



WHOLE SCHOOL POLICY FOR SAFEGUARDING INCORPORATING CHILD PROTECTION

Neatishead and Salhouse Federation Primary Schools

Policy Consultation & Review

This policy is referred to in both schools prospectus and is available on request from the school office. We also inform parents and carers about this policy when their children join our school and through our school newsletter.

This policy will be reviewed in full by the Governing Body on an annual basis. This policy was last reviewed and agreed by the Governing Body ... September 2017.....It is due for review...Sept 2018.....

Document History

Date	Reason For Change	By	Approved By
24/01/17	Change of Senior Designated Professional	Julie Church	Steven Powles
22/11/17	Addition of Operation Encompass	Julie Church	Steven Powles

Signed by*Julie Church*..... Headteacher date: 25.01.17

Signed by*Steven Powles*..... Chair of Governors date: 25.01.17

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1. PURPOSE & AIMS

1.1 The purpose of Neatishead C of E and Salhouse VC Primary School's safeguarding policy is to ensure every child who is a registered pupil at our schools are safe and protected from harm. This means we will always work to:

- Protect our children and young people from maltreatment;
- Prevent impairment of our children's and young people's health or development;
- Ensure that our children and young people grow up in circumstances consistent with the provision of safe and effective care;
- Undertake that role so as to enable our children and young people to have optimum life chances and enter adulthood successfully.

1.2 This policy will give clear direction to staff, volunteers, visitors and parents about the expected behaviour and our legal responsibility to safeguard and promote the welfare of all children at our schools.

1.3 Our schools fully recognises the contribution it can make to protect children from harm and supporting and promoting the welfare of all children who are registered pupils at our schools. The elements of our policy are prevention, protection and support.

1.4 This policy applies to all pupils, staff, parents, governors, volunteers and visitors.

2. OUR ETHOS

2.1 The child's welfare is of paramount importance. Our schools will establish and maintain an ethos where our pupils feel secure, are encouraged to talk, are listened to and are safe. Children at our schools will be able to talk freely to any member of staff or regular visitor to our schools if they are worried or concerned about something.

2.2 All staff and regular visitors will, either through training or induction, know how to recognise a disclosure from a child and will know how to manage this. We will not make promises to any child and we will not keep secrets. Every child will know what an adult will have to do with any information they have chosen to disclose to them.

2.3 Throughout our curriculum we will provide activities and opportunities that will equip our children with the skills they need to stay safe. This will also be extended to include material that will encourage our children to develop essential life skills.

2.4 At all times we will work in partnership and endeavour to establish effective working relationships with parents, carers and colleagues from other agencies.

3. ROLES AND RESPONSIBILITIES

3.1 It is the responsibility of *every* member of staff, volunteer and regular visitor to our schools to ensure that they carry out the requirements of this procedure and work in a way that will safeguard and promote the welfare of all of our children at all times.

The Governing Body

3.2 The Federated Governing Body of both schools is accountable for ensuring the effectiveness of this policy and our compliance with it. Although our Governing Body takes collective responsibility to safeguard and promote the welfare of our children, we also have a named governor who champions safeguarding within the schools.

3.3 The Governing Body will ensure that:

- The safeguarding policy is in place and is reviewed annually, is referred to in both schools prospectus and has been written in line with Local Authority guidance and the requirements of the Norfolk Safeguarding Children Board policies and procedures;
- A member of the Senior Leadership Team is designated to take the lead responsibility for safeguarding and child protection;
- All staff have undertaken appropriate child protection training;
- Procedures are in place for dealing with allegations against members of staff and volunteers in line with statutory guidance;
- Safer recruitment practices are followed in accordance with the requirements of [Safeguarding Children and Safer Recruitment in Education](#), 2006.
- They remedy without delay any weakness in regard to our safeguarding arrangements that are brought to their attention.

