



Chaloner Primary School

Safeguarding Including Child Protection Policy

Date Policy Approved	25.09.2018
Review frequency	Annually
Next review date	On or before 24.09.19
Approving body	Full Governing Body

Approved by Chair of Governors: Mr Mike Bloomfield

Safeguarding and promoting the welfare of children

Key Contacts in School

Designated Safeguarding Lead (DSL) is Mrs Mary Parker (Headteacher)

Email: head@chaloner.rac.sch.uk tel: 01287635728

Deputy Safeguarding Lead (DDSL) is Mrs Louisa Daley (Deputy Headteacher)

Email: ldaley@chaloner.rac.sch.uk

Designated school Governor for Safeguarding is Mr Mike Bloomfield

Email: office@chaloner.rac.sch.uk

Single Point of Contact (SPoC) for concerns about radicalisation and extremism is:
Mrs Mary Parker (Headteacher)

Member of staff to act in the absence of those named above are: Mrs Katie Pratt & Mrs Lindsey Mosely. Email: office@chaloner.rac.sch.uk

All the above members of staff have the appropriate training in-line with KCSIE 2018.

Key Contacts within the Local Authority

First Contact Team: tel: 01642 771500

Child Protection Officer: Marianne Dixon: tel: 01642 837744

Chaloner Primary School is committed to adopting a child centred and coordinated approach to safeguarding and promoting the welfare of children and expects all staff and volunteers to play their full part.

This is defined as:

- protecting children from maltreatment;
- preventing impairment of children's health or development;
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and
- taking action to enable all children to have the best outcomes.

Definitions of abuse and the signs and indicators are detailed in the DfE document- ***Keeping children safe in education: Statutory guidance for schools and colleges*** which all teaching staff, support staff and volunteers working within the school have read; a copy is also kept in the staff rooms for reference. This document is also on our website for parents or you can click on the link below.

<https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

All staff at Chaloner Primary School recognise their responsibility to safeguard and promote the welfare of all children and young people by protecting them from physical, sexual or emotional abuse, neglect, bullying, radicalisation and extremism.

We ensure that:

- There is a Designated Safeguarding Lead who is level 3 trained and will undertake biannual, appropriate training for this role
- There is a nominated Single Point of Contact (SPoC) who is WRAP trained.
- There are members of staff who will act in the absence of the Designated Safeguarding Lead who are level 3 trained.

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- The single central record is maintained and accurate, with no gaps.
- The single central record is regularly checked by the designated governor.
- There is a nominated governor responsible for safeguarding children
- Every member of staff (including temporary and supply staff and volunteers) and the governing body knows the name of the DSL, SPoC and their role
- All staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the DSL or SPoC.
- All staff are committed to providing a safe environment in which children can learn.
- There is annual training provided for all staff.
- All children whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to be protected from harm.
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
- The welfare of the child remains paramount.
- All new members of staff will go through an induction process ensuring this policy can be actioned.

Responsibilities

It is the responsibility for all adults in our teaching community to be vigilant in safeguarding procedures. All staff and volunteers working with children are aware of their responsibilities in being alert to the signs of abuse and of their responsibility to report and record any concerns.

The Headteacher will ensure that the Safeguarding Policies and procedures are fully implemented and followed by all staff and that sufficient resources are allocated to enable staff to discharge their responsibilities with regard to Safeguarding.

The Headteacher will co-ordinate action on safeguarding and promoting the welfare of children within the school ensuring that all staff, volunteers and visitors to the school know who the DSL is and who acts in her absence. The Designated Safeguarding Lead is responsible for:

- Adhering to the statutory guidance for schools 'Keeping children safe in education' September 2018
- Adhering to the statutory guidance 'Working Together to Safeguard Children' A guide to inter-agency working to safeguard and promote the welfare of children, July 2018.
- Adhering to Redcar and Cleveland's Child Protection Procedures and school procedures with regards to referring a child if there are concerns about possible abuse or child in need.
- Making the right referral for children in need.
- Liaising closely with other services in the best interest of the child.
- Ensuring all staff are using CPOMs to record any concerns about children.
- Maintaining and checking CPOMs for children at risk.
- Ensure the safety of children 'Missing from Education'

- Act as a source of support, advice and expertise to staff on matters of safety and safeguarding and liaise with the relevant agencies about individual children/concerns.

