



St Aldhelm's VA Church Primary School

*Learning together for Life in all its Fullness
- John 10:10*

Safeguarding (Child Protection) Policy

Using Somerset Education Safeguarding Service model

Updated July 2019 reflecting: Keeping Children Safe in Education (September 2019) Working Together to Safeguard Children (March 2018) Somerset Safeguarding Partnership (previously the Somerset Safeguarding Children's Board) policies and procedures	
Date ratified by the Governing Body Date ratified by the Governing Body with Governor name change	Wednesday 25th September 2019 Wednesday 23rd October 2019
Review Cycle	Annual or when there is a change in statutory guidance or legislation
Review Date	September 2020

Signature Date

Head Teacher

Signature Date

Signature Date

Chairs of Governors

Contents

Introduction.....	3
Definition of safeguarding	3
Our commitment	4
Glossary	4
Statutory responsibilities.....	4
The role of the Designated Safeguarding Lead (DSL)	5
The Deputy Designated Safeguarding Leads (DDSLs)	5
What all staff should know	5
Staff Induction.....	5
Action to be taken if there are concerns in relation to safeguarding practices	5
Abuse and neglect (definitions)	6
Physical abuse.....	6
Neglect	7
Emotional abuse	7
Sexual abuse	7
Safeguarding in specific circumstances	7
Children and the court system.....	8
Children Missing Education (CME).....	8
Children with family members in prison.....	8
Child Sexual Exploitation (CSE)	8
Child Criminal Exploitation (CCE)	8
Child and Adolescent Mental Health	8
Bullying.....	8
Domestic abuse	9
Homelessness.....	9
Online Safety	9
Peer on Peer abuse	9
Preventing extremism	10
Private Fostering	10
So-called 'honour-based' violence (including Female Genital Mutilation, Forced Marriage Breast Ironing)	11
Allegations of abuse made against teachers, other staff, volunteers and agency staff.....	11
Appendix A	14
Appendix B.....	18
Appendix C	19
Appendix D	20
Appendix E.....	21
Appendix F	22