3.4 The Governing Body will receive a safeguarding report that will record training that has taken place, the number of staff attending and any outstanding training requirements for both schools. It will also record all safeguarding activity that has taken place, for example, meetings attended, reports written, training or induction given. It will not identify individual pupils.

The Headteacher

3.5 At Neatishead C of E Primary and Salhouse VC Primary School the Headteacher is responsible for:

- Identifying a member of the Senior Leadership Team to be the Senior Designated Safeguarding Lead for safeguarding (SDL);

- Ensuring that policies adopted by the Governing Body are fully implemented and followed by all staff;
- Ensuring that all staff and volunteers feel able to raise concerns about poor or unsafe practice and such concerns are addressed sensitively in accordance with agreed whistle-blowing procedures.

The Designated Safeguarding Lead (SDL)

3.6 Any concern for a child's safety or welfare will be recorded in writing and given to the SDL. Through appropriate training, knowledge and experience our SDL will liaise with Children's Services and other agencies where necessary, and make referrals of suspected abuse to Children's Services.

3.7 The SDL at Neatishead C of E and Salhouse VC Primary School will represent both schools at child protection conferences and core group meetings and will be responsible for ensuring that all staff members and volunteers are aware of our policy and the procedures that they need to follow.

3.8 The SDL will maintain written records and child protection files ensuring that they are kept confidentially and stored securely.

3.9 The SDL will ensure that all staff, volunteers and regular visitors have received appropriate child protection information during induction and have been trained within the school to the agreed school's [safeguarding training pack](#) provided by Children's Services.

4. PROCEDURES

Role	Name	Contact details
Senior Designated Safeguarding Lead	Julie Church	01603 720402
Alternate DSL	Salhouse Jo Edwards	01603 720402
	Neatishead Tony Murphy	01692 630241
Headteacher	Julie Church	01603 720402 01692 630241
Named Safeguarding Governor	Jane Gay	01603 720576
Chair of Governors	Steven Powles	01603 713715

4.1 All concerns about a child or young person should be reported without delay and recorded in writing using the agreed template (see Appendix 1).

4.2 The Senior Designated Safeguarding Lead (SDL) should be used as a first point of contact for concerns and queries regarding any safeguarding concern in our school. If the SDL is not available, the alternate SDL should be contacted regarding any concerns.

4.3 When new staff, volunteers or regular visitors join our schools they will be informed of the safeguarding arrangements in place. They will be given a copy of our school's safeguarding policy and told who our Senior Designated Professional for Safeguarding is. They will also be provided with the recording form, given information on how to complete it and who to pass it to.

4.4 Every new member of staff or volunteer will have an induction period that will include essential safeguarding information. This programme will include basic safeguarding information relating to signs and symptoms of abuse, how to manage a disclosure from a child, how to record and issues of confidentiality. The induction will also remind staff and volunteers of their responsibility to safeguard all children at our school and the remit of the role of the Senior Designated Safeguarding Lead.

4.5 New staff who have not had any child protection/safeguarding training or staff who have had training more than three years ago will be given a brief introduction to safeguarding and will then be trained with the rest of the staff team at least 3 yearly.

4.6 All regular visitors and volunteers to our schools will be given a set of our safeguarding procedures; they will be informed of who our SDL and alternate staff members are and what the recording and reporting system is. (Appendix 2).

4.7 When new pupils join our schools, all parents and carers will be informed that we have a safeguarding policy. A copy will be provided to parents on request and is referenced in the school prospectus. Parents and carers will be informed of our legal duty to assist our colleagues in other agencies with child protection enquiries and what happens should we have cause to make a referral to Children's Services.

5. TRAINING

5.1 All members of staff will undertake appropriate safeguarding training every three years. The SDL, the alternate designated member of staff and any other senior member of staff who may be in a position of making referrals or attending child protection conferences or core groups will attend one of the multi-agency training courses organised by Norfolk Safeguarding Children's Board once every three years. In addition to this, the SDL and alternate will attend *Safeguarding Children in Education* every two years.

