

**ALEXANDRA PARK JUNIOR SCHOOL
2017**

This policy applies to all members of the school community: full time and part time staff, governors, students and volunteers. (reviewed annually)

CHILD PROTECTION/SAFEGUARDING

(this policy links with e safety, bullying (Expectations Policy) managing allegations).

ETHOS

This school will do all that is possible and reasonable to safeguard the children attending it. We will put into place clear policies and strategies to ensure the safeguarding and welfare of pupils especially those relating to child protection, behaviour, bullying, safe recruitment of staff, health and safety, harassment and discrimination. We will meet all our statutory duties to the highest standard. In life there is always an element of risk, and whilst accepting that, we will do all that is reasonable and possible to keep children safe. The governing body and all those who work here will put the safeguarding of pupils as their highest priority to ensure that all children are free to learn without worry or fear of harm.

The Acting Headteacher (Jenny Seabright) is the Designated Safeguarding Lead (DSL) with responsibility for child protection and safeguarding and all concerns must be mentioned to her immediately. In the absence of the Head, Deputies, Business Manager, SENCO and our Safeguarding Officer (Stephanie Griffin, Shazia Ashraf, Simone Corry, Hayley Varley, Fiona Liddy) must be informed immediately. These people are the Deputy Designated Safeguarding Leads. The nominated governor is Peter Widall. The governing body collectively has responsibility for child protection and safeguarding matters. The DSL will provide a report to the Chair of the governing body on child protection activities and the number of children with Child Protection Plans 6 times a year at the Governing body meetings.

Objectives

To keep learners safe and healthy and to ensure that we comply with the DfE guidelines 'Keeping children safe in education 2016' and other statutory duties or relevant guidelines.

To care for and protect learners from harm and to identify concerns at the earliest possible stage and to take swift, decisive and immediate action where necessary.

To establish clear management strategies in relation to child protection and keeping all children safe and recognising that children with SEN and disabilities are more likely to be abused or neglected than others

To have all statutory policies and additional policies in place to ensure that safeguarding needs are met efficiently and effectively.

To ensure that all adults in school and school governors are appropriately recruited and vetted in line with DfE guidelines.

To ensure that all governors and those working with children are properly trained for safeguarding children.

To make all children aware of the procedures that they must use to report any concerns or complaints concerning their health and safety.

To work in effective partnership with relevant agencies including the Virtual Headteacher and the Local Safeguarding Children's Board to promote the health and safety of learners.

To prevent bullying of any kind including any which is related to the protected characteristics set out in the Equality Act 2010.

Strategies

We will have in place all relevant designated staff including a designated safeguarding leader (DSL) and governors who will be safeguarding links, to meet our responsibilities for child protection and for keeping children safe.

Training for all staff must be provided at least annually and the DSL training will be refreshed every two years and updated at least annually.

A strategy for early help will provide intervention and support as soon as a problem emerges and in the first instance, staff should discuss early help requirements with the designated safeguarding lead.

All staff should be mindful of the difference between **a 'concern'** about a child and where a child is in **'immediate danger or at risk of harm'**. A concern should be discussed promptly with the DSL but where there is 'immediate danger or risk of harm' **immediate action** must be taken to make the child safe and the DSL or Headteacher or member of the SLT must be involved **immediately**.

We will use and apply the Recruitment Policy for the appointment and recruitment of all adults working with pupils in this school.

We will provide supervision, guidance and opportunities for regular, up-to-date training for all adults in this school.

We will give all children easy access to an appropriate adult who will listen to any concerns or complaints that they might have about their health and safety.

We will take reasonable action make the school site safe and secure by checking and monitoring visitors and anyone else using the premises or grounds.

We will liaise and work closely with the LA, social services, virtual Headteacher, police, Area Child Protection Agency and any other relevant support agency at all times and especially when a child's health or safety are at risk.

We will keep records and information relevant to safeguarding concerns clearly and accurately and share it with relevant agencies. Confidentiality is a high priority.

Pupils from some different cultural backgrounds may be at greater risk of 'Honour-based Violence' or FGM and staff must be vigilant and take immediate action if they have cause to believe children are at risk. (ref. the FGM Policy)

Any cyber bullying of staff or pupils, in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate (ref. the Anti-Bullying Policy).

Outcomes

In this school children will learn how to keep themselves safe and healthy. The education and support that we provide will give children the self-confidence they need to ensure that they can look after themselves and keep themselves safe and healthy. It will be a safe place where risks are kept to a minimum but it will not become a prison nor will we attempt to keep children wrapped in cotton wool. We will give children space and room to grow and develop with a balanced perspective of the importance of their health and safety without making them fearful and concerned. We will monitor evaluate and review all policies on a regular basis to ensure that they are up to date and that they meet all statutory requirements for safeguarding. In case of need the NSPCC whistle-blowing helpline number is 0800 028 0285.