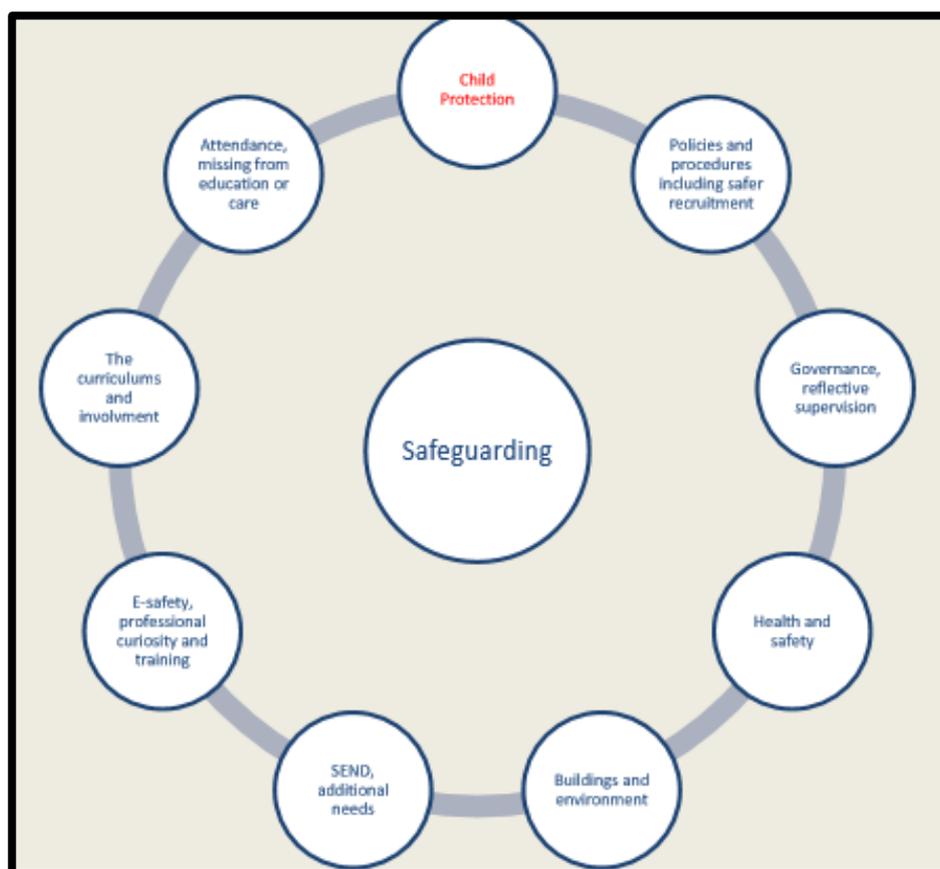
Introduction

At St Aldhelm's VA Church Primary School, we are committed to providing an environment that nurtures and transforms the lives of children and young people attending St Aldhelm's and we take seriously our responsibilities to safeguard and promote their welfare. In addition, we undertake our responsibilities to work in partnership with agencies as part of the wider, multi-agency, safeguarding system, always acting in the best interest of the child or young person where concerns are identified, in accordance with the St Aldhelm's Safeguarding (Child Protection) Policy and Procedures, statutory guidance and Somerset Safeguarding Partnership policies and procedures.

Personal sensitive information is processed in accordance with the Data Protection Act 2018 and Part 3, the General Data Protection Regulations (GDPR). Consent to share information will be sought unless we are required to share information where there are child protection concerns (and consent has been withheld) or we are requested to share information with other statutory agencies such as the Police or Children's Social Care in pursuit of their enquiries in order protect and safeguard children and young people.

Definition of safeguarding

Safeguarding and promoting the welfare of children is defined in statutory guidance 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; taking action to enable all children to have the best outcomes.



Safeguarding and promoting the welfare of children is **everyone's** responsibility. In order to fulfil this responsibility effectively we ensure our approach is child centered, considering always, what is in the **best interests** of the child or young person.

Most children grow up in loving families and supportive communities and become independent, resilient adults. Wherever possible we want this for all children and young people in Somerset, so that they and their families can support themselves by engaging with and contributing to their local communities. In order to achieve this children, young people and their families should receive the right intervention as early as possible to tackle problems and prevent issues escalating. All practitioners will adopt an Early Help/Think Family approach meaning they look at the whole family situation and what needs to happen to improve that situation whether that means working with adults, children or the whole family.

Our commitment

To safeguard and promote the welfare of children and young people through:

- The provision of a safe environment in which children and young people can learn
- Identifying concerns early and providing appropriate help and support for children and young people and their parents/carers to prevent concerns escalating to a point whereby intervention would be required under the Children Act 1989 and in accordance with the Somerset Effective Support for Children and Families, Thresholds for Assessment and Services guidance.

Glossary

- Reference to "staff" includes both education and care specific staff
- "Staff" or "members of staff" includes all paid staff irrespective of their role in the organisations and includes agency staff and volunteers
- SSP is an abbreviation for the Somerset Safeguarding Partnership (SSP) the new name for the Local Safeguarding Board (LSCB)

Statutory responsibilities

All action taken by St Aldhelm's will be in accordance with:

Current legislation namely:

- The Children Act 1989 and 2004; Education Act 2002 and 2011 and Education and Inspections Act 2006.

Statutory guidance and Advice namely:

- Working Together to Safeguard Children (2018) which sets out the multi-agency working arrangements to safeguarding and promote the welfare of children and young people
- Keeping Children Safe in Education (September 2019) which sets out what schools should do and sets out the legal duties with which school must comply with in order to keep children and young people safe
- Teacher Standards 2012 which sets out that teachers, including Headteachers, should safeguard children's well-being and maintain public trust in the teaching profession as part of their professional duties
- Other specific guidance and advice issued by the DfE in relation to the wider safeguarding agency, e.g. behaviour, health and safety, bullying, e-safety and medical needs

The role of the Designated Safeguarding Lead (DSL)

Keeping Children Safe in Education (September 2019) requires each school to have a Designated Safeguarding Lead (DSL) who has the status and authority to carry out the duties of the post including committing resources and where appropriate, supporting and directing staff. They provide advice and support to other staff on child welfare and child protection matters, take part in strategy discussions, inter-agency meetings (or support other staff to do so) and contribute to the assessment of children and young people.

The Deputy Designated Safeguarding Leads (DDSLs)

Support the DSL in discharging their responsibilities and whilst they may deputise for the DSL, the lead responsibility for child protection remains with the DSL.

Details of St Aldhelm's VA Church Primary School key safeguarding personnel can be found at Appendix D.

The DSL and DDSLs must complete single agency and multi-agency training to undertake the role which is provided by the Local Authority Education Safeguarding Service and Somerset Safeguarding Partnership. In addition, they will access DSL briefings, attend annual refresher training and remain up to date in relation to early help, safeguarding and child protection. More information about the roles and responsibilities of the DSL and DDSL can be found [here](#).

