



St Margaret's
Academy

CHILD PROTECTION

Designated Safeguarding Lead (DSL) : Sara Pike

Deputy Safeguarding Lead: Sue Stell

Governor Lead: Chris Reader

INTRODUCTION

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002; and in line with the following government publications: 'Working Together to Safeguard Children' 2013 and 'Keeping Children Safe in Education' May 2016

RATIONALE

All children deserve the chance to be educated, safe in the knowledge that staff will work together with parents, governors and other agencies in order to protect them from abuse. Children should also be protected with information on how to safeguard themselves.

It is recognised that safeguarding incidents could happen anywhere and staff should be alert to possible concerns being raised in school.

PURPOSES

- To support the child's development in ways that will foster security, confidence and independence.
- To promote a safe environment for children where they feel safe, secure, valued and respected and to encourage a good relationship with them.
- To ensure that all staff are aware and alert to the signs of abuse and know the reporting procedures
- To ensure that there is a trained, designated member of staff responsible for the co-ordination of action.
- To ensure that there are procedures in place for handling suspected cases of abuse of children (including those to be followed if a member of staff is accused of abuse).
- To ensure that there is a reporting procedure to staff but not at the risk of confidentiality (i.e need to know).

This policy should be read in conjunction with other safeguarding policies in the school:

- Attendance
- Health and safety
- Managing behaviour and Anti bullying
- Equality Information
- Positive Touch and Safe Handling
- eSafety
- Supporting Pupils with Medical Conditions
- Staff Code of Conduct

GUIDELINES

- All adults, including temporary staff, volunteers and governors have a full and active part to play in protecting our pupils from harm and the child's welfare is our paramount concern
- The DSL is a member of the Senior Leadership Team and has undertaken relevant training. This training is updated at least every 2 years.

- The DSL will be responsible for co-ordinating the actions by the school when reports are received of suspected or actual abuse. At all times s/he will consult with the Head Teacher on the actions to be taken. In the designated teacher's absence this will be the Head Teacher.
- All members of staff and volunteers are provided with child protection awareness training at induction
- All staff and governors have child protection updates at least annually to maintain their understanding of the signs and indicators of abuse and to keep up to date with changes in legislation
- The following categories of abuse are recognised for the purposes of the Child Protection Register 'Neglect', 'Physical abuse', 'Sexual abuse', and 'Emotional abuse' as outlined in Keeping Children safe in Education, May 2016
- Staff should also be aware of specific safeguarding issues such as 'Child missing from Education', 'Child Sexual Exploitation', 'Female Genital Mutilation', 'Peer on Peer Abuse', 'Honour based Violence' and the 'Prevent Duty' as outlined in Keeping Children safe in Education, May 2016
- The Designated teacher (together with the Head Teacher) will act upon the information and will ensure that discussions will be made with appropriate agencies and will keep records. They should recognise the importance of confidentiality for the child, parents and staff.
- It is important that the DSL has spoken with the concerned member of staff and has talked with the child.
- Any member of staff may raise a concern with Social Services and the number to call is 01803 208100.
- Confidential records are held containing information on all cases relating to abuse, actual or suspected.
- We recognise that some groups of children are particularly vulnerable to abuse (e.g. children with SEND; looked after children).
- The school recognises that Bullying is a form of abuse and this should be dealt with accordingly (see Anti Bullying policy).
- The school has procedures for dealing with allegations of abuse against staff and volunteers.
- Safeguarding concerns about adults in the school should be made to the designated safeguarding lead or Head Teacher. Concerns about the Head Teacher should be passed to the Chair of Governors, Mr Myles Key; his contact details are available in the staff room
- All staff should adhere to the Code of Staff Conduct which is shared with all current staff and forms part of the induction training.
- The school operates safer recruitment procedures by ensuring there is at least one person on every recruitment panel that has completed Safer Recruitment training. Full enhanced DBS with barred list check are obtained for all staff and volunteers. Staff working in our Early Years provision, childcare staff (before and after school provision) and their managers must also comply with the Government's Disqualification by Association guidance.
- The Child Protection policy and procedures are reviewed annually and the Child Protection Policy is available on the school website.

- Children are taught about safeguarding through a broad and balanced curriculum, though personal, social and health education (PSHE) and through visiting speakers and workshops.

IDENTIFYING ABUSE

Because of their regular contact with individual children, teachers and support staff are well placed to observe outward signs of abuse, changes in behaviour or failure to develop.

The appointment of a DSL does not diminish the role of other staff in being alert to signs of abuse. If a child discloses abuse, or if staff have concerns about potential or actual abuse:

- The child must be treated with sympathy. It is not the role of staff to investigate suspected abuse.
- Staff should be careful in their questioning of children and ensure that they do not use any leading questions.
- Staff should listen to the child and make detailed notes. A 'Logging a Concern' form should be completed
- Notes should record the time, date, place, people present and an account of what was said.
- Staff should not give undertakings of absolute confidentiality to the child.
- In the case of physical injury the areas should be explicitly defined on a 'body map'.
- Body maps are available in the staff room.

Staff should report concerns immediately to the designated safeguarding lead or the Head Teacher in his/her absence.

Reviewed:

September 2015

April 2016

June 2016

September 2016