



Coatham Church of England School CHILD PROTECTION Policy

Written

Review January 2015 July 2015 July 2016 September 2016 September 2017

Chair of Governors.....

Date.....

Head Teacher.....

Date.....

“Learn not for school, but for life”

Our school is tolerant and caring; it is a place where everyone is accepted. We believe in working together as a real school community, and using our different abilities to support each other and to succeed. Friendship, respect, and fairness are the values that lead us.

Through the learning experiences and opportunities which we offer, we want our children to believe in themselves, deal with set-backs and have clear aspirations for their futures. We want them to realise their potential in all areas of their lives.

We want our children to understand both what their community has to offer them as they grow up, and, what they have to offer it.

We hope that all of our children learn that, whatever they do, they should work at it with all of their heart.

Safeguarding Team

Designated Safeguarding Lead - Mr P Maudsley

**Deputy Designated Safeguarding Leads
Mrs S Wilkinson-Black, Mrs S Greer**

Nominated Governor, Safeguarding Mrs A Whitton

Any issues regarding e-safety and child protection arising from this policy should be considered with reference to the e-safety and Safeguarding policies

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1.0 Relevant Documentation

When reading this document, please be aware of the following related documents which work alongside this Child Protection Policy:

1. Tees Child Protection Web Based Procedures – www.teescpp.org.uk
2. Procedure for Managing Allegations against Staff, Carers and Volunteers – South Tees LSCB
3. Keeping Children Safe in Education DfE 2016
4. Safeguarding Children and Safer Recruitment in Education (2006)
5. The Children Act 2004 (Every Child Matters)
6. The Sexual Offences Act 2003
7. Section 175 Education Act 2002
8. What to do if you're worried a child is being abused (2003)
9. Safeguarding Children in Education (DFES 2004)
10. Working Together to Safeguard Children (2010)
11. Data Protection Act 1998
12. Anti-bullying policy
13. Race Equality Policy
14. Equality and Diversity Policy
15. Harassment Policy
16. Staff Disciplinary Policy
17. Staff Recruitment Policy

2.0 Scope

This document is Coatham Church of England policy on Child Protection and is in line with procedures set out by the South Tees Local Safeguarding Children's Board (LSCB).

This policy applies to all adults working on the school site.

3.0 Introduction

Coatham Church of England School fully recognises its responsibilities for child protection.

The schools main aim is to provide a safe, secure and stable base for children and help to protect them from harm. The welfare of the child is of paramount importance to all the adults who work in our school. To achieve this aim Coatham School will:

- Ensure safer recruitment and vetting practises are followed, therefore checking the suitability of staff and volunteers who wish to work with our children.

- Raise awareness of safeguarding / child protection issues to staff, parents and children.
- Provide an environment where children feel safe, are encouraged to talk and are listened to.
- Help equip children with skills needed to keep themselves safe
- Develop, implement and review policy and procedures in relation to child protection.
- Train and raise awareness of all staff, defining their role and responsibilities in reporting possible cases of abuse.
- Ensure there is effective communication between staff on child protection matters.
- To identify children who are suffering or likely to suffer significant harm.
- Report cases or suspected cases of abuse to Social Care.
- Working in partnership with parent/carer and other professionals to support and help protect children who have a Protection Plan.
- Establish a safe environment in which children can learn and develop.

In our school we respect our children. The atmosphere is one that encourages all children to do their best. We provide opportunities that enable our children to take and make decisions for themselves. The school ethos promotes a positive, supportive and secure environment and gives children a sense of being valued.

Our teaching of personal, social and health education citizenship, as part of the National Curriculum, helps to develop appropriate attitudes in our children, and makes them aware of the impact of their decisions on others. We also teach them how to recognise different risks in different situations, and how to behave in response to them (e.g. 'stranger danger' and 'internet safety').

We recognise that abuse and neglect can result in underachievement. We strive to ensure that all our children make good educational progress.

