



Bembridge CE Primary School
'Learning to love God, one another and ourselves'

Child Protection Policy

Signed Sandra Grocock Date: 21 May 2018
(Head Teacher)

Signed Alan Morris Date: 21 May 2018
(Chairman Board of Governors)

Review Date: April 2019
Date of CPLO Training/Refresher: October 2017
Date of Whole School Training: February 2016

Policy Statement

The Governing Body of Bembridge CE Primary School recognise their moral and statutory responsibility to safeguard and promote the welfare of all children. We make every effort to provide a safe and welcoming environment underpinned by a culture of openness where both children 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 framework 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 they are in our care. Specific guidance is available to staff within the procedure documents.

Definitions

Within this document:

The umbrella term ‘**Safeguarding**’ is defined in the Children Act 2004 as protecting from maltreatment; 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 adult hood. 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 also includes parents and Governors.

Child refers to all young people who have not yet reached their 18 birthday. On the whole, this will apply to pupils 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.

Abuse could mean neglect, physical, emotional or sexual 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 Staff with the framework to promote and safeguard the wellbeing 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 Child Protection Liaison Officer (CPLO) if they have concerns about a young person.

CPLO is Mrs Sandra Grocock with the deputy being **Mrs Clemma Yardley** and there is a nominated Safeguarding Governor **Mrs Sarika Braithwaite** who will receive reports of allegations against the Head Teacher and act on the behalf of the Governing Body.

Training

All frontline staff at Bembridge CE Primary School are expected to be aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to the whole school every three years and with regular, at least annually, updates with separate training to all new staff on appointment. The CPLO will attend initial training for their role and then refresh this every two years to enable them to fulfil their role. 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

All members of the 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 open questions to aid clarification.

Record keeping

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

- 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 the CPLO who will store the record securely and away from the main pupil records.
- Referrals where urgent action is required should never be delayed in order for a full record to be written.
- Where children leave the school the CPLO must ensure that their child protection file is transferred to the new school as soon as possible. This should be transferred separately from the main pupil file, ensuring secure transit and a confirmation of receipt should be obtained.
- The CPLO will be proactive in requesting any child protection information for any new pupil joining the school.

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 CPLO of any child on a Child Protection Plan who is absent for two or more days unless there are reasons why this should be reported sooner.
- Staff will report to CPLO any additional concerns, disclosures or observations after the initial referral, not assuming that a referral in itself will protect children.

Referral

The CPLO will assess the information and consider if significant harm has happened or there is a risk that it may happen. With consultation of **4LSCB threshold** 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 the CPLO will call children's social care. If the CLPO or their deputy is not available or there are immediate concerns, the staff member will refer directly to Multi Agency Safeguarding Hub (MASH). Any staff member can make a referral directly to the Multi Agency Safeguarding Hub. If anyone other than the CPLO makes the referral they should inform the CLPO as soon as possible.

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

Post Referral

If after a referral to Multi Agency Safeguarding Hub the child's situation does not appear to be improving, the CPLO (or the person that made the referral) should press for re-consideration to ensure that their concerns have been addressed, and that the child's situation improves.

If early help is appropriate the CPLO should support the staff member in liaising with other agencies and setting up an inter-agency assessment as appropriate.

If early help or other support is appropriate the case should be kept under constant review and consideration given to a further referral to MASH if the child's situation does not appear to be improving.

As a school we will educate and encourage pupils 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

Children with special educational needs and disabilities

Children with special educational needs (SEN) and disabilities can face additional safeguarding challenges. Additional barriers can exist when recognising abuse and neglect in this group of children. These can include:

- Assumptions that indicators of possible abuse such as behaviour, mood and injury relate to the child's disability without further exploration
- The potential for children with SEN and disabilities being disproportionately impacted by behaviours such as bullying, without outwardly showing any signs: and
- Communication barriers and difficulties in overcoming these barriers.

Dealing with allegations against staff, governors or volunteers

If a child, parent or staff member should raise concerns about the practice or behaviour of a member of staff or volunteer (using the policy definition) this information will be recorded and passed to the head teacher **Mrs Sandra Grocock**. The Local Authority Designated Officer will be contacted and the relevant guidance will be followed

If the allegation is against the head teacher, the LADO should be contacted directly so that they can liaise with the governing body's nominated governor.

All staff and volunteers should feel able to raise concerns about practice or behaviour and potential failures in the safeguarding regime of the school, and that such concerns will be taken seriously by the senior leadership team. Protected disclosure(whistleblowing) procedures are in place for such concerns to be raised (IOW Council Whistleblowing Policy).

The NSPCC whistleblowing helpline is available for staff who do not feel able to raise concerns regarding child protection failures internally.

Dealing with allegations against pupils

In most instances the conduct of pupils towards each other will be covered by the school's Behaviour Policy. Some allegations may be of a serious nature that they may raise safeguarding concerns. These allegations are most likely to include physical abuse, emotional abuse, sexual abuse and sexual exploitation. It is also likely that incidents dealt with will involve older pupils and their behaviour towards younger pupils or those who are vulnerable.

Examples of safeguarding issues against a pupil could include:

Physical Abuse

Violence, particularly pre-planned
Forcing others to use drugs or alcohol

Emotional Abuse

Blackmail or extortion
Threats and intimidation

Sexual Abuse

Forcing others to take part in sexting or watching pornography
Indecent exposure, indecent touching or serious sexual assaults

Sexual Exploitation

Encouraging others to engage in inappropriate sexual behaviour (e.g. having an older boyfriend/girlfriend, associating with unknown adults)
Photographing or videoing other children performing indecent acts

If a concern is raised that there is an allegation of peer on peer abuse members of staff should:

- Consider whether the complaint raises a safeguarding concern and if so the CPLO should be informed
- A factual record should be made of the allegation
- The CPLO will contact the Multi Agency Hub to discuss the case.
- The CPLO will follow through the outcomes of the discussion and make a referral where appropriate
- If the allegation indicates that a potential criminal offence has taken place MASH will ensure that the police become involved.
- Parents of both the pupil of whom the allegation has been made and the alleged victim, should be informed and kept updated on the progress of the referral.
- The CPLO will make a record of the concern, the discussion and any outcome and keep a copy in the files of both pupils.
- It may be appropriate to exclude the pupil whom an allegation has been made against according to the exclusion policy and procedures.

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 CPLO
- that training is undertaken at the required frequency
- there is a nominated governor for dealing with allegations against the head teacher and a governor with safeguarding lead
- an annual audit of safeguarding is carried out and any concerns are remedied without delay

Legal context

Section 175 (maintained schools) or Section 157 (independent schools and academies) of the Education Act 2002.

Children Act 2004 & 1989

Guidance

Isle of Wight safeguarding children board [protocols and guidance](#)

Hampshire Safeguarding Children's Board [protocols and guidance](#) and their [procedures](#) (from Working Together to Safeguard Children 2015)

[Keeping Children Safe in Education 2016](#)

[Dealing with allegations of abuse against teachers and other staff 2012](#)

[Disqualification under the childcare act 2006 \(2015\)](#)

Annual review

As a school, we review this policy annually in line with DfE, HSCB and HCC guidance. We will ensure that we have an up-to-date Child Protection Policy that is known to everyone working in the school and the governing body. We will publish our policy on the school's website so that it is easily accessible to parents and carers. Paper copies are available when requested from the school office.

Date Approved by Governing Body: 8th December 2014

Date Reviewed by Governing Body: 20th March 2017

Date Reviewed by Governing Body : 21st May 2018

Date of CPLO Training/Refresher: November 2015

October 2017

Date of Whole School Training: February 2016