It is the role of the Designated Safeguarding Lead and other designated staff to ensure the child protection procedures are followed within the school, and to make appropriate, timely referrals to statutory services in accordance with school procedures. If the designated safeguarding Lead is unavailable, a deputy designated person/s has been identified who will act in their absence. Additionally it is the role of the designated safeguarding lead to ensure that all staff employed including temporary staff and volunteers within the school's internal procedures, to advise staff and to offer support to those requiring this.

The designated person will on receipt of a child protection concern: check for any existing safeguarding records on the child/family i.e. does the child have an existing child protection plan/child in need plan/early help or been the subject of one previously; any previous referrals to statutory services; recorded any contact with partner agency professionals about the child/family

The Governing Body and School Leadership Team are responsible for ensuring that the school follows the safer recruitment processes as part of the schools recruitment and vetting process, enhanced DBS check on all staff who have regular and unsupervised access to children and young people.

Our school procedures for safeguarding children are in line with Oldham LA and Oldham LSCB child protection procedures.

Any member of staff, volunteer or visitor to the school who receives a disclosure of abuse, an allegation or suspects that the abuse may have occurred must report it immediately to the designated safeguarding lead person, or in their absence, the deputy designated person for child protection or another designated member of staff using the in-school recording and notification procedure

SAFEGUARDING REFERRAL PROCEDURES

The designated safeguarding lead or another designated member of staff will immediately refer cases of suspected abuse or allegation to the Multi-Agency Safeguarding Hub (MASH team) on tel: 0161 770 7777. A telephone referral

should be followed by a written record of the referral (using the LSCB multi-agency online referral form) as soon as possible and within the school day.

WHAT TO DO IF A CHILD TALKS TO YOU ABOUT ABUSE

It should be recognised that a child or young person may seek you out to share information about abuse or neglect, or talk spontaneously individually or in group when you are present. In these situations you should:

- Listen carefully to the child; do not directly question them.
- Allow the child the time to give an account; do not stop a child from recalling events.
- Make an accurate record of concerns using the school record of concern form
- Reassure the child that they were right to tell
- Explain that you cannot promise not to speak to others, but will only pass on the information to those who need to know.
- Pass the concern directly to the Designated Safeguarding lead or deputy designated person(s).

ABUSE BY CHILDREN AND YOUNG PEOPLE (Peer Abuse)

Members of staff should be aware that children and young people are vulnerable to physical, sexual and emotional bullying by their peers. Any incidents of abuse by children and young people should be taken seriously as abuse perpetrated by an adult, and reported to the designated safeguarding lead or other nominated designated safeguarding staff immediately. Staff should be alert to the possibility that a child or young person who has harmed another may also be the victim and therefore have unmet needs themselves. However, the interests of the victim must always be the paramount consideration and staff should be alert to the fact that there is likely to be a risk to children other than the current victim. There is new guidance from the police on 'sexting'.

http://greatermanchesterscb.proceduresonline.com/chapters/p_harm_sex.html

PREVENT

School takes seriously the 'prevent' duty under the Counter Terrorism Act 2015 on school as a specified authority to have regard to the need to prevent young people from being radicalised and drawn into terrorism.

The DSL is the single point of contact for prevent issues of concern.

School will assess risk to children and develop action plans for those vulnerable young people who we have concerns about.

Refer Vulnerable children to children's social care/MASH services or to the channel panel.

All staff have received online training to recognise children/adults vulnerable to radicalisation.

Our school IT policies ensure that children are safe from terrorist/extremist literature by appropriate levels of filtering.
The school have completed a LA prevent self-assessment tool and returned it to the LA.

ONLINE SAFETY

School recognises that the use of technology is a significant component of safeguarding: CSE; radicalisation; sexual predation. School have made great efforts to limit children's exposure to abuse and any risk from using the school's IT system by ensuring school has appropriate filters and monitoring system in place.(Link to school e-safety policy/use of mobile technologies!)

HONOUR BASED VIOLENCE HBV encompasses crimes which have been committed to defend the family honour and/or community, including Female Genital Mutilation and Forced Marriage.

Female Genital Mutilation (FGM)

Section 53 of the FGM Act 2003 (inserted by sec 74 Serious Crime Act 2015) places a statutory duty on teachers, also with health and social care professionals to report to the police where they discover (either through disclosures by the victim or visual evidence that FGM appears to have been carried out on a girl under 18).http://greatermanchesterscb.proceduresonline.com/chapters/p_fgm.html

Forced Marriage

School recognises it has a part to play in safeguarding children from being forcibly married (one entered into without the full and free consent of both parties where violence, threats or any other form of coercion is used to cause a person to enter into a marriage).

School will report to the police any information which relates to young person being at risk of being forcibly married.