What all staff should know

All schools are required to issue Part One of Keeping Children Safe in Education (September 2019) - in full - to their staff and ensure that they have read and understood its contents. Part One can be accessed [here](#).

Staff Induction

As part of the induction process for new employees they will attend an induction briefing or if they commence part way through the year receive a one to one induction meeting with either the DSL or DDSLs that signposts staff to relevant safeguarding documentation including this policy and procedure, guidance for safer working practice, what to do if you're worried a child may be abused and whistleblowing advice see **Appendix A: Staff Induction Record**

Action to be taken if there are concerns in relation to safeguarding practices at St Aldhelm's VA Church Primary School

All staff, volunteers and agency staff should feel able to raise concerns about poor or unsafe practice and any potential failures in the safeguarding regime and know that such concerns will be taken seriously by the senior leadership team and designated safeguarding leads. Should staff feel unable to raise concerns within the organisation, advice and guidance has been produced to ensure that they are aware of how to raise such concerns externally see **Appendix B: NSPCC Whistleblowing advice and information** which is also

available on the back of the staff room cupboard door as well as the St Aldhelm's whistleblowing policy.

The St Aldhelm's VA Church Primary School Concerns Flowchart provides additional information about how to make a referral to Children's Social Care, the LADO or to report concerns to the NSPCC advice line in instances where they have concerns about the organisation's response to child protection, the conduct of staff or they do not feel that appropriate action has been taken in relation to concerns they have raised, they should consult **Appendix C: Concerns Flowchart**.

Abuse and neglect (definitions)

All staff should be aware that abuse, neglect and safeguarding issues are rarely standalone events that can be covered by one definition or label. In most cases, multiple issues will overlap with one another.

Abuse is the maltreatment of a child or young person; they may be abused or neglected through harm being inflicted or by parents or carers failing to prevent harm. Children and young people may be abused in a family or in an institutional or community setting by those known to them or by being targeted by others via the internet for example. They may be abused by an adult or adults or by another child or children. The following are the statutory definitions of abuse and neglect as set out in Working Together to Safeguard Children (2018) however, the ultimate responsibility to assess and determine the type category of abuse is that of the Police and Children's Social Care. Our responsibility is to understand what each category of abuse is and how this can impact on the welfare and development of our children and where we have concerns that a child or young person may be at risk of abuse and neglect (one or more categories can apply) to take appropriate action as early as possible

Physical abuse: a form of abuse which may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child. Statutory guidance Safeguarding Children in whom Illness is Fabricated or Induced (2008) sets out a national framework within which agencies and professionals at local level – individually and jointly – draw up and agree upon their own more detailed ways of working together where illness may be being fabricated or induced in a child by a carer who has parenting responsibilities for them.

<p>Neglect: the persistent failure to meet a child's basic physical and/or psychological needs, likely to result in the serious impairment of the child's health or development. Neglect may occur during pregnancy as a result of maternal substance abuse. Once a child is born, neglect may involve a parent or carer failing to: provide adequate food, clothing and shelter (including exclusion from home or abandonment); protect a child from physical and emotional harm or danger; ensure adequate supervision (including the use of inadequate care-givers); ensure access to appropriate medical care or treatment. It may also include neglect of, or unresponsiveness to, a child's basic emotional needs.</p>
<p>Emotional abuse: the persistent emotional maltreatment of a child such as to cause severe and adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person. It may include not giving the child opportunities to express their views, deliberately silencing them or 'making fun' of what they say or how they communicate. It may feature age or developmentally inappropriate expectations being imposed on children. These may include interactions that are beyond a child's developmental capability as well as overprotection and limitation of exploration and learning, or preventing the child participating in normal social interaction. It may involve seeing or hearing the ill-treatment of another. It may involve serious bullying (including cyberbullying), causing children frequently to feel frightened or in danger, or the exploitation or corruption of children. Some level of emotional abuse is involved in all types of maltreatment of a child, although it may occur alone.</p>
<p>Sexual abuse: involves forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening. The activities may involve physical contact, including assault by penetration (for example rape or oral sex) or non-penetrative acts such as masturbation, kissing, rubbing and touching outside of clothing. They may also include non-contact activities, such as involving children in looking at, or in the production of, sexual images, watching sexual activities, encouraging children to behave in sexually inappropriate ways, or grooming a child in preparation for. Sexual abuse can take place online, and technology can be used to facilitate offline abuse. Sexual abuse is not sole perpetrated by adult males. Woman can also commit acts of sexual abuse, as can other children.</p>

