



## Child Protection (Safeguarding) Policy

### CHILD PROTECTION

The School fully recognises its responsibility to safeguard and promote the welfare of our students. This policy should be read alongside and in conjunction with the schools **Child Protection (and Safeguarding) Procedures**

#### Context:

We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both students and adults feel secure, able to talk and believe that they are being listened to. We maintain an attitude of “it could happen here” where safeguarding is concerned.

The purpose of this policy is to provide staff, volunteers and governors with the guidance they need in order to keep children safe and secure in our school and to inform parents and guardians how we will safeguard their children whilst in our care.

Specific guidance is available to staff within the procedure documents.

We recognise that children have a right to feel secure and cannot learn effectively unless they do so. All children have a right to be protected from abuse. Whilst the school will work openly with parents as far as possible, the school reserves the right to contact Children’s Social Care or the Police, without notifying the parents / guardians if this is in the child’s best interests.

#### DEFINITIONS:

**Safeguarding** is defined in the Children Act 2014 as protecting from and preventing impairment of health and development; ensuring that children grow up with the provision of safe and effective care; and work in a way that gives the best life chances and transition to adulthood. Our safeguarding practice applies to every child.

**Child Protection** is an aspect of safeguarding but is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.

The term **staff** applies to all those working for or on behalf of the school, full time or part time, in either a paid or voluntary capacity. This includes parents and governors.

**Child** refers to all young people who have not yet reached their 18th birthday. On the whole, this will apply to students of our school; however, the policy will extend to visiting children and students from other establishments.

**Parent** refers to birth parents and other adults in a parenting role for example adoptive parents, step-parents and foster carers.

**(Abusive) Abuse** could be mean neglect, physical, emotional or sexual (abusive) abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and/or failure to provide proper care. Explanations of these are given within the procedure document.

#### **Aims:**

- To provide with staff with the framework to promote and safeguard the well-being of children and in doing so ensure they meet their statutory responsibilities
- To ensure consistent good practice across the school
- To demonstrate our commitment to safeguarding children

#### **Principles and Values:**

- Children have a right to feel secure and cannot learn effectively unless they do so
- All children regardless of age, gender, race, ability, sexuality, religion, culture or language have a right to be protected from harm
- All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm in accordance with the guidance
- We acknowledge that working in partnership with other agencies protects children and reduces risk and so we will engage in partnership working throughout the child protection process to safeguard children
- Whilst the school will work openly with parents as far as possible, the school reserves the right to contact children's social care or the Police without notifying parents if this is in the child's best interests.

### **LEADERSHIP AND MANAGEMENT**

We recognise that staff anxiety around child protection can undermine good practice and so have established clear lines of accountability, training and advice to support the process and individual staff within that process.

In this school any individual can contact the Designated Safeguarding Lead (DSL) if they have any concerns about a young person.

## **Our DSL's are: Ms Vicky Bentley (SENCO) and Mrs Kirsty Protheroe (DHT)**

There is a nominated Safeguarding Governor (Elinor Goodman) who will receive reports of allegations against the Headteacher and act on the behalf of the Governing Body.

### **TRAINING**

All front line staff in education should be aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to the **whole school every 3 years**, with separate training to all new staff on appointment. The DSL's will attend initial training for their role and then refresh this **every 2 years**. This is by attending refresher training after the first 2 years then demonstrating evidence of continuing professional development thereafter.

Any update in National or Local guidance will be shared with all staff in briefings and then captured in the next whole school training.

### **STAFF RESPONSIBILITIES**

School staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating.

#### **Listening and Responding**

All staff receive training in how to listen and respond to children. They will allow the child to speak and only ask questions to aid clarification.

#### **Recording Keeping**

Any member of staff who has concerns about the welfare of a child must share this information with a DSL.

- Staff make a brief accurate verbatim record of the concerns including the child's own words (if a disclosure) or the evidence that has led to the concerns.
- This report is given to a DSL who will store the record securely and away from the main student records
- Referrals where urgent action is required should never be delayed in order for a full record to be written

## **Confidentiality**

- We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'Working Together Guidance'
- Information will only be shared with agencies who we have a statutory duty to share with or individuals within the school who "need to know"
- All staff are aware that they cannot promise a child that they will keep a secret
- Disciplinary action will be considered for any breach of confidentiality

## **Reporting**

- Staff will notify a DSL of any child on a Child Protection Plan who is absent for 2 or more days unless there are reasons why this should be reported sooner
- Staff will report to a DSL any additional concerns, disclosures or observations after the initial referral, no assuming that a referral in itself will protect children

## **REFERRAL**

A DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then a DSL will call the Multi Agency Safeguarding Hub: MASH.

Generally, a DSL will inform the parents prior to making a referral however there are situations where this may not be possible or appropriate.

### **As a school we will educate and encourage students to keep safe through:**

- The content of the curriculum
- A school ethos which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued
- The "Rights, Respect and Responsibility" Agenda

### **Dealing with allegations against staff**

If a child, parent or staff member should raise concerns about the practice or behaviour of a member of staff (using the policy definition) this information will be recorded and passed to the Headteacher, Mrs Carol Grant. The Local Authority Designated Officer (the LADO) will be contacted and the relevant guidance will be followed. If the allegation is against the Headteacher, the LADO should be contacted directly so they can liaise with the Governing Body's nominated Governor.

## **THE RESPONSIBILITIES OF THE GOVERNING BODY**

### **The Governing Body is responsible for ensuring:**

- The school has effective safeguarding policies and procedures in place
- That the school has a broad and balanced curriculum that incorporates safeguarding
- That National and Local guidance is followed including ‘Working Together’, ‘Keeping Children Safe’ (particularly the Safer Recruitment section) and HSCB Procedures
- There is a member of the schools leadership identified as DSL
- That training is undertaken at the required frequency
- There is a nominated Governor for dealing with allegations against the Headteacher and a Governor with Safeguarding lead
- An annual audit of safeguarding is carried out and any concerns are remedied without delay

### **Legal Context**

**\*DfE Guidance/website: Schools, colleges and children’s services – Safeguarding Children**  
<https://www.gov.uk/schools-colleges-childrens-services/safeguarding-children>

• **Section 175 (Maintained Schools) of the Education Act 2002**

• **Children Act 2004 and 1989**

• **Dealing with Allegations of abuse against teachers and other staff (HCC 2012)**

• **Working Together to Safeguard Children (DfE March 2013)**

[Working Together to Safeguard Children \(March 2013\).pdf](#)

• **Safeguarding Our Children - 4LSCB Online Procedures (2013)**

<http://4lscb.proceduresonline.com/>

• **Keeping Children Safe in Education (DfE October 2014)**

[Keeping Children Safe October 2014.pdf](#)

[Keeping Children Safe \(Info for Staff\) October 2014.pdf](#)

[KCS \(Childcare Supplementary Advice\).pdf](#)

• **What to do if you are worried a Child is Being Abused (HM Govt. 2006)**

[What to do if you're worried a child is being abused \(2006\).pdf](#)

[What to do if you're worried a child is being abused Summary \(2006\).pdf](#)

**Date Reviewed and ratified by Governing Body:** November 2015

**Date of Next Review:** November 2016

**Date of DSL Refresher/Training:**

December 2015

February 2015

**Date of Whole School Training:**

01 September 2015