

## **Safeguarding (Child protection)Policy**

**The Governing Body, Head teacher and Staff** will ensure that the policy is implemented equally in all cases, without regard to ethnic origin, cultural differences, gender, disability or sexuality issues. They will ensure that pupils are listened to and that their concerns are appropriately addressed.

This policy will be monitored by Sir Paul Grant, Ms. M. McNamara and the Governing Body

### **Introduction**

This Policy has been written taking account of the statutory guidelines and other published guidance relating to this school responsibility. The documents and statutory guidance that are key in formulating this policy are:

'Keeping Children Safe in Education', DfE (2016)

'Working Together to Safeguard Children: A guide to inter-agency working to safeguard and promote the welfare of children', DfE (2015)

*The Teachers' Standards 2012*

London Safeguarding Children Board document- London Child Protection Procedures and Practice Guidance

What to do if you are worried a child is being abused 2015

Prevent Duty Guidance- England and Wales. HM Government 2015

All of these documents are readily available on line.

Additionally, there are several areas which can be identified as being of specific concern in relation to safeguarding and child protection and guidance is published in relation to these issues. Key staff are aware of their responsibility in this regard and ALL staff are aware of the appropriate referral procedures should they have a concern regarding:

- Children missing from education
- Children missing from home or care
- Child sexual exploitation (CSE)
- Bullying including cyberbullying
- Domestic violence
- Drugs
- Fabricated or induced illness

- Faith abuse
- Female genital mutilation (FGM)
- Forced marriage
- Gangs and youth violence
- Gender-based violence/violence against women and girls (VAWG)
- Mental health
- Private fostering
- Preventing radicalisation – The Prevent duty
- Sexting
- Teenage relationship abuse
- Trafficking

The Governors and staff of Robert Clack School fully recognise the contribution that the school makes to safeguarding children. We recognise that all staff, including volunteers, have a full and active part to play in protecting our children/young people from harm. All staff and Governors believe that our school should provide a caring, positive, safe and stimulating environment which promotes the social, physical and moral development of the individual child/young person.

The aims of this policy are:

- To support the child's young person's development in ways that will foster security, confidence and independence.
- To ensure that both teaching and non-teaching staff are aware of the need to safeguard children/young people and of their responsibilities in identifying and reporting possible cases of abuse and of children in need.
- To provide a systematic means of monitoring children known or thought to be at risk of harm.
- To emphasise the need for good levels of communication between all members of staff.
- To ensure there is a structured procedure within the school which will be followed by all members of the school community in cases of suspected safeguarding- child protection issues.

- To develop, maintain and promote effective working relationships with other agencies, especially Childrens Services and the Police.
- To ensure that all adults within our school who have access to children/young people have been checked as to their suitability to be working with children and in our school.

### **Procedures**

Our school procedures for safeguarding children are in line with current government guidance and legislation.

We ensure that:

- We have a designated senior member of staff with responsibility for child protection who undertakes regular inter-agency training and refresher training every 2 years. As we are a large school community we have 3 other designated colleagues who are also fully trained. All of these staff have the skills and knowledge to be able to carry out any appropriate child protection actions.
- All members of the teaching staff have child protection / safeguarding training every academic year with established site and admin staff having training every 2 years. All staff are updated through the year on relevant safeguarding issues as they arise.
- All NQT's and trainee teachers have additional training and information sessions at the beginning of the school year or when they join the school.
- All members of staff know how to respond to a child/young person who discloses abuse. They are required to report their concerns immediately to a designated member of the child protection team.
- All parents/carers are made aware of the responsibilities of staff members with regard to child protection procedures and the policy is made available to them. The policy is available on the school website and there are information posters in key areas of the school identifying the key staff including the reception areas.
- Our policy and procedures will be reviewed annually and up-dated.
- All new members of staff will be given a copy of our child protection / safeguarding procedures as part of their induction into the school.
- All temporary staff are given a copy of a handbook outlining our child protection procedures and their responsibility

### **Responsibilities**

The designated senior member of staff (Safeguarding Lead) is responsible for:

- Adhering to the London Child Protection Procedures and school procedures with regard to referring a child/young person if there are concerns about possible abuse or child in need.
- Keeping written records of concerns about a child/young person even if there is no need to make an immediate referral.