Everyone who comes into contact with children and their families has a role to play in safeguarding children. Due to the regular contact with children all staff at Chaloner Primary school have, we hold a particularly important role in safeguarding as we are in a position to identify concerns early, provide help for children and to prevent concerns from escalation. Children can make a disclosure, or show signs of abuse at any time and to any individual and safeguarding incidents can occur within schools.

Therefore, it is important that **all staff**:

- Ensure that they listen to and reflect on the voice of the child at all times and take seriously any concerns raised to them by a child.
- Ensure that they report any concerns of harm to any child to the DSL immediately or the DDSL in her absence (staff can refer their concerns directly to the First Contact Team, if necessary)
- Ensure they record any concerns/disclosures using CPOMs.
- Ensure that they maintain an attitude of 'It could happen here'.
- Know how to raise concerns about poor or unsafe practices of staff and potential failures in the schools safeguarding procedures.
- Attend regular formal training/updates at least annually.
- Understand the types and signs of abuse that could occur.

It is the responsibility of all staff to report their concerns; it is not their responsibility to investigate or decide whether a child has been abused.

Early Intervention

We promote the detection of early signs of abuse to ensure early intervention. We follow the safeguarding procedure of notice, check, and share. We also recognise that high self-esteem, confidence, supportive friends and good lines of communication with a trusted adult help to protect children.

The school will therefore:

- Ensure all staff are trained in detecting possible early signs of abuse.
- Ensure all staff have received appropriate training for radicalisation and extremism.
- Establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the school whom they can approach if they are worried or in difficulty.
- Carry out an Early Help Assessment for families in need.
- Include in the curriculum activities and opportunities for PSHE which equip children with the skills they need to stay safe, and information about who to turn for help.
- Include in the curriculum material and learning which will help children understand what 'being safe' means.
- Include in the curriculum e-safety and online training.

The Prevent Duty

The current threat from Terrorism and Extremism in the United Kingdom is real and severe and can involve the exploitation of vulnerable people, including children to involve them in extremist activity.

“Extremism is vocal or active opposition to fundamental British values, including democracy, the rule of law, individual liberty and mutual respect and tolerance of different faiths and beliefs.” (HM Government Prevent Strategy 2011)

The Designated Safeguarding Lead and the Single Point of Contact have attended WRAP (Workshop to raise awareness of Prevent) training and monitor the schools compliance with its Prevent duty.

The DSL carries out an annual risk assessment which identifies the risk of pupils being drawn into terrorism or extremism as low.

Children with Statements of Special Educational Needs

We recognise that statistically children with behavioural difficulties and disabilities are most vulnerable to abuse. School staff who deal with children with profound and multiple disabilities, cerebral palsy, sensory impairment and or emotional and behavioural problems are particularly sensitive to signs of abuse.

Types of Abuse and Neglect

All staff, volunteers and governors have read the section on types and signs of abuse in ‘Keeping children safe in education’ statutory guidance for schools and colleges, September 2018. They are diligent in spotting these signs to ensure early intervention for vulnerable children. They have all been made aware of more current safeguarding issues especially; FGM, child sexual exploitation, cyber bullying, sexting, honour based violence, peer-on-peer abuse, sexual violence and sexual harassment and preventing radicalisation. The Headteacher, DSL and nominated governor keep up to date with new safeguarding issues and disseminate to all staff to keep our practice current and relevant.

What should you do if a young person reports abuse?

- React calmly
- Listen
- Don’t ask probing questions to find out more information.
- Do not promise confidentiality
- Inform the child what you will do next
- Contact the DSL or Deputy DSL.
- Immediately make a full and written record of what has been said detailing facts not opinion or hearsay and give this report to the DSL.
- Do not re-interview the child with a different member of staff

The report should include:

- The child’s name and the date and time the allegation was made
- The nature of the allegation, including dates, times, specific factors and any other relevant information that has been provided by the child (don’t seek information, it is not your role to investigate what has happened)
- A description of any visible bruising or other injuries that have been communicated to you by the child (Do not look for signs)

If the DSL or Deputy DSL cannot be informed and a child or adult is at risk of serious harm, all staff and volunteers have a duty to report this to the First Contact Team or the police.

Information Sharing & Confidentiality

The Headteacher or DSL will disclose any information about a pupil to other members of staff on a need to know basis only.

All staff are aware that they have a professional responsibility to share information with other agencies in order to safeguard children.

All staff are aware that they cannot promise confidentiality.

