



# Brereton C of E (A) Primary School

## Safeguarding Policy

### Rationale

"Safeguarding" is an umbrella term encompassing the whole wellbeing of a child and recognises the importance of the preventative agenda. Child Protection is an important component of "safeguarding".

All adults working at Brereton C of E (A) Primary School have a duty to safeguard and promote the welfare of children which is defined in the Children Act as:-

- Protecting children from maltreatment
- Preventing impairment of children's health and development
- Ensuring that children are growing up in circumstances consistent with the provision of safe and effective care and
- Undertaking that role so as to have optimum life chances and to enter adulthood successfully.

(Working Together 2006 P34)

This school recognises that every member of its staff has a key role in prevention of harm, early identification, intervention and support for pupils at risk of significant harm and will endeavor to provide an environment where children are valued and know that their concerns will be taken seriously. Where young people are safe and feel safe.

### Aims

At Brereton C of E (A) Primary School we aim:

- To ensure that all staff receive safeguarding training in order to be aware of the signs and symptoms of abuse and know how to respond appropriately to these concerns.
- To ensure we practice safe recruitment in checking the suitability of staff and volunteers to work with children
- To ensure that we establish the identity of all visitors to our school premises
- To raise awareness of child protection issues and equip children with the skills needed to keep them safe
- To develop and implement procedures for identifying and reporting cases, or suspected cases, of abuse
- To support pupils who have been abused in accordance with the agreed child protection plan
- To establish a safe environment in which children can learn and develop.

### Objectives

This school acknowledges that anxiety undermines good practice and has identified clear line of accountability to ensure that staff dealing with child welfare concerns are supported and have access to appropriate training and advice. In this school any individual can contact the following if they have concerns about a young person:-

Safeguarding Lead is Sue Riley.

And Natasha Griffiths will deputise in her absence.

The Safeguarding Governor is Charlotte Proudlove.

### Practice

As a school we will:

- establish and maintain an environment where children feel secure, 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
- be vigilant in cases of suspected child abuse, recognizing the signs and symptoms, have clear procedures whereby teachers report such cases to senior staff and are aware of local procedures so that information is effectively passed on to the relevant professionals
- Staff must make a brief accurate record of these concerns using the agreed proforma, recording any allegations that the child makes in the child's own words if possible.
- include opportunities in the personal, social, health and economic (PSHE) curriculum for children to develop the skills they need to recognise and stay safe from abuse.
- follow the procedures set out by the Local Safeguarding Children Board (LSCB) and take account of guidance issued by the DCSF
- ensure we have a designated senior person for child protection who has received appropriate training and support for this role
- ensure we have a nominated governor responsible for child protection
- ensure every member of staff (including temporary and supply staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role
- All staff will attend safeguarding training accredited by the local Safeguarding Child Board every 3 years.
- The safeguarding leads will attend training every 2 years and must attend additional multiagency training in order to ensure the school works well with partner agencies to safeguard children.
- We recognise that all matters relating to child protection are confidential
- The Head teacher or Safeguarding Lead will disclose any information about a pupil to other members of staff on a need to know basis only
- All staff must be aware that they have a professional responsibility to share information with other agencies in order to safeguard children
- All temporary staff will be made aware of safeguarding responsibilities via the Staff Handbook
- All staff must be aware that they cannot make a promise to a child to keep secrets
- ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection
- contribute to an inter agency approach to child protection by developing effective and supportive liaison with other agencies
- ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in the school prospectus
- notify social services if there is an unexplained absence of more than two days of a pupil who is on the child protection register

- develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection matters, including attendance at case conferences
- keep written records of concerns about children, even where there is no need to refer the matter immediately
- ensure all records are kept securely, separate from the main pupil file, and in locked locations and the information shared with staff only on a "need to know basis".
- The designated safeguarding lead should assess all information available to the school about a child and refer to Social Care Access Team if appropriate and confirm this referral in writing by completing Safeguarding Children in Education Referral Form (within 48 hours).
- The child protection record must be transferred to the Safeguarding Lead of the admitting school should the child change schools.
- develop and then follow procedures where an allegation is made against a member of staff or volunteer
- ensure safe recruitment practices are always followed
- provide clear policy statements for parents, staff and children on the school's approach to bullying setting out a clear understanding of the various types of bullying - physical, verbal and indirect, and act promptly and firmly to combat it, making sure that pupils know who they can contact for support
- have a clear policy about the handling of allegations of abuse by members of staff, ensuring that all staff are fully aware of the procedures
- the Safeguarding Governor (Charlotte Proudlove) meets annually with the Headteacher in order to review the Safeguarding Policy and practices within the school
- the Safeguarding Governor (Charlotte Proudlove) meets termly with the Headteacher to monitor safeguarding issues
- the Safeguarding Governor (Charlotte Proudlove) is responsible for creating a monitoring report on safeguarding to be included in each Governors meeting

We acknowledge that empowering young people to talk to adults that they trust and ensuring that these individuals respond appropriately is the most effective way of keeping children safe from abuse. This school has developed strategies to ensure that its pupils have a range of adults with whom to share their concerns. We have established Circle Time in all classes. Children use a class Worry Box. Children in Key Stage One have 'Sunny Time' on a Friday where they can chat on an informal basis to their teacher as they play games together.

We recognise that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame. The school may be the only stable, secure and predictable element in the lives of children at risk. When at school their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavor to support the pupil through:

- the content of the curriculum;
- the school ethos which promotes a positive, supportive and secure environment and gives pupils a sense of being valued;
- the school behaviour policy which is aimed at supporting vulnerable pupils in the school. The school will ensure that the pupil knows that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred;
- liaison with other agencies that support the pupil such as social services, Child and Adult Mental Health Service (CAHMS), education welfare service and educational psychology service;
- ensuring that, where a pupil on the child protection register leaves, their information is transferred to the new school immediately and that the child's social worker is informed.

As part of developing a healthy lifestyle children should be taught:

- to recognise and manage risks in different situations and then decide how to behave appropriately
- to judge what kind of physical contact is acceptable and unacceptable
- to recognise when pressure from others (including people they know) threatens their personal safety and develop effective ways of resisting pressure, including knowing where and when to get help
- to use assertiveness techniques to resist unhelpful pressure
- Children should feel valued, respected and able to discuss any concerns they have.

This school operates vetting and safe recruitment practices.

- Sue Riley, Kerry Gleave, Julia Betteley and Charlotte Proudlove are accredited in Safer Recruitment and at least one member of the recruitment panel will have passed the required assessment. All staff will be given safeguarding and code of conduct information as part of their induction.
- Procedures are in place to support all staff who have concerns about the conduct of any adults working in school, either in a professional role or in a voluntary capacity. This is underpinned by the Whistle blowing Policy and the Complaints Procedure.
- In the event of an allegation about the behaviour of a teacher or other professional carers this school will contact the personnel department/safeguarding unit and follow Local Authority procedures.

*This policy should be read in conjunction with the following relevant policies:  
Child Protection Policy/Behaviour Policy/Home School Agreement/Anti-Bullying Policy/Equal Opportunities Policy/SEN Policy/Whistle blowing Policy/Complaints Procedure*

*This policy was written and agreed by staff on 15<sup>th</sup> March 2010*

*This policy was agreed by Governors on 18<sup>th</sup> March 2010*

*This policy will be reviewed in March 2013*