Safeguarding in specific circumstances

In addition to the above there are other areas of safeguarding that the organisation has to have due regard to. **Annex A of Keeping Children Safe in Education (September 2019)** highlights specific forms of abuse and safeguarding issues which staff who work with children and young people should read the following is a synopsis of the areas addressed but are not a fully replica of the guidance which can be accessed [here](#)

Children and the court system may be required to give evidence in the criminal courts, either for crimes committed against them or for crimes they have witnessed. There are a range of guides to support child witnesses. In the civil courts children and young people may be involved in child arrangement hearing and the Ministry of Justice has launched an online child arrangement information tool detaining the dispute resolution service.

Children Missing Education (CME) All staff should be alert to children going missing as this can be a vital warning sign of a range of safeguarding risks, including abuse and neglect, sexual abuse or exploitation (Child Sexual Exploitation and Criminal), travel to conflict zones, Female Genital Mutilation (FGM), forced marriage. Early intervention is necessary to protect and safeguard a child or young person

Children with family members in prison are more likely to have poor outcomes, including poverty, stigma, isolation and poor mental health. More information to support schools and colleges can be found on the [Nicco](#) website

Child Sexual Exploitation (CSE) is child sexual abuse, whereby an individual or group takes advantage of an imbalance of power to coerce, manipulate or deceive a child or young person under 18 to engage in sexual activity (a) in exchange for something the victim needs or wants and/or (b) for the financial advantage or increased status of the perpetrator or facilitator

Child Criminal Exploitation (CCE) is geographically widespread form of harm that is often referred to as county lines, which involves drug networks or gangs that groom and exploit children and young people to carry drugs and money. A key indicator is that victims are often missing from home, care or education and trafficked for the purpose of transporting drugs.

Child and Adolescent Mental Health Good mental health and resilience are fundamental to our physical health, our relationships, our education and to achieving our potential. DfE advice for schools in relation to Mental health and behaviour in schools (2018) which can be accessed [here](#). This is non-statutory advice which clarifies the responsibility of the school, outlines what they can do and how to support a child or young person whose behaviour - whether it is disruptive, withdrawn, anxious, depressed or otherwise - may be related to an unmet mental health need.

Bullying

St Aldhelm's has a separate Anti-Bullying policy which is accessible from the school website and also a copy is in the red file on the back of the staff room cupboard door.

Domestic abuse, Domestic violence, Gender-based violence and violence against women and girls (VAWG), teenage relationship abuse is defined as any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are or have been intimate partners irrespective of gender or sexuality. Exposure to domestic abuse or violence can have a serious, long lasting emotional and psychological impact on the development of children and young people. Further advice and guidance can be accessed via the [NSPCC](#), [Refuge](#) and [Safelives](#) which spotlight on young people and domestic abuse. Further resources relating to violence against women and girls (VAWG) can be accessed [here](#) .

Homelessness or the being at risk of being made homeless is a significant risk for children or young people. The DSL should refer to the local housing authority at the earliest opportunity. The Homelessness Reduction Act 2017 places a new legal duty on English councils to provide meaningful help, including an assessment of need and circumstances. The DfE and the Ministry of Housing, Communities and local government have published joint statutory guidance on the provision of accommodation for 16 and 17 year olds who may be homeless or require accommodation. A series of fact sheets can be access [here](#) .

Online Safety Annex C of Keeping Children Safe in Education (September 2019) addresses the use of technology which can be a significant component of many safeguarding issues including CSE, CCE, radicalisation, sexual predation etc., whereby technology provides the platform that facilitates harm. Schools and colleges must adopt a range of effective safeguarding approaches that both safeguards and empowers children and young people to access support and remain safe online by reducing the risk of harm through the use of filters, monitoring and appropriate use policies for those accessing our IT system, whilst at the same time providing a safe environment in which children and young people can learn to keep themselves safe online.

Peer on Peer abuse children and young people can abuse their peers which can take many forms, including but not limited to: bullying (including cyber bullying); sexual violence or harassment; physical abuse including hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm sexting and initiating/hazing type violence or rituals. Sexual violence and sexual harassment between children in schools and colleges can occur between two children of **any** age and sex and occur through a group of children or young people sexually assaulting or harassing an individual or group of children.

It can also involve **Upskirting** which involves taking a picture under a person's clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification or cause the victim humiliation, distress or alarm. This is now a criminal offence. Further guidance is available [here](#).

