



Beech Green Primary School

Child Protection and Safeguarding Policy (including Early Help)

Autumn 2018

INTRODUCTION

This policy has been developed in accordance with the principles established by the Children Acts 1989 and 2004; the Education Act 2002, and is in line with government publication "Guidance for safer working practice for those working with children and young people in education settings" October 2015.

The School Statement declares our intent to create a secure, caring environment for our children. This document plays a crucial role in ensuring that we achieve that aim. It is a statement of the principles and procedures to be followed to ensure the early detection of abuse of children in the school's care.

Definition:

Safeguarding and promoting the welfare of children is defined for the purposes of this 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;
- The action taken to enable all children to have the best outcomes.

AIMS

The chief aims of this document are:

- ◆ To raise awareness in teaching and non-teaching staff of the need for child protection and of their responsibility to identify and report possible cases to the DSL or directly to the Children's helpdesk (tel. 01452 426565 or email childrenshelpdesk@gloucestershire.gov.uk)
- ◆ To develop a structured internal procedure in cases of suspected child abuse;
- ◆ To promote interagency communication;
- ◆ To support children and provide them with the learning opportunities, such as through the PSHE curriculum, to develop the skills needed to keep themselves safe;
- ◆ To identify potential areas of conflict

This policy should be read in conjunction with the school's Equality Policy.

PRINCIPLES

In all dealings with children, the following principles are of central importance:

- ◆ To respect the children as individuals and to protect their welfare in every way;
- ◆ To establish and maintain an ethos where children feel secure and are encouraged to talk, and are listened to, as well as ensuring children know that there are adults in school whom they can approach if they are worried;
- ◆ To take seriously any allegation of abuse, including bullying, whether from an adult or a child, and to act accordingly;
- ◆ To collaborate fully with the statutory agencies concerned with the child;
- ◆ To ensure safe recruitment practices are followed in checking suitability of staff and volunteers to work with children.

Everyone who comes into contact with children and their families at Beech Green has a role to play in safeguarding children, including:

- ◆ Providing a safe environment in which children can learn.
- ◆ Identifying children who may be in need of extra help or who are suffering, or are likely to suffer, significant harm.
- ◆ Taking appropriate action, working with other services as needed. It should be noted that anyone can make a referral (*see DfE guidance 'Keeping Children Safe in Education 2018,*)

All staff members need to be aware of:

- ◆ Systems within school that support safeguarding.
- ◆ "Guidance for safer working practice for those working with children and young people in education settings" 2015.
- ◆ Who the Designated Safeguarding Leads are (see page 3).
- ◆ The statutory Guidance "Keeping Children Safe in Education 2018", and to have read Part 1 of this important document

In order to uphold these principles and rights, the school will follow the procedures set out by the Gloucestershire Safeguarding Board and take account of DfE guidance to:

- ◆ Ensure we have more than one designated safeguarding lead (DSL) who is a member of the school's Senior Leadership Team and has received appropriate training.
- ◆ Ensure we have a nominated governor responsible for child protection who has received appropriate training.
- ◆ Ensure every member of staff, including temporary supply staff and volunteers governing body knows who the DSLs are and they have received a safeguarding induction within the first seven working days of their appointment.
- ◆ Ensure all staff understand their responsibilities in being alert to the signs of abuse and for referring any concerns to a DSL.
- ◆ Ensure that parents have an understanding of the responsibility placed on the school and staff for child protection by setting out its obligations in this policy and making it available to all parents and carers via the school office or website www.beechgreenprimary.co.uk
- ◆ Notify the relevant social worker if there is an unexplained absence of more than two days of a pupil with a Child Protection Plan.
- ◆ Develop effective links with relevant agencies and cooperate as required with their enquiries, including attendance at child protection core groups and conferences.
- ◆ Keep records of any concerns about children, even when there is no need to refer the matter immediately (CPOMS).
- ◆ Support pupils who have been abused in accordance with his/her Child Protection Plan.
- ◆ Develop and follow procedures where an allegation is made against a member of staff, governor or volunteer.
- ◆ Ensure safe recruitment practices are always followed (see Recruitment Policy) , including:
 - the presence of at least one member of the SLT who has completed Safer Recruitment Training (currently the HT and DHs) on all interview panels.
 - Checking suitability of staff and volunteers to work with children.
 - Ensuring inappropriate behaviour is reported and managed using the allegation procedures (see p5).

ROLE OF THE DESIGNATED SAFEGUARDING LEAD

The designated safeguarding lead (DSL) is the main contact for all staff at the school on any child protection issues. At Beech Green we currently have four Designated Safeguarding Leads and they are **the Headteacher, the Deputy Headteachers and the Inclusion Coordinator**. They are all contactable through the school office or telephone 01452 722363.