Policy Section	Description (from your policy)	Relevant UNCRC Articles	Why These Articles Apply
Low-Level Concerns (p.7)	Managing early behavioural concerns about staff.	Art. 19	Prevention of harm before abuse occurs.
Preventing Radicalisation / PREVENT Duty (p.7)	Protecting children from extremist influence.	Art. 19, Art. 36	Protects against exploitation, coercion, and harmful influence.
Health & Safety / Site Security (p.8)	Physical safeguarding of school environment.	Art. 3, Art. 6	Ensures a safe physical environment for development.
Curriculum Safeguarding / PSHE (p.8)	Teaching children to keep themselves safe.	Art. 29 – Education aims; Art. 19	Education must prepare children for safe, responsible lives.
Monitoring & Review (p.9)	How the policy is evaluated annually.	Art. 3	Ensures children's best interests continue to guide practice.

Key training points:

Introduction	Art. 3	Emphasize that all actions must prioritize the child's best interests; discuss real-life scenarios where decisions affect children.
Whole School Approach	Art. 3, Art. 19	Training on creating a safeguarding culture; all staff understand shared responsibility.
Aims of the Policy	Art. 3, Art. 19	Staff understand the objectives of safeguarding and their role in achieving them.
Statutory Responsibilities	Art. 3, Art. 19	Clarify legal duties; provide examples of compliance in everyday situations.
Roles & Responsibilities	Art. 3, Art. 19	Interactive exercise: who to contact in various safeguarding situations.
Safer Recruitment	Art. 19, Art. 34	Case studies: identifying red flags during recruitment and onboarding processes.
Training Requirements	Art. 3, Art. 19	Regular refresher training; simulate reporting and escalation scenarios.
Definitions of Abuse	Art. 19, Art. 34, Art. 36	Discuss types of abuse with examples; visual aids for signs of neglect, exploitation, online abuse.

Child Protection Procedures	Art. 3, Art. 19	Step-by-step guide on reporting; role-play practice for staff.
Early Help	Art. 6	Discuss preventative interventions; referral pathways for early support.
Responding to Disclosure	Art. 12	Listening skills training; practice non-judgmental responses; respecting child voice.
Confidentiality & Information Sharing	Art. 16, Art. 3	Scenarios on sharing info safely; balancing confidentiality with duty to protect.
SEND / Vulnerable Children	Art. 2, Art. 23	Tailored strategies for vulnerable students; inclusion considerations.
Looked After Children	Art. 20	Highlight additional support requirements; liaison with social services.
Online Safety	Art. 19, Art. 34, Art. 36	Identify risks of online exploitation; safe practice guidance for staff.
Allegations Against Staff	Art. 19, Art. 3	Clear steps for handling allegations; whistleblowing pathways.
Whistleblowing	Art. 3, Art. 19	Emphasize the duty to report unsafe practices; confidentiality protections.
Low-Level Concerns	Art. 19	Recognizing and addressing early warning signs; maintain culture of vigilance.
Preventing Radicalisation	Art. 19, Art. 36	Awareness training on signs of extremism; referral process.
Health & Safety / Site Security	Art. 3, Art. 6	Safety audits; emergency preparedness; risk assessments.
Curriculum Safeguarding / PSHE	Art. 29, Art. 19	Teaching children self-protection, resilience, healthy relationships; embedding UNCRC in lessons.
Monitoring & Review	Art. 3	Annual review cycle; continuous improvement; staff feedback loops.