Preventing extremism: Children and young people can be vulnerable to extremist ideology and radicalisation and forms part of schools and colleges safeguarding responsibilities, as set out in the Prevent Duty. Extremism is the vocal or active opposition to our fundamental values and radicalisation refers to the process by which a person comes to support terrorism and extremist ideologies associated with terrorist groups. Further information can be accessed below in relation to [Extremism](#) [Radicalisation](#) [Prevent](#)

Private Fostering is when a child under the age of 16 (under 18 if disabled) is cared for by someone who is not their parent or a 'close relative'. This is a private arrangement made between a parent and carer, for 28 days or more. Close relatives are defined as step-parents, grandparents, brothers, sisters, uncles or aunts (whether of full blood, half blood or marriage/affinity). A private foster carer may be a friend of the family, the parent of a friend of the child, or someone previously unknown to the child's family who is willing to privately foster a child. St Aldhelm's has a responsibility to refer to Children's Social Care of any private fostering arrangement we become aware of, in order for Children's Social Care to undertake an assessment to ensure the needs and welfare of the child or young person is being met and that adults caring for them have access to advice and support.

Special Education Needs and disabilities There's a concern sometimes, for children with SEN and disabilities, that their SEN or disability needs are seen first, and the potential for abuse second. If children are behaving in particular ways or they're looking distressed or their behaviour or demeanour is different from in the past, our staff should think about that being a sign of the potential for abuse, and not simply see it as part of their disability or their special educational needs.

Children Looked After The staff have the necessary skills and understanding to keep Children Looked After safe. Appropriate staff have information about a Child's Looked After legal status and care arrangements, including the level of authority delegated to the carer by the authority looking after the child. The Designated Teacher for Children Looked After and the DSL have details of the child's social worker and the name and contact details of the local authority's Virtual Head for children in care.

So-called 'honour-based' violence (including Female Genital Mutilation, Forced Marriage Breast Ironing) encompasses incidents or crimes which have been committed to protect or defend the honour of the family or community. All forms of honour based violence (HBV) is abuse, regardless of the motivation and should be handled and escalated as such. There are specific mandatory reporting duties for teachers to report to the police where they discover (either through disclosure or visual evidence) that FGM appears to have been carried out on a girl under 18.

Additional guidance and publications

FGM: Mandatory reporting procedural information can be accessed [here](#)

FGM Fact sheet can be access [here](#) .

Forced Marriages: Multi- agency guidelines(2014) pages 35 and 26 pertain to schools can be accessed [here](#) along with statutory guidance (2014) which can be accessed [here](#).

Allegations of abuse made against teachers, other staff, volunteers and agency staff: People in a Position of Trust

Working Together to Safeguard Children (March 2018) states that organisations should have in place clear policies in line with those from the Somerset Safeguarding Partnership to manage allegations against people who work with children and young people. Such policies should make a clear distinction between an allegation, a concern about the quality of care or practice or a complaint. Full details are available [here](#) .

In addition, Keeping Children Safe in Education (September 2019) Part Four, sets out how allegations may indicate that a person would pose a risk of harm if they continue to work in regular or close contact with children in their present position, or in any capacity in a school or college under the age of 18 years. Part 4 of the Keeping Children Safe in Education (September 2019) which can be accessed [here](#) .

An allegation may relate to a person who works with children who has:

- behaved in a way that has harmed a child, or may have harmed a child
- possibly committed a criminal offence against or related to a child or
- behaved towards a child or children in a way that indicates they may pose a risk of harm

Phone Somerset Direct on **0300 123 2224** for a referral.

What staff should do if they have concerns about another staff member

If any member of staff, volunteer or agency staff have concerns relating to an individual's conduct or behaviour, whether they be a colleague, member of the management or senior leadership team, they should refer their concerns to the Designated Safeguarding Lead or the Headteacher.

Where concerns or allegations relate to the Headteacher, these should be referred to the Chair of Governors.

Staff Code of Conduct In addition to the Safeguarding and Child Protection policy, we have a staff Code of Conduct that outlines an acceptable level of staff behaviour. During their induction training, new staff will be given and have read: • Staff Code of Conduct (inc. use of social media, and the Position of Trust Offence) • The school's Safeguarding and Child Protection policy • Keeping Children Safe in Education (2019) (Part One and Annex A) • Behaviour Policy • Procedures for Children Missing in Education, which is contained within the Staff Handbook.