5.2 Our Governing Body will also undertake appropriate training to ensure they are able to carry out their duty to safeguard all of the children at our school. Training for Governors to support them in their safeguarding role is available from [Norfolk Governor Services](#).

5.3 We actively encourage all of our staff to keep up to date with the most recent local and national safeguarding advice and guidance. This can be accessed on www.lscb.norfolk.gov.uk and on the Safeguarding Section of the Norfolk Schools website http://www.schools.norfolk.gov.uk/page_71.cfm. The SDL will also provide regular safeguarding updates for staff.

6. CHILD PROTECTION CONFERENCES

6.1 From time to time staff members may be asked to attend a child protection conference on behalf of the school in respect of individual children. Usually the person representing the school will be the Headteacher or SDL. In any case, the person attending will need to have as much relevant up to date information about the child as possible. This is more likely to be available from a class teacher, form tutor or subject teacher.

6.2 Children's Services will convene a Child Protection conference once a child protection enquiry under Section 47 of the Children Act 1989 has been undertaken and the child is judged to be at continuing risk of significant harm. A review conference will take place once a child has been made the subject of a Child Protection Plan in order to monitor the safety of the child and the required reduction in risk.

6.3 When staff are required to attend child protection conferences or core group meetings to represent the school they will have access to [Working Together to Safeguard Children, 2010](#) and training as required.

6.4 All reports for child protection conference will be prepared in advance using the [guidance and report template](#) provided by Children's Services. The information contained in the report will be shared with parents before the conference as appropriate and will include information relating to the child's physical, emotional and intellectual development and the child's presentation at school.

6.5 Clearly child protection conferences can be upsetting for parents. We recognise that we are likely to have more contact with parents than other professionals involved. We will work in an open and honest way with any parent whose child has been referred to Children's Services or whose child is subject to a child protection plan. Our responsibility is to promote the protection and welfare of all children and our aim is to achieve this in partnership with our parents.

7. RECORDS AND INFORMATION SHARING

7.1 If staff are concerned about the welfare or safety of any child our in schools they will record their concern on the agreed report form (Appendix 1). They should ensure that the form is signed and dated. Any concerns should be passed to the SDL without delay.

7.2 Any information recorded will be kept in a separate named file, in a secure cabinet and not with the child's academic file. These files will be the responsibility of the SDL. Child protection information will only be shared within school on the basis of 'need to know in the child's interests' and on the understanding that it remains strictly confidential.

7.3 Child protection information will only be kept in the file and this file will be kept up to date. Records of concern, copies of referrals, invitations to child protection conferences, core groups and reports will be stored here. All our safeguarding files will include; a chronology, contents front cover and will record significant events in the child's life.

7.4 If a child leaves our school the SDL will make contact with the SDL at the new school and the file will be forwarded in an appropriately agreed manner.

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8. SAFER RECRUITMENT

8.1 We will ensure that the Headteacher and at least one member of the Governing Body have completed appropriate Safer Recruitment training accredited by the Children's Workforce Development Council. At all times the Headteacher and Governing Body will ensure that safer recruitment practices are followed in accordance with the requirements of [Safeguarding Children and Safer Recruitment in Education](#), 2006.

8.2 At both schools we will use the recruitment and selection process to deter and reject unsuitable candidates. We require evidence of original academic certificates. We do not accept testimonials and insist on taking up references prior to interview. We will question the contents of application forms if we are unclear about them, we will undertake enhanced Criminal Records Bureau checks and use any other means of ensuring we are recruiting and selecting the most suitable people to work with our children.

8.3 We will maintain a Single Central Register of all Safer Recruitment checks carried out in line with statutory requirements.

9. SAFER WORKING PRACTICE

9.1 All adults who come into contact with our children have a duty of care to safeguard and promote their welfare. There is a legal duty placed upon us to ensure that all adults who work with or on behalf of our children are competent, confident and safe to do so.