Child abuse can take a variety of forms:

- **Physical abuse** involves hitting, slapping, kicking, misuse of medication, undue restraint, shaking or other treatment of a child that can cause actual bodily harm.
- **Sexual abuse** involving forcing or enticing a child into sexual activities whether or not the child is aware of what is happening. This includes non contact situations such as viewing child abuse images.
- **Emotional abuse** involves persistent emotional ill treatment of children, such as frightening them, or putting them in situations of danger. It is also an abuse to convey to children the feeling they are worthless or unloved.

- **Neglect** and acts of omission is also a form of abuse. This could involve failure to provide an adequate level of care (e.g. food, warmth and failure to access medical care or services).
- **Peer on Peer abuse:** see the Peer on Peer abuse policy

4.0 Staff Responsibilities are:

4.0 GOVERNORS

Take into account the procedures and practice of the LA and the LSCB

4.1 Head Teacher to ensure that:

- The Governing Body receives yearly awareness raising in respect of their roles and responsibilities in regard to Child Protection / Safeguarding.
- The Governing Body adopts appropriate policies and procedures to safeguard children in school.
- That policies and procedures are implemented by staff.
- Parents / carers to be made aware each autumn term of the safeguarding policies that are in place and who is the Nominated Person Child Protection.
- Sufficient resources and time are allocated to carry out Safeguarding Children / Child Protection effectively.
- There is a Nominated Person Child Protection for the school who has received appropriate training for this important role.
- All staff and adults working in school understand their safeguarding children responsibilities and are able to voice their concern if they feel a child is vulnerable or at risk.
- Staff to be aware of the 'whistle blowing' protocol and understand they must voice their concern of any individual working practices that are deemed unsafe and unprofessional.
- Coatham Church of England School develops effective working partnerships with relevant agencies and cooperate as required in regard to safeguarding children matters, including attendance at child protection conferences and other related meetings.
- School to provide appropriate reports for child protection meetings, and contribute to inter-agency plans
- To provide a co-ordinated offer of Early Help, through the Well-Being Team and/or the Early Help Team (LA).
- Ensure that all information and records are kept confidentially and securely.

- Recruitment and vetting procedures are followed in all appointments of staff including those working in school in a voluntary / unpaid capacity.
- Site security is in place with all visitors required to identify themselves, then sign in and sign out when leaving the school.
- To allow access to site for Children's Social Care from the host or placing LA.
- To liaise with the Virtual Headteacher in the support of any LAC children with Safeguarding concerns and when they are supported by Social Services.

4.2 Designated Safeguarding Lead has responsibility for coordinating action within the school and liaising with Social Care and other agencies in respect of suspected child abuse.

- **The Designated Safeguarding Lead is Mr P Maudsley**

The main responsibilities for the Designated Safeguarding Lead are:

- To adhere to and follow procedures outlined in the South Tees Local Safeguarding Children Board Procedures.
- To help identify signs and symptoms of abuse.
- Refer suspected cases of abuse to Social Care / Police
- Ensure all staff receives child protection awareness raising training to help them recognise and identify signs of abuse.
- To raise awareness of child safety issues within school.
- Ensure that the school has an up-to-date child protection policy which is consistent with the LSCB procedures. The policy should be reviewed annually.
- To attend and represent the school at child protection meetings.
- Be responsible for securely managing child protection files, compiling reports, recording and sharing information appropriately.
- Ensure that all information and records are kept confidentially and securely.
- To develop good working relationships / links with Social Care, the Child Protection Officer for Education and other relevant professionals.
- To raise awareness of their role with staff, parents and children.
- Be available for staff for consultation purposes.
- To make a judgement on a "concern" and "immediate risk of harm" when completing the SAFER referral form. This will determine whether the referral asks for Early Help or Social Care involvement. The Early Help Team work with a Team Around the Family approach, which fully includes school.