The Governing Body (including Trusts or Directors)

Governing bodies and proprietors will ensure that they comply with their duties under legislation. They will also have regard to this guidance to ensure that the policies, procedures and training in the provision are effective and comply with the law at all times.

The responsibilities placed on governing bodies and proprietors include:

- Contributing to ensure the provision is carrying out inter-agency working, which includes providing a coordinated offer of early help when additional needs of children are identified.
- Ensuring that an effective child protection policy is in place, together with a staff behaviour code of conduct policy and behaviour policy.
- Ensuring staff are provided with Part One of *Keeping Children Safe in Education (DfE 2019)* –and are aware of specific safeguarding issues.
- Ensuring that staff induction is in place with regards to child protection and safeguarding.
- Appointing an appropriate senior member of staff to act as the Designated Safeguarding Lead.
- Ensuring that all of the Designated Safeguarding Leads (including deputies) undergo formal child protection training every two years (in line with SCSB guidance) and receive regular (annual) safeguarding refreshers (for example via e-bulletins, meeting other DSLs, or taking time to read and digest safeguarding developments).
- Prioritising the welfare of children and young people and creating a culture where staff and volunteers are confident to challenge senior leaders over any safeguarding concerns.
- Ensuring that children are taught about safeguarding in an age appropriate way.
- Ensuring appropriate filters and appropriate monitoring systems are in place to safeguard children from potentially harmful and inappropriate online material
- Having a senior board level lead to take leadership responsibility for the organisation's safeguarding arrangements.

- Ensure scrutiny and effectiveness of the single central record and child protection recording is undertaken.
- Ensure safeguarding is regularly discussed and outcomes recorded at Governor meetings.
- Ensure the requirements of The Governor's Safeguarding Audit Section 175 are met and actions when needed completed in a timely way

Appendix A



St Aldhelm's VA Church Primary School

Employees Safeguarding Induction

Staff Member: Name and Role:	
Date of Commencement:	
Inductor: Name and Role	
Date of Induction:	
Signed by Inductee:	
Signed by Inductor:	

Agenda:

Welcome to St Aldhelm's VA Church Primary School

Outline of the induction meeting

Our Vision and Ethos

What is Safeguarding (Child Protection)

What safeguarding means for children or young people at St Aldhelm's

Voice and influence

Action to be taken if you have a concern

Our School Vision

At St Aldhelm's, we seek to help all our children achieve their full potential. We aim to instil a love of learning and encourage children to value themselves and each other as unique individuals. Christian values underpin our daily life in school in an atmosphere that is safe and welcoming, where children learn to be reflective and considerate to others. We work together so that all our children are the best that they can be.

Our School Ethos

St Aldhelm's is a warm, welcoming and inclusive school with a strong Christian ethos and a positive partnership with our local church. We are committed to excellence for all the children in our care.

What is Safeguarding (Child Protection)

Safeguarding is an overarching term used to ensure that the welfare of children and young people is paramount, and they are protected from abuse and neglect. **We all have a statutory duty to safeguard and promote the welfare of children.** This means protecting children and young people from abuse and neglect; preventing impairment of health or development; ensuring they are growing up in circumstances consistent with the provision of safe and effective care and taking action to enable all children and young people to have the best life chances.

Every member of staff, irrespective of their role in the organisation, has a responsibility to keep children or young people safe and to take appropriate action whenever they hear, observe or are told information that could impact on their welfare and safety.

Child Protection is the statutory threshold for intervention in family life whereby a child or young person is suffering or at risk of significant harm. As an organisation St Aldhelm's has a number of statutory responsibilities that must be fulfilled which are set out in legislation and statutory guidance.

You have been issued with Part 1 of **Keeping Children Safe in Education (September 2019)** and you will have been asked to read the document ahead of today's induction. Have you had an opportunity to do so? Do you have any questions?

What Safeguarding means for children or young people at St Aldhelm's.

At St Aldhelm's we expect our staff to exercise high standards of behaviour and provide high quality professional support to our children. It is therefore important that we all understand that the nature of our work and the responsibilities related to it, which places us in unique position of trust. During the course of your induction you will have the opportunity to access a range of training that will provide you with the knowledge and skills you need to do your job. In addition, you will be required to read a number of different policies and procedures that will provide you with contextual information and guidance.

All staff, irrespective of their role in the organisation, have a responsibility to ensure that illegal, unsafe, unprofessional or irresponsible behaviour exhibited by staff is challenged and reported. It is always difficult to raise concerns about a colleagues' behaviour, but you must discuss any concerns with the designated or deputy safeguarding lead.