9.2 All staff will have access to and be expected to know our school's Code of Conduct and policy for positive handling. There will be occasion when some form of physical contact is inevitable, for example if a child has an accident or is hurt or is in a situation of danger to themselves or others around them. However, at all times the agreed policy for safe restraint must be adhered to. A list of staff that have accessed Norfolk Steps training will be kept by the Headteacher.

9.3 If staff, visitors, volunteers or parent helpers are working with children alone they will, wherever possible, be visible to other members of staff. They will be expected to inform another member of staff of their whereabouts in school, who they are with and for how long. Doors, ideally, should have a clear glass panel in them and be left open.

9.4 Guidance about acceptable conduct and safe practice will be given to all staff and volunteers during induction. There are sensible steps that every adult should take in their daily professional conduct with children. This can be found in [Safer Working Practices for Adults who work with Children and Young People in Education Settings](#), DCSF, March 2009.

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10. MANAGING ALLEGATIONS AGAINST STAFF & VOLUNTEERS

10.1 Our aim is to provide a safe and supportive environment which secures the well-being and best outcomes for our children. We do recognise that sometimes the behaviour of adults may lead to an allegation of abuse being made.

10.2 Allegations sometimes arise from a differing understanding of the same event, but when they occur they are distressing and difficult for all concerned. We also recognise that many allegations are genuine and there are some adults who deliberately seek to harm or abuse children.

10.3 We will take all possible steps to safeguard our children and to ensure that the adults in our school are safe to work with our children. We will always ensure that the [Norfolk Safeguarding Children Board](#) Protocol 27: Allegations Against Staff, Carers and Volunteers is adhered to and will seek appropriate advice from the Multi Agency Safeguarding Hub (MASH) when concerns arise. The MASH team can be contacted on 0344 800 8020

10.4 If an allegation is made or information is received about an adult who works in our setting which indicates they are unsuitable to work with children, the member of staff receiving the information should inform the Headteacher immediately. Should an allegation be made against the Headteacher, this must be reported to the Chair of Governors.

10.5 Neither the Headteacher, any other member of school staff or Governing Body will investigate these matters. The Headteacher or Chair of Governors will seek advice from the MASH team and Human Resources personnel at the earliest opportunity.

11 RELEVANT POLICIES

11.1 To underpin the values and ethos of our schools and our intent to ensure our children / young people are appropriately safeguarded the following policies are also included under our safeguarding umbrella:

- Anti-Bullying
- Positive handling and managing behaviour
- Staff Code of Conduct
- Whistle-blowing
- Attendance
- E-safety
- Health and Safety including site security
- Harassment and discrimination including racial abuse
- Meeting the needs of pupils with medical conditions

- Intimate Care
- First aid
- Educational visits including overnight stays

12. Operation Encompass

At Neatishead & Salhouse Federation Primary Schools we are working in partnership with Norfolk Constabulary and Norfolk Children's Services to identify and provide appropriate support to pupils who have experienced domestic violence in their household; this scheme is called Operation Encompass. In order to achieve this, Norfolk Multi-agency Safeguarding Hub will share police information of all domestic incidents where one of our pupils has been present with the Designated Safeguarding Lead(s). – Julie Church/Tony Murphy (Neatishead) & Julie Church, Jo Edwards, Angela Feeley (Salhouse). On receipt of any information, the DSL will decide on the appropriate support the child requires; this could be silent or overt. All information sharing and resulting actions will be undertaken in accordance with the 'Norfolk Joint Agency Protocol for Domestic Abuse – Notifications to Schools'. *We will record this information and store this information in accordance with the record keeping procedures outlined in the policy.*

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13. STATUTORY FRAMEWORK

This policy has been devised in accordance with the following legislation and guidance:

- [Working Together to Safeguard Children, DCSF, 2010](#)
- [Safeguarding Children and Safer Recruitment in Education](#), DfES 2006
- [Norfolk Safeguarding Children Board](#) procedures
- [Briefing for section 5 Inspectors on Safeguarding Children](#), Ofsted, September 2010.
- [Protocol 27: Allegations Against Staff, Carers and Volunteers](#), Norfolk Safeguarding Children Board
- [Safer Working Practices for Adults who work with Children and Young People in Education Settings](#), DCSF, March 2009.

