



Cornerstone Church of England (VA) Primary School



*Building our Community
with Love, Forgiveness and Hope*

CHILD PROTECTION POLICY

Reviewed by	Teaching & Learning Committee	Authorised by	Teaching & Learning Committee
Last Review	Autumn 2016	Date	1/11/2017
Next Review	Autumn 2017	Review Cycle	Annually

Policy Statement

As a school, we recognise our **moral and statutory responsibility** to **safeguard and promote the welfare of all children**. We make every effort to provide a **safe and welcoming environment** underpinned by a **culture of openness** where both children and adults feel secure, able to talk and believe that they are being listened to.

We maintain an attitude of “**it could happen here**” where safeguarding is concerned. The purpose of this policy is to provide staff, volunteers and governors with the framework they need in order to keep children safe and secure in our school and to inform parents and guardians how we will safeguard their children whilst they are in our care. Specific guidance is available to staff within the procedure documents.

Definitions

Within this document:

The umbrella term ‘**Safeguarding**’ is defined in the Children Act 2004 as protecting from maltreatment; preventing impairment of health and development; ensuring that children grow up with the provision of safe and effective care; and work in a way that gives the best life chances and transition to adulthood. Our safeguarding practice applies to every child.

Child Protection is an aspect of safeguarding, but is focused on how we respond to children who have been significantly harmed or are at risk of significant harm.

The term **Staff** applies to all those working for or on behalf of the school, full-time or part-time, in either a paid or voluntary capacity. This also includes parents and governors.

Child refers to all pupils at our school; however the policy will extend to visiting children and students from other establishments

Parent refers to birth parents and other adults in a parenting role for example adoptive parents, step parents and foster carers.

Abuse could mean neglect, physical, emotional or sexual abuse or any combination of these. Parents, carers and other people can harm children either by direct acts and / or failure to provide proper care. Explanations of these are available to staff within the procedure documents.

Aims

- To provide Staff with the framework to promote and safeguard the wellbeing of children and in doing so ensure they meet their statutory responsibilities.
- To ensure consistent good practice across the school.
- To demonstrate our commitment to safeguarding children.

Principles and values

- Children have a right to feel secure and cannot learn effectively unless they do so.
- All children regardless of age, gender, race, ability, sexuality, religion, culture or language have a right to be protected from harm.
- Safeguarding is everyone's responsibility. All staff have a key role in prevention of harm and an equal responsibility to act on any suspicion or disclosure that may indicate a child is at risk of harm in accordance with the guidance.
- We acknowledge that working in partnership with other agencies protects children and reduces risk and so we will engage in partnership working throughout the child protection process to safeguard children.
- Whilst the school will work openly with parents as far as possible, the school reserves the right to contact Children's Social Care or the Police, without notifying parents, if this is in the child's best interests.

Leadership and Management

We recognise that staff anxiety around child protection can undermine good practice and so have established clear lines of accountability, training and advice to support the process and individual staff within that process.

In this school any individual can contact the **Designated Safeguarding Lead (DSL)** if they have concerns about a young person. The **DSL** is **Tim Clarke** and the **Deputy DSL** is **Clare Ross**. There is a nominated **Safeguarding Governor**. As **Chair of Governors**, Rev Sandy Matheson, will receive reports of allegations against the Head Teacher and act on the behalf of the Governing Body.

Training

All staff who come into contact with children in their role should be aware of the signs and symptoms of abuse and be able to respond appropriately. Training is provided to the whole school every three years with training on the policy and procedures given to all new staff on appointment. The DSLs will attend initial training for their role and then refresh this every two years.

Any update in national or local guidance will be shared with all as required and at least annually.

Staff Responsibilities

School staff are particularly important as they are in a position to identify concerns early and provide help for children, to prevent concerns from escalating.

Listening and responding

All staff receive training in how to listen and respond to children. They will allow the child to speak and only ask open questions to aid clarification.

Record keeping

Any member of staff who has concerns about the welfare of a child must share this information with the DSL.

- Staff make a brief accurate verbatim record of the concerns including the child's own words (if a disclosure) or the evidence that has led to the concerns.
- This report is given to the DSL who will store the record securely and away from the main pupil records.
- Referrals where urgent action is required should never be delayed in order for a full record to be written.

Confidentiality

- We maintain that all matters relating to child protection are to be treated as confidential and only shared as per the 'working together' guidance.
- Information will only be shared with agencies who we have a statutory duty to share with or individuals within the school who 'need to know'.
- All staff are aware that they cannot promise a child that they will keep a secret.
- Disciplinary action will be considered for any breach of confidentiality.

Reporting

- Staff will notify DSL of any child on a Child Protection Plan who is absent for two or more days unless there are reasons why this should be reported sooner.
- Staff will report to DSL any additional concerns, disclosures or observations after the initial referral, not assuming that a referral in itself will protect children.

Referral

The DSL will assess the information and consider if significant harm has happened or there is a risk that it may happen. If the evidence suggests the threshold of significant harm, or risk of significant harm has been reached; or they are not clear if the threshold is met, then the DSL will call Children's Social Care.

Generally the DSL will inform the parents prior to making a referral; however, there are situations where this may not be possible or appropriate.

As a school we will educate and encourage pupils to Keep Safe through:

- The content of the curriculum
- A school ethos which helps children to feel safe and able to talk freely about their concerns, believing that they will be listened to and valued.

Dealing with allegations against staff

If a child, parent or staff member should raise concerns about the practice or behaviour of a member of staff (using the policy definition), this information will be recorded and passed to the headteacher (Tim Clarke). The Local Authority Designated Officer (LADO) will be contacted and the relevant guidance will be followed

If the allegation is against the headteacher, the LADO should be contacted directly so that they can liaise with the governing body's Chair of Governors (Rev Sandy Matheson).

The responsibilities of the Senior Leadership Team

- Provide a copy of the Child Protection Policy, Code of Conduct and "Keeping Children Safe in Education" to staff on induction and at annual training
- Ensure all staff understand the role of the DSL and are aware of systems within their school which support safeguarding

The responsibilities of the Governing Body

The Governing Body is responsible for ensuring that:

- the school has effective safeguarding policies and procedures in place, which are updated at least annually and available publicly
- children are taught about safeguarding, including online through teaching and learning opportunities
- appropriate filters and monitoring systems are in place to safeguard children from potentially harmful and inappropriate online material
- the school has a broad and balanced curriculum that incorporates safeguarding
- that national and local guidance is followed including "Working together to Keep Children Safe" (particularly the safer recruitment section) and HSCB procedures
- there is a member of the schools leadership identified as the Designated Safeguarding Lead (DSL)
- training is undertaken at the required frequency
- the Chair of Governors deals with allegations against the headteacher and another governor is identified as the safeguarding lead
- an annual audit of safeguarding is carried out and any concerns are remedied without delay.

Legal context

Section 175 (maintained schools) or Section 157 (independent schools and academies) of the Education Act 2002.
Children Act 2004 & 1989

Guidance

Hampshire Safeguarding Children's Board [protocols and guidance](#) and their [procedures](#) (from [Working Together to Safeguard Children 2013](#))
[Keeping Children Safe in Education 2014](#)
[Dealing with allegations of abuse against teachers and other staff 2012](#)

Annual review

As a school, we review this policy annually in line with DfE, HSCB and HCC guidance.

Date of DSL Training/Refresher:

Tim Clarke 9/3/2016
Clare Ross 9/3/2016

Date of Whole School Training:

18 & 25 /9/2014

Date of latest Whole School Refresher Training:

5/9/2016