If you do not feel you can raise concerns within the organisation then you can access the NSPCC Whistleblowing helpline on 0800 028 0285 between 8 a.m. and 8 p.m. or email help@nspcc.org.uk

You should familiarise yourself with the following policies which are available on red file on the back of the staff room cupboard door and on the School Website:

- **Guidance on safer working practice for those working with children and young people in education settings (May 2019)** St Aldhelm's has adopted this as our staff code of conduct.
- **What to do if you're worried a child is being abused (DfE March 2015)** advice for practitioners.
- **St Aldhelm's Safeguarding (Child Protection) Policy and Procedures**
- **St Aldhelm's Behaviour policy**
- **Children Missing Education procedures** which are contained within the St Aldhelm's Staff Handbook (September 2019)

Voice and influence

When working with children and young people communication is crucial, especially in relation to safeguarding. Communication is a two-way process and doesn't just relate to a child's ability to communicate via speech therefore, we need to approach communication in its broadest terms, considering body language, gestures, behaviour and presentation. We must also support our children to make positive choices.

Action to be taken if you have a concern about the welfare of a pupil or the conduction/actions of a member of staff or visitor to St Aldhelm's.

You should discuss your concerns, observations or any information that may impact on the welfare of a child with a Designated or Deputy Safeguarding Lead. The flowchart overleaf has been developed to offer you guidance on what you should do. It is **not intended to cover all eventualities, but it aims to provide a framework for action.**

What is important is that you take action and raise your concerns. The Designated or Deputy Safeguarding Lead may hold other relevant information, but your information may be new and important - the final part of the information jigsaw.

Updated July 2019



Whistleblowing Advice Line

Support for professionals who are worried about children in the workplace

The NSPCC whistleblowing Advice Line offers free advice and support to professionals with concerns about how child protection issues are being handled in their own or another organisation.

What is whistleblowing?

Whistleblowing is when someone raises a concern about a dangerous or illegal activity or any wrongdoing within their organisation.

Raising a concern is known as “blowing the whistle” and is a vital process for identifying risk to children, young people and vulnerable adults. In recent years there have been several high profile cases of institutional abuse which have come to light as a result of whistleblowing.

Sharing information or talking through a concern can be the first step to helping an organisation identify problems, improve practice and safeguard the welfare of children, young people and vulnerable adults.

Contact the Whistleblowing Advice Line

Call **0800 028 0285**

Email **help@nspcc.org.uk**

The government website www.gov.uk also has valuable information for whistleblowers in relation to their rights, support and who to tell. This can be accessed [here](#):

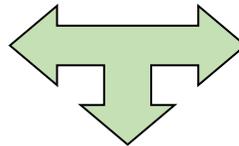
Appendix C

Action to be taken where there are concerns about the welfare of a child or young person or the conduct/actions of Staff or Visitors



General Information and Advice

Always act in the best interests of the child or young person: the welfare of the child is paramount **Children Act 1989**



Always maintain an attitude of 'it could happen here': Learning lessons from Serious Case Reviews e.g. Daniel Pelka and Nigel Leat

Be alert to the signs of abuse and neglect supporting documents include:

St Aldhelm's Safeguarding (Child Protection) Policy & Procedures: Part One: Keeping Children Safe in Education (September 2019):
What to do if you're worried a child is being abused (DfE March 2015) Advice for Practitioners: Working Together to Safeguard Children (2018)
These can be accessed on the St Aldhelm's website and on the back of the staff room cupboard door.



If, a child or young person is in immediate danger or is at risk of significant harm

Anyone can make a referral to Children's Social Care and/or the Police (but the Designated Safeguarding Lead (DSL) should be informed if a referral has been made). **Contact details: Somerset Children's Social Care** during office hours telephone number : **0300 123 2224** Emergency Duty Team (EDT) outside office hours, weekends or bank holidays **0300 1232327** or contact the **Police on 999**

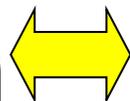
If you have a concern relating to dangerous or illegal activity or any wrongdoing within the organisation and you do not feel you can raise a concern directly you can contact the **NSPCC** Whistleblowing helpline 0800 028 0285 – line is available from 8:00 AM to 8:00 PM, Monday to Friday or Email:

How to report child welfare or child protection concerns at St Aldhelm's

Child Welfare

Discuss your concerns with your immediate line manager
Or
Discuss your concerns with the Designated or Deputy Safeguarding Leads (DSL)

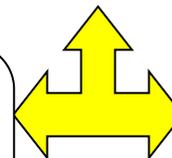
You must act to safeguard



Immediate Concerns and/or immediate action is required

Safeguarding/Child Protection Concerns

The DSL will consider what information is already known, consider indicators of risk and following multi-agency guidelines take appropriate action



Concerns relating to the conduct or actions of a staff member: The DSL will liaise with the Headteacher or you can refer your concerns directly. If concerns relate to Headteacher, the Chair of Governors must be notified. All allegations will be investigated following statutory guidance and Somerset Safeguarding Partnership procedures by the Local Authority Designated Officer (LADO)

Appendix D

Early Years Provision.