Appendix 1: Draft Recording Form for Safeguarding Concerns

Staff, volunteers and regular visitors are required to complete this form and pass it to the Headteacher/Child Protection Officer if they have a safeguarding concern about a child in our school.

Full name of child	Date of Birth	Tutor/Form group	Your name and position in school

Nature of concern/disclosure	
Please include where you were when the child made a disclosure, what you saw, who else was there, what did the child say or do and what you said.	
Was there an injury? Yes / No	Did you see it? Yes / No
Describe the injury:	
Have you filled in a body plan to show where the injury is and its approximate size? Yes / No	
Was anyone else with you? Who?	
Has this happened before?	Did you report the previous incident?
Who are you passing this information to? Name:	Date:
Position:	Time:
Your signature:	
Date:	

Action taken by SDL

Referred to...?

MASH

Parents

Other

Parents informed? Yes / No (If No, state reason)

Feedback given to...?

Senior Leader

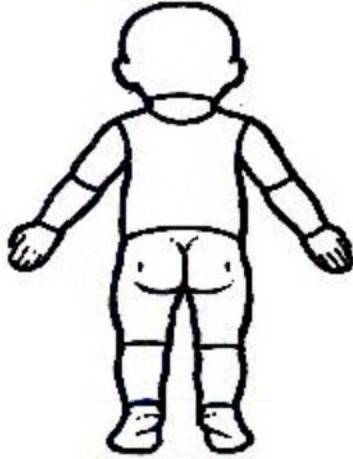
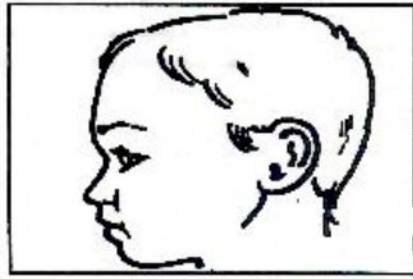
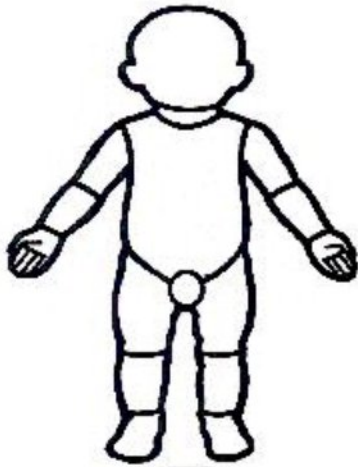
Class Teacher