School uses the LSCB threshold for assessment document to assist in the decision making when there is a safeguarding concern about a child. School will challenge the decisions of professionals from other agencies, and where necessary escalate concerns when considered necessary.

https://www.oldham.gov.uk/lscb/downloads/file/18/thresholds_for_assessment

CSE/children Missing Education

School closely monitor all pupils attendance and has a procedures in place to rigorously follow up unexplained or persistent absence, particularly pupils who are know to be vulnerable.

ALLEGATIONS AGAINST STAFF

There is an LA procedure (LSCB) for investigating allegations of professional abuse. Issues of concerns should be reported to the Head teacher or the next most senior member of staff who should contact the Local Authority Designated Officer (LADO) TEL:0161 770 8870. In the event of an allegation of abuse being made against the head teacher, allegations should be reported directly to the local authority.

COMPLAINTS FROM PARENTS

School has a complaints policy where people can register a complaint about the school. General complaints about safeguarding should be shared with the head teacher in the first instance. Independent advice can be sought from the LA Complaints Officer, Janet Francis on tel: 0161 770 1129.

PROTECT CHILDREN FROM ABUSE

As detailed on the website.

'Parents should be aware that the school will take any reasonable action to ensure the safety of pupils. Where the school is concerned that a child may be the subject of ill-treatment, neglect or other forms of abuse, staff must follow Oldham Safeguarding Procedures and report their concern to Oldham Social Care'.

This is intended to be a constructive and helpful measure.

THE ROLE AND RESPONSIBILITIES OF EVERY MEMBER OF STAFF

To follow the information on LSCB Child Protection at www.oldham.gov.uk/lscb-home.htm

- contact the Head immediately if they have any concerns
- know and follow the school procedures
- any disclosure of abuse should be referred to the DSL and Deputy DSL's after noting down what was said, time, date and initial
- monitor any children for whom there are concerns
- have a general awareness of the possible indicators of abuse
- follow the guidelines as described in LSCB Child Protection procedures.
- request training if necessary
- keep information confidential
- promote safeguarding issues through the curriculum
- link this policy to other safeguarding policies e.g. e-safety, anti bullying and curriculum
- to be aware of the 'Safe Working Practice for Adults who work with Children and Young People' 2015
- Encourage all children and staff to talk freely about concerns knowing that they will be listened to and appropriate action taken.
- Children with SEN and disabilities face additional safeguarding challenges and all staff will be extra vigilant with these children

PARENTAL RESPONSIBILITY

If someone contacts school claiming to have parental responsibility and school is uncertain then the Head will contact the Borough Solicitor's Office.

KEEPING CHILDREN SAFE IN EDUCATION 2016

(summary: please refer to full document on our conference site in the Safeguarding folder 7th June 2016).

- Safeguarding and promoting the welfare of children is everyone's responsibility. Everyone who comes into contact with children and families and carers have a role to play in safeguarding children. They should consider at all times, what is in the best interests of the child. Page 5
- We must maintain an attitude of 'it could happen here'. Page 7
- Abuse, neglect and safeguarding are rarely standalone events. In most cases multiple issues will overlap one another. Abuse, physical abuse, emotional abuse, sexual abuse, neglect – page 11.
- Safeguarding issues can manifest themselves via peer on peer abuse. This could include: bullying including cyber bullying, gender based violence/sexual assaults and sexting. Page 12.
- Information for the following can be found on the TES, MindEd and the NSPC websites. Bullying and cyberbullying, children missing education, children missing from home or care, child sexual exploitation, domestic violence, drugs, fabricated or induced illness, faith abuse, female genital mutilation, forced marriage, gangs and youth violence, gender-based violence/violence against women and girls, hate, mental health, missing children and adults, private fostering, prevent and radicalization, sexting, trafficking – page 12 and 13.

This policy is on the schools First Class system, on the schools website and available to parents on request. Staff sign that they have read the document and will follow the procedures.

Curriculum

Our children will know how to keep themselves safe and regular guidance will be given. This will be appropriate to their level of understanding and experiences and part of the daily curriculum.

We are effective in promoting the welfare, health, safety and guidance of our children through our curriculum.

We will teach pupils how to keep themselves safe and show them how to deal sensibly with risk when using equipment, in outdoor activities, on visits and in sport and physical activities

We will ensure that pupils are aware that peer-on-peer abuse is unacceptable and we will do all that we can to prevent this from happening;

Pupils from some different cultural backgrounds may be at greater risk of 'Honour-based Violence' or FGM and staff will be aware of this when teaching about keeping themselves safe. We will teach home safety, road safety, railway safety, safety when with adults and safer use of the internet.

SERIOUS CASE REVIEW PANEL (SCRP)

The Headteacher will inform the SCRCP if a child dies or is seriously injured as a result of abuse. We will contact the Local Authority Safeguarding Lead to inform them of any concerns we had about agency practice in relation to the case.

Agreed by Governors annually

Approved by David Devane, Safeguarding Lead for Schools and Educational Establishments 06.02.17