- Ensuring that all such records are kept confidentially and securely and are separate from pupil records.
- Ensuring that an indication of further record-keeping is marked on the pupil records
- Ensuring that any pupil currently subject to a Child Protection Plan who is absent without explanation is referred to Social Services.

### **Supporting Children**

- We recognise that a child/young person who is abused or witnesses domestic violence/abuse may find it difficult to develop and maintain a sense of self-worth. We recognise that a child/young person in these circumstances may feel helpless and humiliated. We recognise that a child/young person may feel self-blame.
- We recognise that the school may provide the only stability in the lives of children/young people who have been abused or who are at risk of harm.
- We accept that research shows that the behaviour of a child/young person in these circumstances may range from that which is perceived to be normal to aggressive or withdrawn

Our school will support all children/young people by:

- Encouraging self-esteem and self-assertiveness whilst not condoning aggression or bullying
- Promoting a caring, safe and positive environment within the school.
- Liaising and working together with all other support services and those agencies involved in the safeguarding of children.
- Notifying Childrens Services as soon as there is a significant concern.
- Providing continuing support to a child/young person about whom there have been concerns who leaves the school by ensuring that their Safeguarding / CP record is forwarded, under confidential cover, to the child/young person's new school as soon as possible.

### **Confidentiality**

- We recognise that all matters relating to Child Protection are confidential.
- The Headteacher or designated senior member of staff will disclose any information about a child/young person to other members of staff on a need to know basis.
- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children/young people.
- All staff must be aware that they cannot promise confidentiality to a child

### **Supporting Staff**

- We recognise that staff working in the school who have become involved with a child/young person who has suffered harm, or appears to be likely to suffer harm, may find the situation stressful and upsetting.
- We will support such staff providing an opportunity to talk through their anxieties with the designated senior member of staff and to seek further support as appropriate.

### **Allegations against staff**

- We understand that a child/young person may make an allegation against a member of staff.
- If such an allegation is made, the member of staff receiving the allegation will immediately inform the Headteacher.
- The Headteacher on all such occasions will discuss the content of the allegation with the Local Authority Designated Officer
- If the allegation made to a member of staff concerns the Headteacher, the member of staff receiving the information will immediately inform the Chair of Governors who will consult with the LAs Lead Officer for Child Protection / Safeguarding
- The school will follow the LA procedures for managing allegations against staff, a copy of which will be readily available in the school.

### **Whistleblowing**

- We recognise that children/young people cannot be expected to raise concerns in an environment where staff fail to do so.
- All staff should be aware of their duty to raise concerns, where they exist, about the attitude or actions of colleagues.

### **Prevent Duty**

Our policy on the Prevent Duty and anti-radicalisation is set out in a separate policy document and recognises that this is a safeguarding issue that is treated in the same way as any other.

### **Physical Intervention**

Our policy on physical intervention/positive handling by staff is set out in a separate policy and acknowledges that staff must only ever used physical intervention as a last resort, and that at all times it must be the minimal force necessary to prevent injury to another person.

We understand that physical intervention of a nature which causes injury or distress to a child/young person may be considered under child protection or disciplinary procedures.

**Bullying**

Our policy on bullying is set out in a separate policy and acknowledges that to allow or condone bullying may lead to consideration under child protection procedures.

**Racist Incidents**

Our policy on racist incidents is set out in a separate policy and acknowledges that repeated racist incidents or a single serious incident may lead to consideration under child protection procedures.

**Prevention**

We recognise that the school plays a significant part in the prevention of harm to our children/young people by providing children/young people with good lines of communication with trusted adults, supportive friends and an ethos of protection.

The school community will therefore:

- Establish and maintain an ethos where children/young people feel secure and are encouraged to talk and are always listened to.
- Ensure that all children/young people know there is an adult in the school whom they can approach if they are worried or in difficulty.
- Include in the curriculum opportunities for PSHE and Citizenship which equip children/young people with the skills they need to stay safe from harm and to know to whom they should turn for help.

June 2016