Person who recorded disclosure

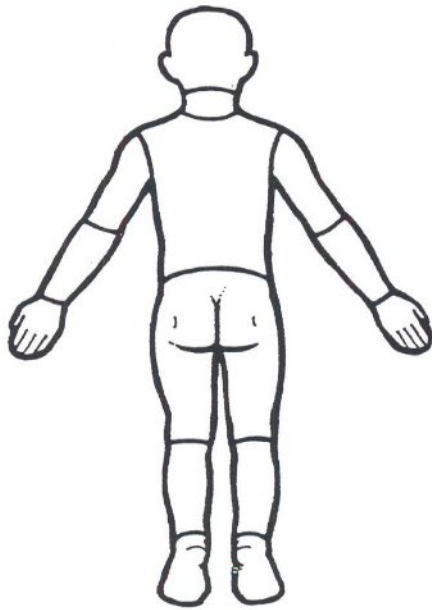
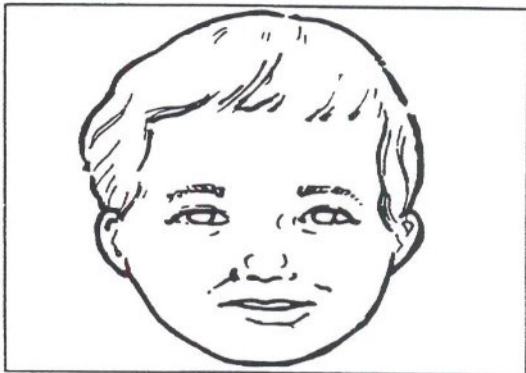
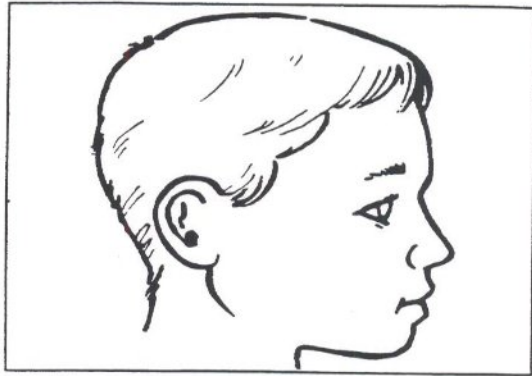
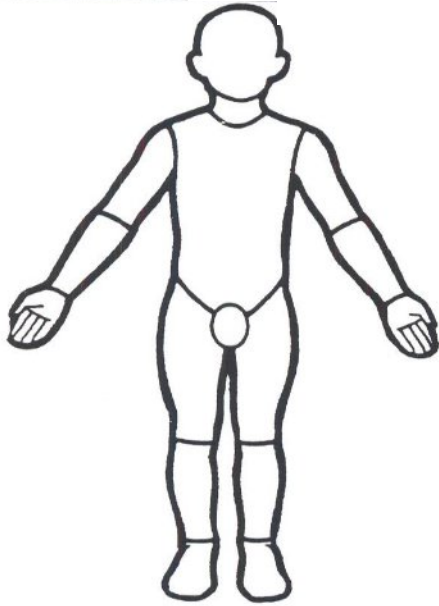
Full name:

SDL Signature:

Young Child



Older Child



Appendix 2: Safeguarding Induction Sheet for new or supply staff and regular visitors or volunteers.

We all have a statutory duty to safeguard and promote the welfare of children, and at our school we take this responsibility seriously.

If you have any concerns about a child or young person in our school, you must share this information immediately with our Senior Designated Professional or one of the alternate post holders.

Do not think that your worry is insignificant if it is about hygiene, appearance or behaviour – we would rather you told us as we would rather know about something that appears small than miss a worrying situation.

If you think the matter is very serious and may be related to child protection, for example, physical, emotional, sexual abuse or neglect, you must find one of the designated professionals detailed below and provide them with a written record of your concern. A copy of the form to complete is attached to this and others can be obtained from The School Office or Headteacher. Please ensure you complete all sections as described.

If you are unable to locate them ask a member of the school office staff to find them and to ask them to speak with you immediately about a confidential and urgent matter.

Any allegation concerning a member of staff, a child's foster carer or a volunteer should be reported immediately to the Headteacher. If an allegation is made about the Headteacher you should pass this information to the Chair of the Governing Body.

The people you should talk to in school are:

Senior Designated Safeguarding Lead: Ms Julie Church

Location of office: Neatishead Primary School : Contact N0: 01692 630241

Salhouse VC Primary School: Contact No: 01603 720402

Alternate Designated Professionals:

Mrs Jo Edwards

Salhouse VC Primary School

Contact Number: 01603 720402

Mr Tony Murphy

Neatishead C of E Primary School

Contact Number: 01692 630241

Chair of Governing Body: Mr S Powles

Contact Number: 01603 713715

At Neatishead C of E and Salhouse VC Primary schools we strive to safeguard and promote the welfare of all of our children.