

CHILD PROTECTION AND SAFEGUARDING POLICY (Exams)

Appendix 24

This policy is reviewed annually to ensure compliance with current regulations

Approved/reviewed by	
Claire Jones	
Date of next review	October 2026

Key staff involved in the policy

Role	Name(s)
Head of centre	Angus Neal
Designated safeguarding lead	Aisling Montgomery
Designated safeguarding lead (deputy)	Amanda Welsh
Exams officer	Claire Jones

Purpose of the policy

This policy details how Holy Trinity Academy, in relation to the management, administration and conducting of examinations and assessments, ensures that the moral and statutory responsibility to safeguard and promote the welfare of children is met.

The policy also details how staff are trained and supported to be alert to, and report, the signs of abuse and neglect and how they will follow centre procedures to ensure that children receive effective support, protection, and justice.

The procedures contained in this policy apply to all staff associated with the management, administration and conducting of examinations and assessments at Holy Trinity Academy.

Policy aims

- To provide all exams-related staff at Holy Trinity Academy with the necessary information to enable them to meet their safeguarding and child protection responsibilities
- To ensure consistent good practice
- To demonstrate the commitment with regard to safeguarding and child protection to pupils/students, parents/carers and other partners when taking examinations and assessments at Holy Trinity Academy.
- To contribute to the wider centre Child Protection and Safeguarding Policy

Section 1 – Roles and Responsibilities

Designated safeguarding lead (DSL)

Aisling Montgomery and Amanda Welsh will take lead responsibility for child protection and safeguarding in relation to examinations and assessments. The DSL will offer advice, support and expertise in all matters relating to child protection and safeguarding in relation to examinations and assessments.

Exams officer

Claire Jones will support the DSL as directed, and undertake all relevant training.

Other exams staff All invigilators will undertake training as directed by the DSL, report child protection and safeguarding issues/concerns in line with centre processes/policy.

Section 2 – Staff

Recruitment

Holy Trinity Academy ensures that only 'suitably qualified and experienced adults' are employed in the management, administration and conducting of examinations and assessments. This is supported by the safer recruitment process which includes:

- completing an application form which includes their employment history and explains any gaps in that history
- providing two referees, including at least one who can comment on the applicant's suitability to work with children
- providing evidence of identity and qualifications
- verifying their mental and physical fitness to carry out their work responsibilities
- verifying their professional qualifications, as appropriate
- carrying out further additional checks, as appropriate, on candidates who have lived or worked outside of the UK, including (where relevant) any teacher sanctions or restrictions imposed by a European Economic Area professional regulating authority, and criminal records checks or their equivalent
- asking for written information about previous employment history and check that information is not contradictory or incomplete.
- if offered employment, be checked in accordance with the Disclosure and Barring Service (DBS) regulations as appropriate to their role. This will include:

- an enhanced DBS check and a barred list check for those including unsupervised volunteers engaged in Regulated Activity
- an enhanced DBS check without a barred list check for all volunteers not involved in Regulated Activity but who have the opportunity of regular contact with children
- ensuring that this member of staff has a subscription to the DBS Update Service (where relevant)
- if offered employment, provide evidence of their right to work in the UK. Every candidate will be interviewed by 2 members of staff, one of which will be 'safer recruitment' trained.

DBS check information

All information on the checks carried out on those who are employed solely for the purpose of periodic exams-related activity, such as external invigilators/facilitators, will be recorded in the centre's single central record (SCR). Copies of these checks, where appropriate, will be held in individuals' personnel files.

Existing staff

If there are concerns about an existing member of staff's suitability to work with children, all relevant checks will be carried out as if the individual was a new member of staff. This action will also be taken if an individual moves from a post that is not regulated activity to one that is.

Anyone who has harmed, or poses a risk of harm, to a child or vulnerable adult will be referred to the DBS:

- Where the 'harm test' is satisfied in respect of the individual (i.e., that no action or inaction occurred but the present risk that it could was significant)
- Where the individual has received a caution or conviction for a relevant offence
- If there is reason to believe that the individual has committed a listed relevant offence, under the Safeguarding Vulnerable Groups Act 2006 (Prescribed Criteria and Miscellaneous Provisions) Regulations 2009
- If the individual has been removed from working in regulated activity (paid or unpaid) or would have been removed if they had not left

Agency staff

Written notification will be obtained from any agency or third-party organisation that it has carried out the necessary safer recruitment checks that we would otherwise perform. A check will also be performed to confirm that the person presenting themselves for work is the same person on whom the checks have been made.

Section 3 – Supporting staff

All exams staff at Holy Trinity Academy are made aware of the good practice guidelines and staff code of conduct in relation to child protection and safeguarding.

They are informed and updated on the contents of the centre Child Protection and Safeguarding Policy by a training session led by Aisling Montgomery (DSL lead)

Section 4 – Reporting

The process for staff to report issues/concerns relating to child protection and safeguarding is:

Log a concern using CPOMS (internal invigilators) Report their concern to Aisling Montgomery (external invigilators)

If a member of staff needs to make a complaint/report a colleague or other adult who works with children (whistleblowing), they should follow the Whistleblowing policy.

Section 5 - Protocols for one-to one support/supervision

Where staff are engaged in invigilation/facilitation and/or centre supervision on a one-to one basis with a candidate the following protocols should be followed.

Examinations should be recorded using a laptop on Teams to protect both the staff member and student from any future problems/allegations.

Summoning immediate assistance in case of any concern

Claire Jones (examination manager) can be immediately summoned via mobile phone/email during any examination. She would then contact the DSL if required.

Leaving the examination room temporarily

Where a member of staff may accompany a candidate requiring a toilet break, the candidate will be taken to the nearest facility and left at the entrance point. The member of staff will then wait outside and then take the candidate back to the examination room.

Where a member of staff may accompany a candidate who is feeling unwell the candidate will be taken to a quiet area/toilet. They may sit down/have a drink of water. If illness persists, Amanda Welsh will be contacted.

References

Keeping children safe in education www.gov.uk/government/publications/keeping-children-safe-in-education--2

Check someone's criminal record as an employer www.gov.uk/dbs-check-applicant-criminal-record

DBS Update Service www.gov.uk/dbs-update-service

DBS Checks for Schools www.onlinedbschecks.co.uk/job-sectors/dbs-checks-for-schools/