Working Together 2018 states -

- Early years providers have a duty under section 40 of the Childcare Act 2006 to comply with the Safeguarding and Welfare Requirements of the Early Years Foundation Stage.

Keeping Children Safe in Education 2018 states –

- The Early Years Foundation Stage Framework (EYFS) is mandatory for all early years providers. It applies to all schools that provide early years provision including maintained nursery schools.

The Early Years Foundation Stage states –

- Schools are not required to have separate policies to cover EYFS requirements provided the requirements are already met through an existing policy. Where providers other than childminders are required to have policies and procedures as specified below, these policies and procedures should be recorded in writing.
- Providers must be alert to any issues of concern in the child's life at home or elsewhere. Providers must have and implement a policy, and procedures, to safeguard children. These should be in line with the guidance and procedures of the relevant Somerset Safeguarding Partnership (previously the Somerset Safeguarding Children's Board). The safeguarding policy and procedures must include an explanation of the action to be taken when there are safeguarding concerns about a child and in the event of an allegation being made against a member of staff and cover the use of mobile phones and cameras in the setting.

Early Years Providers must be compliant with the Safeguarding and Welfare Requirements

Below is the link to the EYFS

<https://www.gov.uk/government/publications/early-years-foundation-stage-framework--2>

- As an appendix to this policy, we ensure that we are compliant with all the Safeguarding and Welfare Requirements of the Early Years Foundation Stage 2017 by adopting the following:
- We have a mobile phone and camera policy in place within the provision that details the procedure for use of these devices. This covers the use of Mobile Phones and Cameras in the setting and on visits and includes the settings procedures with regards to mobile phones and cameras for all staff, volunteers and visitors.

Appendix E

St Aldhelm's VA Church Primary School Safeguarding Team



Name	Designation	Contact details
Mrs Pippa Cohen	Headteacher and Designated Safeguarding Lead DSL	01749 880376 staldhelmshead@educ.somerset.gov.uk
Mrs Sue Bloomfield	Chairs of Governors	01749 880376 sbloomfield@educ.somerset.gov.uk
Mr Tom Miller	Nominated Safeguarding Governor	01749 880376 Via Jayne Sims, Clerk to the Governors jsims5@educ.somerset.gov.uk
Mrs Amanda Phillips Miss Tonia Horgan	Deputy Designated Safeguarding Leads DDSL	01749 880376 AJPhillips@educ.somerset.gov.uk thorgan@educ.somerset.gov.uk
Mrs Amanda Phillips	Designated Teacher for Children Looked After	01749 880376 AJPhillips@educ.somerset.gov.uk
Mrs Pippa Cohen	Prevent Lead	01749 880376 staldhelmshead@educ.somerset.gov.uk
Mrs Pippa Cohen	Child Exploitation Lead	01749 880376 staldhelmshead@educ.somerset.gov.uk

Appendix F

A letter to be signed by our staff on completion of reading this policy, Keeping Children Safe (2019) Part 1 and Annex A and associated policies.

St Aldhelm's VA Church Primary School 2019-2020

Please sign and return to Pippa Cohen DSL by Monday 9th September

I, _____(name) have read and understood the contents of the following documents and understand my role and responsibilities as set out in these document(s).

- (1) St Aldhelm's Safeguarding (Child Protection) Policy
- (2) Part 1 and Annex A of 'Keeping Children Safe in Education' DfE Guidance 2019
- (3) Code of Conduct 'Guidance for safer working practice for those working with children and young people in education settings' May 2019
- (4) Behaviour Policy
- (5) Safeguarding Response to Children Missing in Education (within the Staff Handbook)
- (6) Staff Handbook

I am aware that the DSLs are:

.....
.....
.....

and I am able to discuss any concerns that I may have with them.

I know that further guidance, together with copies of the policies mentioned above, are available on back of the staffroom cupboard door.

Signed _____

Date _____