Staff Training

All staff and volunteers have accessed safeguarding training appropriate to their role and responsibilities and a record is kept and updated when appropriate. All volunteers, employed staff and governors know who the DSL is and what to do if they have any concerns. All new staff go through an induction process, making them aware of our safeguarding policy and procedures. The Headteacher, DSL and nominated governor have WRAP training and a programme of awareness training for the signs and indicators of radicalisation and extremism will be rolled out for all staff, governors and volunteers over the next year. All staff do know who the SPOC is and what to do if they have a concern.

Safer Recruitment and Selection of Staff

The school has a written recruitment and selection policy statement and procedures linking explicitly to this policy. The statement is included in all job advertisements, publicity material, recruitment websites, and candidate information packs.

The recruitment process is robust in seeking to establish the commitment of candidates to support the school's measures to safeguard children and to deter, reject or identify people who might abuse, or are otherwise unsuited to work with children. At least one person on any appointment panel has undertaken safer recruitment training; all members of the SLT are trained in safer recruitment.

Allegations against Staff

Any allegation made against a member of staff must be referred to the Headteacher. If the allegation concerns the Headteacher, it is referred to the Chair of Governors.

Any member of staff with concerns about poor or unsafe practice and potential failures in the schools safeguarding regime must follow the guidelines in the whistle blowing policy.

The Headteacher or Chair of Governors will work with the Local Authority (LADO) when managing allegations against staff.

Safe use of Cameras within Early Years Year Setting

All staff must not use mobile phones in the EYFS area whilst the children are in school, unless it is a school mobile. All EYFS staff must keep their personal mobile phones in locked away when the children are in school. Class cameras are kept in school: photographs are downloaded to the appointed area and used to inform assessment judgements. Further information about the use of mobile phones and personal devices can be found in our E Safety Policy.

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Children Missing from Education

Children missing from education are children of compulsory school age who are not registered pupils at a school and are not receiving suitable education otherwise than at a school. We ensure that effective information sharing between parents, schools and local authorities enables children to be safe and receive a suitable education.

Harmful Sexual Behaviours

Harmful sexual behaviours can occur online and offline and can occur simultaneously between the two. Children's sexual behaviours exist on a wide continuum, from normal and developmentally expected to inappropriate, problematic, abusive and violent. We use the harmful sexual behaviour framework produced by the NSPCC and the brook traffic light tool to assess what attention or response children's sexual behaviours require. Is it normal development in relation to sexualised behaviour or problematic and harmful.

Operation Encompass

As an Operation Encompass school we work closely with the Operation Encompass lead with regards to domestic violence incidents and offer wellbeing checks to our pupils if we are contacted following an incident which has occurred in one of our pupils homes. Schools nominated key adults are: Mary Parker and Louisa Daley.

Other Related Policies

Behaviour and discipline

Bullying including cyberbullying

Online Safety

Inclusion and Special Needs

Educational Visits

Photography and Digital Imagery

Administration of medicines

Attendance management

Missing Children

Complaints

Confidentiality and Whistle Blowing

Information Sharing

Intimate Care

Important Information and Websites

<https://www.nspcc.org.uk/>

NSPCC 24/7 Helpline

Textline Tel: 08088005000/88858

NSPCC Whistleblowing advice line, Tel 08000280285

Email- help@nspcc.org.uk

Internet safety: CEOP: www.thinkuknow.co.uk

Female Genital Mutilation (FGM) helpline 080000283550: Email:
fgmhelpline@nspcc.org.uk

Redcar and Cleveland Safeguarding Children Board Procedures
<http://www.redcar-cleveland.gov.uk/safeguarding>

What to do if you're worried a child is being abused?

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What to do if you re worried a child is being abused.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/419604/What_to_do_if_you_re_worried_a_child_is_being_abused.pdf)

Working together to safeguard children

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working Together to Safeguard Children-2018.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/729914/Working_Together_to_Safeguard_Children-2018.pdf)

Due Diligence and Counter Extremism Group (DDCEG) Helpline:- 020
7340 7264

Anti-terrorist hotline: 0800 789 321

To report illegal information, pictures or videos found on the internet

www.gov.uk/report-terrorism

Early Help Assessment: Referrals can be made through the First Contact
Team: tel: 01642 771500

Police non-urgent enquiries 101

Police urgent enquiries 999

Before contacting any of the above make sure you have all the information at hand - details of the young person, including; name, DOB, address, and any written concerns.

It is the responsibility of the Designated Safeguarding Lead to make any referrals based on all the information collected about the child or adult.