The Designated Safeguarding Lead receives training every two years, and update training annually.

4.3 School Staff (teaching and non teaching) have a responsibility to report any concerns they have about a child's safety to the Nominated Person Child Protection.

If a staff member suspects a child may be a victim of abuse they are advised to do the following:

- If a child discloses information that suggests possible abuse has taken place we recommend the following:
 - Listen to the child.
 - Never coach or lead the child.
 - Do not investigate or over question the child.
 - Reassure the child they were right to talk.
 - Inform the Nominated Person for Child Protection ASAP.
 - Record events (e.g. what the child has said, word for word)
 - Date, time and sign report.
- If a staff member receives information (e.g. third party) or sees something (e.g. suspicious bruise or mark) which gives them a cause for concern, they must inform the Nominated Person for Child Protection ASAP.
- Staff should always consult with the Nominated Person Child Protection when they first begin to have concerns about a child. This process will help clarify what action if any, needs to be taken to meet the needs of the child
- Staff should be aware that nationally, children with SEND are statistically more likely to be abused or neglected; any child protection concerns should be cross-referenced with the SEND register and particular care and monitoring be put in place in such cases.
- Staff must be aware of the mandatory Duty which applies to regulated health and social care professionals and teachers in England and Wales. This requires these professionals to make a report to the police if, in the course of their professional duties, they: are informed by a girl under 18 that an act of FGM has been carried out on her; or observe physical signs which appear to show that an act of FGM has been carried out on a girl under 18 and have no reason to believe that the act was necessary for the girl's

physical or mental health or for purposes connected with labour or birth.

There is tri-annual training for all Teachers and Teaching Assistants, and annual training for all staff.

5.0 Allegations against Staff

Allegations against staff could be initiated in school by children, parents or staff.

If an allegation or cause for concern is made against a member of staff the following action should be taken:

- The Head Teacher should be informed immediately.
- If the allegation is against the Head Teacher then the Chair of Governors should be informed immediately.
- The school should seek support and guidance from the local authority and follow the '**Procedure for Managing Allegations against Staff, Carers and Volunteers**' provided by South Tees Local Safeguarding Board.
- Immediate support and guidance should be sought from:
 - The designated officer in the Local Authority: Lorraine Press, (01642 771500)
 - The Child Protection Officer for Education (01642-837744) Marianne Dixon. Pete Davies, independent CP advisor is available on 07469881475

Staff may choose to use the NSPCC whistle-blowing helpline on 0800 028 0285

6.0 Staff Training

All staff and governors at Coatham Church of England School are included in Child Protection training which raises their awareness of processes and procedures agreed by the Local Safeguarding Children Board (LSCB). Training also covers areas such as 'signs and symptoms' and 'internet safety'.

Newly appointed staff receive training through Coatham's induction programme and attended specific courses ran by the Child Protection Officer for Education as appropriate (e.g. NQT's).

Staff at Coatham have also undertaken E-Learning courses promoted by the LSCB.

The Designated Safeguarding Lead receives training on an annual basis including LSCB facilitated courses.

All staff and some Governors have completed the on-line Safer Recruitment Training.

All Teachers and TAs receive CP training every term from P Davies, CP Advisor

7.0 Confidentiality

Confidentiality and trust should be maintained as far as possible, but Everyone at Coatham will act on the basis that the welfare of the child is paramount. The degree of confidentiality will be governed by the need to protect the child and personal information will be shared where this is necessary to protect the child (1998 Data Protection Act).

8.0 Monitoring and Review

The Governing Body will ensure that the school undertakes the following:

- Annually review its Child Protection Policy
- Has a senior member of staff as Nominated Person for Child Protection
- Review annually the workload of the Nominated Person Child Protection by requesting a report detailing related child protection work undertaken. Governing body to support as felt appropriate
- Monitor and evaluate child protection training that staff receive
- Review all aspects of safeguarding children / working practices and develop as required